

***LONNIE R. WILLIAMS, Ed.D.***

*P O Box 189*

*State University, AR 72467*

*(870) 972-3355 work*

*E-mail Lonnicw@astatc.edu*

**EDUCATION**

**University of Arkansas, Fayetteville**

Ed.D.	Adult Education
Ed.S.	Higher Education Administration
M.Ed.	Higher Education Administration/Student Personnel Services
M.B.A.	Partial fulfillment (27 of 33 hours)
B.S.B.A.	Finance & Banking

**SPECIAL TRAINING**

Certificate of Completion	Arkansas Law Enforcement Training Academy Camden, AR. Emphasis: Police Training
---------------------------	--

**EMPLOYMENT HISTORY**

**Arkansas State University - Jonesboro**

**Special Assistant to the Chancellor (July 15, 2018 – present).**

Report directly to the chancellor. Serve as a member of the chancellor's executive team. Supervise the Counseling Center and Student Health Center. Serve as the appeal officer for student conduct violations. Serve as liaison for the chancellor to student organizations, staff, and constituencies matters. Support and attend chancellor's executive team meetings and work with other members of the team with functions and initiatives as assigned. Provide input to the chancellor on matters as assigned.

***Associate Vice Chancellor for Student Affairs (April 2003 – July 14, 2018).***

Supervised, with the vice chancellor for Student Affairs, and coordinated the daily activities of a professional staff to include: Assistant vice chancellor, and an executive assistant to the vice chancellor. The departments supervised by the aforementioned include: Residence Life, Dining Services, Student Union, Financial Aid and Scholarships, Testing Services, Admissions, Student Conduct, Parking Services, Leadership Center, Greek Life, Recreation and Intramurals, and the Yearbook staff. Provide direct supervision to the directors of: Multicultural Center, Counseling Center, Career Services, Student Health Center, Disability

Services, Web and Technology Services (2003 – 2014), University Police, Student Health & Wellness (beginning January 2015- includes intramurals, club sports, and exercise facility), and Student Conduct (beginning June 2016). Served as a resource for resolving personnel and customer service issues campus wide. Assisted in the implementation of the Student Affairs' mission. Coordinated multicultural initiatives: reviewed minority recruitment of students/staff for effectiveness; reviewed the student affairs minority recruitment process; served as a resource for cultural awareness training for Student Affairs and campus. Served as an appeal officer for Student Affairs student conduct matters. Conducted administrative withdrawals and other assigned duties.

***Adjunct Professor (2003 – present).***

Teach graduate level courses in the College Student Personnel Services' program within the Educational Leadership department in the College of Education and Behavioral Sciences.

**EMPLOYMENT HISTORY**  
**University of Arkansas, Fayetteville**

***Assistant Vice Chancellor for Student Affairs (July 2000 – April 2003).***

Directed the Multicultural Center providing leadership for programs that assisted students of color in succeeding in their academic and personal endeavors, serving as ombudsman, assuming a liaison role with Academic Affairs, Student Affairs, and the Fayetteville community to ensure the educational and developmental needs of students of color were met. Supervised the Office of Multicultural Student Services providing programs and services for African American, Latino, Native American and Asian American students. Coordinated the scholarship program for the Division of Student Affairs and served as Coordinator of the Black Alumni Society of the Arkansas Alumni Association which included establishing and maintaining a positive relationship with the Society Board of Directors, developing, promulgating, and executing an annual and long-range plan, monitoring and evaluating the progress of the Society, including membership, recommending and monitoring an annual budget.

***Assistant Vice Chancellor for Student Affairs (January 1991 - June 2000).***

Assisted the associate vice chancellor for Student Affairs/dean of students with the administration of the dean of students' office consisting of Greek Affairs, International Programs, New Students Programs and Orientation, Non-Traditional Students, Judicial Affairs, and the Office for Campus Access (Office for Disability Services). Direct supervision of the following departments: Student Support Services, Educational Talent Search, Veterans Upward Bound, Testing Services, Upward Bound Math and Science, Upward Bound, Multicultural Student Services and served as director of the following; Multicultural Center, Youth Opportunities Unlimited, Youth Opportunities Unlimited II, and Youth Opportunities Unlimited Follow-Up. Provided strong leadership and policy

direction in all areas, and worked effectively with a diverse student body, faculty, and staff in addressing the challenges facing the university.

***Interim Director of Student Support Services and Asst. Vice Chancellor for Student Services (March 1998 - August 1998 and January 1991 - August 1991).***

Supervised and coordinated all program components of a U. S. Department of Education grant including establishing administrative and professional policies consistent with the grant. Prepared reports, administered/monitored the project budget, interviewed and hired qualified staff, and other administrative functions as deemed necessary to meet the requirements of the grant and the university.

***Assistant Dean of Students and Coordinator of Minority Affairs for the Division of Student Services (January 1986 - January 1991).***

Coordinated planning, budget formulation, administration, and staff development for the dean of students' office. The dean of students' office consisted of the assistant dean of students for Greek Affairs, Judicial Affairs, New Student Programs, Campus Access (Disability Services), International Programs, and Multicultural Student Affairs. Directed the Multicultural Student Affairs' office, developed and coordinated educational and cultural programs to meet the needs of students of color including the recruitment and supervision of graduate and undergraduate staff working with the peer counselor program.

***Director of Minority Engineering Programs for the College of Engineering (March 1984 - January 1986; 25% appointment from October 1981 - February 1984).***

Directed the Transition Retention Minority Engineering Program (TRMEP) - A program designed to increase the number students of color enrolled in engineering. The program was an eight-week summer residential program with class credit for incoming first year students. Emphasis on recruiting, supervision of tutors, retention, budgeting, academic and personal advising of students. Directed the Minority Introduction to Engineering (MITE) Program - A one-week summer residential program for students of color designed to acquaint incoming high school seniors with career opportunities in engineering. Associate director from October 1981 - August 1983; Director from August 1983 - 1986.

***Night Manager of the Arkansas Student Union (August 1978 - February 1984; 75% split appointment from October 1981 - 1984 with the College of Engineering).***

Supervised the operation of the Student Union in the evening and weekend hours. Prepared departmental budget and payroll reports. Helped in the general supervision of all personnel and facilities during the evening and weekends including supervision of the two part time assistant night managers and cashiers. Coordinated cash handling procedures with the cashier supervisor and the assistant director of the Arkansas Union.

***Police Sergeant (Shift Supervisor) for University of Arkansas Police Department (January 1978 - August 1978; Police Officer from July 1976 - January 1978).***

Performed all duties of a police officer. Patrolled the University of Arkansas campus and community for violations, crime prevention, community relations, and assistance to citizens. Protected life, property, and the welfare of subordinates while ensuring every person at the university was allowed to continue his or her pursuits uninhibited by obstruction of their civil rights. Made work assignments and supervised all shift personnel including officers, dispatchers, and community cadets. Conducted routine training sessions. Reviewed all work of officers to assure fairness, completeness, and appropriateness. Completed performance evaluations on subordinates. Regularly trained on the use of firearms and weapons. Enforced all traffic laws of the State and the rules and regulations of the university within jurisdictional boundaries.

### **GRANTS and FUND-RAISING**

#### **Panel Reviewer for the National Science Foundation's (NSF) Scholarships in Science, Technology, Engineering, and Mathematics (S-STEM) program.**

Reviewed, discussed and critiqued proposals submitted to the NSF in this category and made recommendations for funding while providing valuable peer advice to the proposal writers (twice in 2008, 2007, 2006).

#### **Co-Coordinator of Arkansas State University's Alumni Association and Strong-Turner Alumni Chapter's Black Alumni Reunions (2013, 2011, 2008).**

Organized and coordinated activities associated with the Black Alumni Reunion. Raised more than \$10,000 for scholarships.

#### **Directed and served as grant administrator of the Youth Opportunities Unlimited (Y.O.U.) Grants (1996 – 2000 at University of Arkansas, Coordinator in 2006 and 2007 at Arkansas State University).**

**Y.O.U.** was a college residential high school dropout prevention program for 14-16 year old students supported by the Job Training Partnership Act and the State of Arkansas. Total grant funding 1996-2000 was approximately one million dollars (2006 and 2007 funding was approximately \$400,000 at Arkansas State University).

**Y.O.U. II** was a five-week high school dropout prevention program for 16-17 year-old students. Total grant funding 1998-2000, approximately \$400,000.

**Y.O.U. Follow-Up** grant supported by the Arkansas Department of Higher Education based on the number of students supported in the previous Y.O.U. programs still attending high school. Total grant funding 1994-2000 was approximately \$120,000.

#### **Administrator of the U. S. D. A. Food Grants (1994 - 2000)**

Responsibilities included solicitation and administration of the U. S. D. A. Food Grant that supplemented the Y.O.U. budget each year. Total grant funding for 1994-2000, approximately \$100,000.

**Administrator of the Coca-Cola Foundation Scholarships (1996 - 2003).**

The Coca-Cola Foundation provided the University of Arkansas with a \$50,000 grant in 1996 to be used for scholarships for students of color. The original writers included Judy Schwab, Bob Brisiel, and Lonnie R. Williams. Responsible for solicitation of applicants, served as mentor to the scholarship recipients, and budgeting. An additional grant of \$100,000 was received in 1998 to supplement the initial grant.

**Administrator of the Arkansas Alumni Association's Black Alumni Society Scholarship (1990 - 2003).**

Each year an African American student from Arkansas is awarded a tuition scholarship renewable for three years funded by donations received from black alumni of the university (\$2,600 per year per student - more than \$47,000 awarded 1994 - 2003). Responsibilities included solicitation of funds, solicitation of applicants, served as mentor to the scholarship recipients, and budgeting. As a result of this development effort, five African Americans created endowed scholarships at \$25,000 each and a sixth donor sponsored scholarships for more than \$30,000 annually (Yvonne Keaton-Martin Scholarship sponsored by Beverly Enterprise of Ft. Smith, AR).

**Administrator of the Rodney E. Momon Memorial Scholarship (1998 - 2003).**

Responsible for solicitation and nurturing of initial funding (donation by the Momon Family of \$10,000 to create the scholarship) and raising supplemental funds (an additional \$11,000 was raised in 1999, total endowment over \$21,000).

**Coordinator of the Arkansas Alumni Association's Black Alumni Society Reunions (2003, 2000, 1998, 1995, 1993, 1990).**

Responsibilities included creating and coordinating activities associated with the Black Alumni Reunions with the Arkansas Alumni Association. Attendance at the reunions grew from 148 at the 1990 banquet to over 600 at the 2003 banquet. African American membership in the Arkansas Alumni Association increased from less than 100 to more than 800 at highest point. African American giving to the university increased more than 100% from 1998 -2000 over all previous years combined.

**PUBLICATIONS**

Williams, L. R., Bonner, F. A., Monts, A. M., Louis, D. & Robinson, P.A., (2014). Recasting college outreach approaches to engage African American alumni. *Journal of African American Studies*. 18(4), 417-431.

Robinson, C. F., and Williams, L. R. (Eds.). (2010). *Remembrances in black: Personal perspectives of the African American experience at the University of Arkansas, 1940s–2000s*. Fayetteville: University of Arkansas Press.

### **MAGAZINE ARTICLES**

- Williams, L. R. (2010, Spring). African American males' incarceration, education, and the effect on single African American females. *African American Perspectives Magazine*, 4 (2), 4.
- Williams, L. R. (2009, Spring). A legacy of hope. *African American Perspectives Magazine*, 3 (1), 34-39.
- Williams, L. R. (2008, Winter). College in your future: What you need to know now! *African American Perspectives Magazine*, 2 (1), 14-15.
- Williams, L.R. (2007, Winter). Financial Advice for College. *African American Perspectives Magazine*, 1 (1), 42-43.

### **PROFESSIONAL AND CIVIC AFFILIATIONS** **(Leadership roles)**

- Craighead County Community Foundation, Board of Directors (2015 – present).
- Arkansas State Representative for the 9<sup>th</sup> District of Omega Psi Phi Fraternity, Inc. (2000 - present).
- Arkansas Baptist College, Board of Trustees (2005 – 2011) and Board chair (2009 – 2011).
- Jonesboro Church Health Center, Board of Directors (2004 - 2010).
- Arkansas Black Students Association, advisor for the state organization (1988 - 2003).
- Association for Black Cultural Centers (ABCC) Executive Board (1996 - 2002).
- Arkansas Counseling Association, Executive Board member (1994 - 2002).
- Arkansas' Chapters of Omega Psi Phi Fraternity, Newsletter Editor and Past-President (1999 - 2000) and President (1996 -1999).
- University of Arkansas - Arkansas Alumni Association, Board of Directors (1998 - 2000).
- Sixth National African American Student Leadership Conference, Rust College, Holly Springs, MS. Advisory Board member (2000, January 14 & 15).
- Black Alumni Society of the Arkansas Alumni Association, Board of Directors (1998 - 2000).
- Arkansas College Personnel Association, Past President (1999); President (1998); President-Elect (1997); Publication Officer (1996); and Minority Affairs Committee Chair (1994 - 1996).
- Arkansas Association for Multicultural Counseling and Development, President (1995 - 1997, 1987 - 1988); and President-Elect (1993 - 1995).
- North Arkansas Girl Scout Council, Board of Directors (1990 - 1992).
- Washington County Economic Opportunity Agency, Board of Directors (1987 - 1991) and Vice-President (1989 - 1991).
- Fayetteville, Arkansas, Chamber of Commerce' Leadership Fayetteville Program (1989).
- National Society of Black Engineers Region V Advisory Board (1984 - 1987).

National Association of Minority Engineering Program Administrators Region B,  
Chairperson-Elect (1985 - 1986).  
University of Arkansas, Cooperative Education Advisory Board (1985 - 1986).

### **GENERAL MEMBERSHIPS**

American College Personnel Association (2010-present)  
National Association of Student Personnel Administrators (2008 - present, 2005 - 2006,  
1996 - 1999).  
Black Alumni Society of the Arkansas Alumni Association, Founding member (1997 -  
present).  
Association for Black Culture Centers (1996 - present).  
Arkansas Alumni Association (1989 - present, Life Member 2013).  
Arkansas College Personnel Association (1987 - present) (Arkansas Student Affairs  
Association, name change in 2014).  
Arkansas Counseling Association (1984 - present).  
Arkansas Association for Multicultural Counseling and Development (1984 - present).  
Arkansas State University Alumni Association, Life Member (2005).  
Daisy Gatson Bates Holiday Committee for State of Arkansas, appointed by the  
Governor (2004 -2005).  
The John D. O'Bryant National Think Tank for Black Professionals in Higher Education  
on Predominantly White Campuses (2002 - 2005).  
Kiwanis of Fayetteville (1999 - 2003).  
Arkansas Association for Student Assistance Programs (1991 - 2000).  
American Counseling Association (1994 - 1999).  
Association for Multicultural Counseling and Development (1994 - 1998).  
National Association of Minority Engineering Program Administrators (1981 - 1987).  
National Society of Black Engineers Region V (1981 - 1987).  
Omega Psi Phi Fraternity, Charter member of Gamma Eta Undergraduate Chapter  
(1974); Upsilon Chi Chapter member (1989 - present); and Life Member (2015).

### **ARKANSAS STATE UNIVERSITY SERVICE HIGHLIGHTS**

Higher Learning Commission Self-Study Steering Committee (2010-2012)  
Enrollment Management Plan Committee (2005).  
NCAA Certification Committee – Equity, Gender and Welfare subcommittee  
chairperson (2004 - 2005).  
Diversity Task Force - Admissions and Recruitment committee  
co-chairperson (2003- 2004).

### **UNIVERSITY of ARKANSAS SERVICE HIGHLIGHTS**

Created & Organized Black Alumni Reunions (2003, 2000, 1998, 1995, 1993, & 1990).  
Chancellor's Diversity Task Force (1998 - 2003).  
Arkansas Union Governing Board (1996 - 2000).  
Human Resources Advisory Board (1996 - 2000).

Chair - Multicultural Task Force for the Executive Assistant to the Chancellor (1996).  
Admissions Standards Review Committees.  
Human Relations Committee.  
Staff Evaluation Development Committee.  
Silas Hunt Hall Dedication Committee.  
Multicultural Center Formation Committee.

### **AWARDS and RECOGNITIONS**

- “Recognition and Appreciation Award” presented by the Craighead County Dr. Martin Luther King, Jr. Parade Committee (2019, January 21).
- “Organizational Appreciation Award” presented by the Arkansas State University’s Black Students Association (2018, May 1).
- “Legacy Award” presented by the Xi Rho Chapter of Omega Psi Phi Fraternity, Inc. (2017, April 29).
- “Brother James L. Wise State Representative of the Year Award” presented by the Ninth District (Arkansas, Louisiana, Oklahoma, and Texas) of Omega Psi Phi Fraternity, Inc. (2016, March 25).
- “Outstanding Leadership Award” presented by the Craighead County Dr. Martin Luther King, Jr. Parade Committee (2016, January 18).
- “Grand Marshall” of the Northeast Arkansas Dr. Martin Luther King, Jr. Celebration March, Jonesboro, AR (2016, January 18).
- Adams, P. D. (2015, Spring). “Brother has award named in his honor”. *The Source*, magazine of the Ninth District of Omega Psi Phi Fraternity, Inc. 3, 5.
- “Lonnie Williams” (2015, Summer) showcased in “Impact Arkansas: Making Our State Stronger” section of *Arkansas*, magazine of the University of Arkansas, Fayetteville’s Arkansas Alumni Association. 64 (4), 31.
- “Dr. Lonnie R. Williams Lifetime Achievement Award” named in recipient’s honor by the Black Alumni Society of the University of Arkansas’ Arkansas Alumni Association (2014).
- “Citizen of the Year Award” presented by the Upsilon Chi Chapter of Omega Psi Phi Fraternity, Inc. (2013, November 17).
- “Brother James L. Wise State Representative of the Year Award” presented by the Ninth District (Arkansas, Louisiana, Oklahoma, and Texas) of Omega Psi Phi Fraternity, Inc. (2013, March 29).
- “Distinguished Service Award” presented by the University of Arkansas, Fayetteville’s Division of Student Affairs (2012, March 13).
- “Citizen of the Year” awarded by the Epsilon Alpha Alpha Chapter of Omega Psi Phi Fraternity, Inc. (2011, November 17).
- “Founders Award” presented by the Arkansas Chapters of Omega Psi Phi Fraternity, Inc. (2011, September 17).
- “Certificate of Recognition” awarded by the Arkansas Association for Multicultural Counseling and Development (2010, November 19).
- “Certificate of Appreciation” awarded by Jonesboro Church Health Center Board (2010, November 15).



## **AWARDS and RECOGNITIONS**

(continued)

- “Silas Hunt Legacy Award” awarded by the University of Arkansas, Fayetteville – honoring individuals who have made a significant impact on the University of Arkansas, the state of Arkansas, the nation and the world (2010, April 23).
- “Outstanding Service Award” presented by the Arkansas State University Strong-Turner Alumni Chapter of the AState Alumni Association (2010).
- “State Representative of the Year” awarded by the Ninth District of Omega Psi Phi Fraternity (2010, April 2).
- “Certificate of Appreciation” presented by the Consortium for Student Retention Data Exchange at the University of Oklahoma (2009, November 2).
- “Leadership Award” awarded by the Northeast Arkansas Dr. Martin Luther King, Jr. Celebration Parade Committee (2009, January 19).
- “Outstanding Person” selected by STAND-News of Central Arkansas, a monthly news publication ([www.stand-news.com](http://www.stand-news.com)) (2008, April).
- “President’s Award for Dedicated Service” presented by the Strong-Turner Alumni Chapter of the Arkansas State University’s Alumni Association (2008, April 19).
- “Co-State Representative of the Year” awarded by the 9<sup>th</sup> District of Omega Psi Phi Fraternity - Arkansas, Oklahoma, Louisiana and Texas (2008, March 22).
- “The Thomas E. “Pat” Patterson Education Award”, presented by the Arkansas Democratic Black Caucus to an individual who fights for equality of educational opportunity for students and education of employees of color and those who are poor (2008, February 12).
- “Who’s Who Among America’s Teachers & Educators”, 11<sup>th</sup> ed. (2007).
- “Unsung Heroes Award” presented by the Arkansas Association for Multicultural Counseling and Development (2007, February 10).
- “Our #1 Supporter Award” presented by the Arkansas State University Black Student Association (2007, February 9).
- “Mossie J. Richmond, Jr. Outstanding Leadership Award” presented by the Arkansas College Personnel Association “For outstanding contributions to ArCPA and Student Affairs in Arkansas” (2006, November).
- “Distinguished Performance Award” for Executive/Administrative/Managerial category for 2005 - 2006 presented by Arkansas State University (2006, April).
- “Friend of Diversity” award presented by Arkansas State University Office of the Diversity (2005, April).
- “Indian Brave” award presented by The Student Activities Board of Arkansas State University for “Outstanding contributions made to the university” (2005, February).
- “Who’s Who in Black America” (1990 - 2005).
- “The Living Legacy Award” presented by the Black Students Association of the University of Arkansas, Fayetteville to an African American Arkansan, still living, who has distinguished him/herself in such a way to bring statewide, national or international attention to their work or achievements and/or their service to humanity (2004, April 28).

## **AWARDS and RECOGNITIONS**

(continued)

- “Appreciation Award” presented by the Tribal Leadership Center of Arkansas State University (2004, April).
- “Award of Recognition” presented by the Kappa Xi Chapter of Delta Sigma Theta at Arkansas State University for “pivotal role in helping students on the ASU campus” (2004, January 15).
- “Distinguished Service Award” presented by the Northwest Arkansas Martin Luther King, Jr. Planning Committee (2003, July 16).
- “Award for Loyalty, Service and Dedication” presented by the Arkansas Association for Multicultural Counseling and Development (2002, March).
- “Lonnie R. Williams’ Bridging Excellence Award” presented by the Black Students Association. Created and named in the recipient’s honor for his vision, leadership, service, and dedication to multiculturalism on the University of Arkansas, Fayetteville’s campus (2001, May).
- “Dr. Martin L. King, Jr. Individual Achievement Award” presented by the Northwest Arkansas Dr. Martin L. King, Jr. Planning Committee (2001, January).
- “25 Years of Service to Omega Psi Phi Fraternity Recognition” presented by the Upsilon Chi Chapter of Omega Psi Phi Fraternity (2000, January).
- “Andrew J. Lucas Service Award” presented by the Arkansas Alumni Association (2000, April).
- “Special Recognition Award” presented by the Arkansas Alumni Association’s Black Alumni Society (2003, 2000, 1998, 1995, 1993, 1990).
- “Service Appreciation Award” presented by Upsilon Chi Chapter of Omega Psi Phi Fraternity (1994).
- “Advisor of the Year” presented by the Arkansas Black Students’ Association (1993).
- “Employee of the Year, Professional Non-Faculty Area” presented by the University of Arkansas (1991).
- “Employee of the Quarter, Professional Non-Faculty Area” presented by the University of Arkansas (1991).
- “Dr. Martin Luther King, Jr.’s Outstanding Faculty/Staff Leadership” presented by the University of Arkansas’ Office of Minority Affairs (1987).
- “Outstanding and Dedicated Service as a Faculty Advisor” presented by the National Society of Black Engineers Chapter, University of Arkansas (1987).
- “Outstanding Young Men of America” (1986).
- “Appreciation of Outstanding Service” presented by the College of Engineering, University of Arkansas (1986).
- “Co-Advisory Board Member of the Year” presented by Region V of the National Society of Black Engineers (1984).
- “Outstanding Service Award” presented by the Gamma Eta Chapter of Omega Psi Phi Fraternity (1984 and 1982).

### **CONFERENCE AND WORKSHOP PRESENTATIONS**

- Nichols, K., Williams, L. R., Wiltgen, J., & Wilson, J. (2018, April 24). Senior Student Affairs Panel – Student Success Beyond the Numbers. Arkansas Student Affairs Association Drive-In Conference. University of Central Arkansas, Conway, AR.
- Williams, L. R. (2016, April 11). Diversity and Inclusion: Cultural competency is essential in student affairs. Arkansas Student Affairs Association annual drive-in conference. Russellville, AR.
- Williams, L. R. (2015, May 11). What we need to know to contribute to Student Success. East Arkansas Community College's Student Affairs Leadership Retreat. Forrest City, AR.
- Williams, L. R. & Randle, B. A. (2013, August 7). Retention is not the goal: Effective Communication is the key. Mid-South Community College Faculty Retreat. W. Memphis, AR.
- Williams, L. R. (2011, October 22). Cultural competency in today's centers. Association for Black Cultural Centers national conference. Dayton, Ohio.
- Williams, L.R. (2011, September 24). Ties that Bind: The black experience at the University of Arkansas from Silas Hunt to Today. Afro-American Historical and Genealogical Society, Inc. 32<sup>nd</sup> national Genealogy Conference. Little Rock, AR.
- Williams, L. R. (2010, November 12). Multicultural Competence: No longer separate, not yet equal. Arkansas College Personnel Association annual conference keynote address. Springdale, AR.
- Mock, R., Stuart, C., and Williams, L. (2009, October 1). Student African American Brotherhood and Brother to Brother: Retaining black males in higher education. The Fifth National Symposium on Student Retention in Buffalo, NY sponsored by The Consortium for Student Retention Data Exchange at the University of Oklahoma.
- Williams, L.R. (2007, February 10). From hence we came: Multicultural issues for the 21<sup>st</sup> century. Arkansas Association for Multicultural Counseling and Development Conference keynote address. University of Arkansas Community College. Hope, AR.
- Williams, L.R. (2005, November 18). But we have always done that program: A look at assessment and best practices in Student Affairs. Arkansas College Personnel Association's annual conference (received "Best Program" award). Hot Springs, AR.

## **CONFERENCE AND WORKSHOP PRESENTATIONS**

(continued)

- Williams, L. R. (2004, November 4). Multicultural Counseling: A means to a greater good. Arkansas Counseling Association's 59<sup>th</sup> Annual Conference. Hot Springs, AR.
- James, P., Reedus, L., Skinner, J., and Williams, L.R. (2004, June 2). *The state of black professionals at pre-dominantly white institutions: Are black professionals an endangered species at predominantly white institutions?* The John D. O'Bryant National Think Tank for Black Professionals in Higher Education Summit Meeting at the 17<sup>th</sup> National Conference on Race & Ethnicity, Miami Beach, Fl.
- Williams, L. R. (2003, August 11). Multicultural/Minority Affairs & Cultural Centers: Needed as much today as when first founded. IMOKANE (Iowa, Missouri, Kansas and Nebraska) Symposium, University of Kansas.
- Lofton, B. and Williams, L. R. (2000, May 19). The changing role of minority affairs directors to meet the challenges of tomorrow in higher education. National Academic Advising Association's (NACADA) Region 7 South Central Conference, University of Arkansas.
- Williams, L. R. (1999, June 4). Advising in a diverse world: More challenges ahead. Arkansas Academic Advising Network Annual Conference, East Arkansas Community College. Forrest City, AR.
- Williams, L. R. (1999, March 30). Review of current literature on retention on minority students. Arkansas College Personnel Association's Minority Affairs' Workshop. Hot Springs, AR.
- Williams, L. R. (1998, November). Directions for new directors of cultural centers. Association for Black Culture Centers' Annual Conference, West Virginia University.
- Williams, L. R. (1997 and 1996, November). Budgeting for cultural centers. Association for Black Culture Centers' Annual Conferences at the University of Maryland, College Park, MD (1997) and at the University of Arkansas (1996).
- Williams, L. R. (1997, October). Current retention and graduation trends among minority students on Arkansas' campuses. Conference theme Empowering campus minority affairs: Developing strengths and strategies. Arkansas College Personnel Associations' Minority Affairs Committee's Conference. University of Arkansas at Little Rock, AR.

## **CONFERENCE AND WORKSHOP PRESENTATIONS**

(continued)

- Thomas, E. W. and Williams, L. R. (1996, November). Multicultural students and Generation X. Conference theme Student life in higher education: Making the pieces fit. Arkansas College Personnel Association's Annual Conference, Little Rock, AR.
- Thomas, E. W. and Williams, L. R. (1995, November). Enhancing diversity with today's college student: Can we meet the challenge. Conference theme Students of today: Issues and concerns. Arkansas College Personnel Association's Annual Conference, Hot Springs, AR.
- Midgett, T., Seawood, G., Williams, L. R., and Williams, N.E. (1993, November). The African-American male: Empowerment strategies. Arkansas Counseling Association's Annual Conference, Hot Springs, AR.
- Gordon, S. E. and Williams, L. R. (1992, October). A perspective on diversity: Recruiting minority students versus retaining minority students, focus on outcomes. Arkansas College Personnel Association's Fall Conference, Little Rock, AR.
- Williams, L. R. (1991, March). Communicating: A part of diversity. Arkansas College Personnel Association's Spring Workshop, Conway, AR.
- Williams, L. R. (1991, March). The office of minority affairs survey: Similarities, purpose, and need. Arkansas College Personnel Association's Spring Workshop, Conway, AR.
- Williams, L. R. (1989, April). Freshman year peer counseling: Extending orientation. National Orientation Directors Association's Third Annual Region IV Conference, Fayetteville, AR.
- Williams, L. R. (1988, October). Minority student recruitment and retention. Presenter and panelist at the Arkansas Association of Collegiate Registrars and Admissions Officers' Annual Conference, Hot Springs, AR.
- Matthews, L. and Williams, L. R. (1985). Developing an advocacy role on your campus: The other side of successful minority student recruitment. Presenter and panelist at the American Association of Collegiate Registrars and Admissions Officers 71st Annual Conference, Cincinnati, OH.

### **ENTREPRENEURIAL INTEREST**

Partner in Diversified Publishing, LLC, publisher of the award winning *African American Perspectives* magazine of Northeast Arkansas (52/ 60 page full color quarterly magazine, January 2007 – April 2013).

Special feature writer for the *Lincoln Echo* newspaper of Ft. Smith, AR. on post-secondary education issues (November 2002- May 2003).