

Robert Williams, Ed.D.

*5725 Friendship Circle
Jonesboro, Arkansas 72404
robwillvu@yahoo.com*

EDUCATIONAL BACKGROUND

Doctor of Education, Liberty University, Lynchburg, Virginia

MAJOR: Educational Leadership

Graduate with High Distinction

Education Specialist, Liberty University, Lynchburg, Virginia

MAJOR: Educational Leadership

Graduate with High Distinction

Master of Education, Walden University, Minneapolis, Minnesota

MAJOR: Educational Leadership

Bachelor of Science, Auburn University, Auburn, Alabama

MAJOR: Business Administration and Management

CERTIFICATION

Arkansas Professional License P-12 Building Level Administration; 7-12

Mathematics; 4-8 Middle School Math

Virginia License PGP-0679160 Administration and Supervision; Mathematics,
Middle School Mathematics

TEACHING/ADMINISTRATIVE EXPERIENCE

Associate Professor, Arkansas State University, 2022-present

Assistant Professor, Arkansas State University, 2016-2022

Develop and instruct courses in Educational Leadership and Administration
Preparation, Curriculum and Instruction at the Master's, Specialist, and
Doctorate Level

Program Director and advisor for students pursuing a MS in Curriculum &
Instruction or Ed.S. Curriculum Administration Tracks (2016-2022)

Program Director and advisor for students pursuing a MS or EdS in Educational
Leadership – Principalship (2022-present)

Serve on dissertation committees

Vice President of Academic Affairs, Dean of Teacher Education Division, Crowley's
Ridge College, 2014-2017

Ensure accreditation compliance with (HLC) Higher Learning Commission,
(CAEP) Council for the Accreditation of Teacher Preparation, (ADE)
Arkansas Department of Education, (ADHE) Arkansas Department of
Higher Education

Oversee, develop, evaluate, and direct all academic programs, degrees,
personnel, master schedule, and institutional research

Budget development and allocation
Member of President's Executive Cabinet
Strategic Planning
Responsible for faculty hiring, development, and retention
Develop curriculum
Academic advising
Professor for on-ground and online undergraduate education courses
Academic Liaison Officer with the Higher Learning Commission
Licensure liaison with Arkansas Department of Education
Faculty Athletics Representative (FAR) with the NAIA

Math Specialist, Elmore County Schools, 2013-2014

Developed curriculum and pacing guides
Oversaw and implemented strategies for the effective teaching of all high school math subjects for at-risk students

Middle School Principal and Curriculum Director, Alabama Christian Academy, 2006-2013

Oversaw curriculum development, selection, and implementation for all 6th-12th grade subjects (Curriculum Director)
Researched, developed and implemented initiatives such as student mentoring (partnered with a local university), Learning Enhancement Academic Program (LEAP), and 21st Century Learning (one-to-one iPads)
Strategic Planning
Assisted with capital campaign and annual fund development and implementation
Managed and oversaw budget and resource allocation
Developed and presented professional development opportunities
Analyzed student data for program improvement

Algebra I & II Teacher, Arlington Christian School, 2002-2006

Administered and evaluated math placement tests
Developed the master schedule and schedules for students
Chairman of the Middle School SACS Committee: oversaw the efforts of and provided direction for the committee
Head of School Improvement Team/Faculty Committee: served as liaison between faculty and administration to present concerns and ideas as well as provide solutions for such situations
Assistant middle school baseball coach

Math Teacher, Jefferson Christian Academy, 2001-2002

Spanish Teacher, Alabama Christian Academy, 1995-1996

OTHER EXPERIENCE

Director of Sales and Marketing, Homeland Entertainment, Brentwood, TN 1996-2001

- Developed and oversaw the sales and marketing for direct sales to maximize sales growth
- Developed, planned, and managed departmental budgets
- Organized, updated, determined, and oversaw the layout, development, and execution of all processes included in producing quality catalogs and brochures for Homeland Direct, as well as for Landmark Distribution, paying close attention to detail and maintaining accuracy
- Managed and led the sales staff, calculated commissions, and developed and implemented strategies and tools to increase sales

SCHOLARLY ACTIVITY:

Publications

Williams, R.W. & Shaw, A. (2024). International student perceptions of an American educational leadership program: A look at students residing in Qatar and their quest to receive an advanced degree from an American university. *International Journal on Social and Education Sciences (IJonSES)*, 6(1), 152-163. <https://doi.org/10.46328/ijonSES.642>

Shaw, A., Williams, R., Saleh, A., McBride, J., Greer, P., Milligan, J., Jenkins, J., Bradley, M., Gilbert, B., Hux, A., Oros, L. (2023). Graduate student perspectives on empathy among university faculty in an educational leadership large scale distance learning setting. *International Journal on E-Learning*.

Shaw, A., Williams, R., Hux, A., McBride, J., Oros, L., Manlove, J., Bradley, M.J. & Henley, J. (2023). Don't make our families choose between food and internet: Administrator and teacher perceptions on how the lack of access to broadband connection for families has impacted decisions on virtual learning and thereby impacting student performance. In E. Langran, P. Christensen & J. Sanson (Eds.), *Proceedings of Society for Information Technology & Teacher Education International Conference* (pp. 2263-2271). New Orleans, LA, United States: Association for the Advancement of Computing in Education (AACE). <https://www.learntechlib.org/primary/p/222120/>.

Shaw, A., Williams, R.W., Hux, A., Hays, A., McBride, J., Davis, K. (2022). You want me to do what by when? The positive and negative aspects of designing, building, and implementing a new online degree program. In *proceedings of Society for Information Technology & Teacher Education International Conference* (pp.577-580). San Diego, CA: Society for Information Technology & Teacher Education (SITE).

Williams, R. & Rhoads, M. (2022). A taxonomy of math instructor behaviors that contribute to math anxiety as perceived by students. In *proceedings of Arts, Humanities, Social Sciences, & Education: HUIC (Hawaii University International Conferences)*. Honolulu, HI.

Williams, R. Shaw, A., Hux, A. (2021). Educator perceptions of the impact of Covid-19 on education. In proceedings of *Society for Information Technology & Teacher Education International Conference* (pp.1316-1322). San Diego, CA: Association for the Advancement of Computing in Education (AACE).

Williams, R. Shaw, A. (2021). The ‘new normal’ for public schools: A look at teachers’ views on the changes in public schools as a result of Covid-19. *Education* 142(2), 65-76.

Williams, R. (2021). Concerns of socially interactive technologies’ influence on students: Digital immigrant teachers’ perspectives. *Education* (141)3, 109-122.

Williams, R. & Shaw, A. (2019). Student perspectives of the academic assistant model for online instructional programs. *College Student Journal* (53)2.

Shaw, A. & Williams, R. (2018). Making the case for digital instruction in an online educational leadership program: What the literature suggests. In *Proceedings of E-Learn: World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education* (pp. 1438-1444). Las Vegas, NV, United States: Association for the Advancement of Computing in Education (AACE).
<https://www.learntechlib.org/primary/p/185112/>.

Hux, A., Shaw, A., & Williams, R. (2017). Full inclusion: How its implementation could affect the academic performance and social well-being of students as perceived by educators of Northeast Arkansas. *National Forum Journal of Teacher Education Journal* 27(3).

Williams, Robert, "Digital Immigrant Teacher Perceptions of Social Media as it Influences the Affective and Cognitive Development of Students: A Phenomenological Study" (2012). *Doctoral Dissertations and Projects*. Paper 575.
<http://digitalcommons.liberty.edu/doctoral/575>

Presentations

Williams, R., Shaw, A. (2024). *Attitude is Everything: A Research Proposal Comparing the Self-Disposition Assessments of Candidates Enrolled in an Educational Leadership Program Compared to Those of Their Site Mentors*. Association of Teacher Educators (ATE). Anaheim, CA

Williams, R., McBride, J., Gilbert, B., Saleh, A. (2024). *Navigating the Ethical Labyrinth: Using Dilemmas to Explore School Leaders’ Views Regarding the Use of AI*. KPCEL – Kern Conference of Educational Leaders. Boston, MA

Williams, R. (2024). *Leading with character*. Arkansas Leadership Academy: Master Principal Program. AR

- Williams, R., Shaw, A. (2023). *International student perceptions of an American educational leadership program: A look at students residing in Qatar and their quest to receive an advanced degree from a United States university*. IConSES (International Conference on Social and Education Sciences), Las Vegas, NV
- Shaw, A. Williams, R. (2023). *I don't care what you know until I know you care: Graduate student perspectives on empathy among university faculty*. ATE (Association of Teacher Educators) Conference, Washington, D.C.
- Shaw, A. Williams, R., Manlove, J. (2023). *Don't make our families choose between food and internet: Administrator and teacher perceptions on how the lack of access to broadband connection for families has impacted decisions on virtual learning and thereby impacting student performance*. SITE (Society for Information Technology and Teacher Education) Conference, New Orleans, LA
- Shaw, A., Williams, R. (2022). *Designing, building, and implementing a new online degree program is as easy as building a house, or is it? The positive and negative aspects of designing, building, and implementing a new online degree program: A research proposal*. ATE (Association of Teacher Educators) Conference. Nashville, TN.
- Manlove, J., Hux, A., Shaw, A., Williams, R., Bradley, M.J. (2022). *Don't make me choose between food and internet: Administrator and teacher perceptions on the lack of access to internet connection for families and the subsequent impact on student performance*. AACE (Association of Teacher Educators) Conference. New York, New York.
- Shaw, A., Williams, R. (2022). *You want me to do what, by when? The positive and negative aspects of designing, building, and implementing a new online degree program*. SITE (Society for Information Technology and Teacher Education) Conference, San Diego, CA.
- Hux, A., Williams, R., Shaw, A, McBride, J., & Davis, K. (2022). *Discussion on the transition of an educational leadership program internship from a portfolio to an on-the-ground internship: A look at the positive and negatives of the change*. ATE (Association of Teacher Educators) Conference, Chicago, IL.
- Shaw, A, Williams, R., Hux, A, McBride, J., & Davis, K. (2022). *A look at public school principals have dealt with the impact of COVID-19 on their professional and personal lives*. ATE (Association of Teacher Educators) Conference, Chicago, IL.
- Williams, R., Shaw, A, Hux, A, McBride, J., & Davis, K. (2022). *Helping international Educational leadership candidates cope with distance learning challenges on their path to administration credentials: A look at Qatar students and their question for a master's in administration at a United States University. contribute*

- to math anxiety as perceived by students*. ATE (Association of Teacher Educators) Conference, Chicago, IL.
- Williams, R. & Rhoads, M. (2022). *A taxonomy of math instructor behaviors that contribute to math anxiety as perceived by students*. Arts, Humanities, Social Sciences & Education Conference: Hawaii University International Conference, Honolulu, HI.
- Williams, R., Shaw, A. (2021). *Educator perceptions of the impact of Covid-19 on education*. Society for Information Technology and Teacher Education. San Diego, CA/virtual.
- Williams, R., Hux, A., Shaw, A., Nichols, J., McBride, J. (2020). *Overview and responsibilities of adjuncts*. Virtual Adjunct Training. Jonesboro, AR.
- Williams, R. (March, 2020). *More engaging videos for online instruction: The CLIPS app*. Learn@State Conference, Jonesboro, AR.
- Williams, R. (March, 2020). *The interaction of social media, adolescents, and education as viewed by digital immigrant teachers*. ATE (Association of Teacher Educators) Conference, Atlantic City, NJ.
- Williams, R. (October, 2019). *Using the CLIPS App to Enhance Online Instruction*. ArATE (Arkansas Association of Teacher Educators) Conference, Russellville, AR.
- Williams, R. (October, 2019). *Socially Interactive Technologies' Influence on Students' Cognitive and Affective Domains as Perceived by Digital Immigrant Teachers*. IOSSBR (International Organization of Social Sciences and Behavioral Research) Conference, Las Vegas, NV.
- Williams, R. and Shaw, A. (October, 2018). *Making the case for digital instruction in an online educational leadership program: What the literature suggests*. AACE E-Learn: World Conference on E-Learning, Las Vegas, NV.
- Williams, R. (September, 2018). *The prevalence of weapons possession or use on K-12 campuses as perceived by administrators*. ArATE conference, Searcy, AR.
- Williams, R. et al. (April, 2018). *Adjunct Faculty Preparation for Online Course Delivery: Developing, Conducting and Financing a Weekend Workshop*. Arkansas State University, Jonesboro, AR.
- Shaw, A. and Williams, R. (2017). *Students' Perspective of the Academic Assistant Model for Online Instructional Programs*. Presentation conducted at the Southeastern Regional Association of Teacher Educators (SRATE) conference, Rogers, AR.

Hux, A., Shaw, A., & Williams, R. (2017). *Full Inclusion's Effect on Academic Performance and Social Well-Being of Students*. Presentation conducted at the Southeastern Regional Association of Teacher Educators (SRATE) conference, Rogers, AR.

Williams, R. (2013, February). *Implementing 1:1 Initiatives*. Southeast Regional Conference and Visits.

Williams, R. (2011, July). *Supervision of Instruction*. Guest lecturer. Liberty University.

Williams, R. (2011, May). *21st Century Learning: Embracing the Digital Age*. Alabama Christian Educators Association.

Williams, R. (2011, February). *Bullying and Cyberbullying: Signs and Intervention*. Montgomery Public Schools and Alabama Christian Academy.

Williams, R. (2002, June). *Teaching and Mentoring Today's Kids*. Guest lecturer. Lipscomb University.

Extramural Funding

Kern Foundation grant of \$300,000 received for national inclusion and dissemination of 'Character Centered Leadership' in the Educational Leadership and Curriculum and Instruction programs. 2022-2024

SERVICE:

Leadership

- ArATE (Arkansas Association of Teacher Education) President (2023-2024)
- Program Director for Educational Leadership – Principalship (2022-present)
- Undergraduate Appeals College Committee Chair (2021-present)
- ArATE (Arkansas Association of Teacher Education) Vice President (2022-2023)
- ArATE (Arkansas Association of Teacher Education) board member (2019-present)
- Advanced Assessment Chair and Standing Committee member (2016-2018, 2019-2022)
- Council on Professional Education (COPE) Chair, Arkansas State University (2016-2018)
- Advanced Programs CAEP Standard 4 SubCommittee Chair (2018-present)
- Program Director for Curriculum and Instruction (2017-2022)
- Council on Professional Education (COPE) Chair, Arkansas State University (2016-2018)
- Adjunct Faculty Preparation for Online Course Delivery (2018)
- Licensure Officer for Crowley's Ridge College (2014-2017)

- Vice President of the Faculty Senate, Crowley's Ridge College (2014-2015)
- SACS Committee Chair for SAT Analysis (May 2011 – 2013)
- Middle School Educational Travel Coordinator (August 2010-2013)
- Program Coordinator for BLITS Mentoring Initiative (July 2008-2013)
- Head of School Improvement Team/Faculty Committee (August 2002-June 2006)
- Chairman of the SACS Accreditation Committee (August 2002-June 2006)

Committee Service

- PRT Committee (2022-present)
- Faculty Senate member (2022-present)
- Program Viability Committee (2021)
- Program Reviewer for Arkansas Department of Education (2021)
- EPAC Planning Committee (2021-present)
- Faculty Awards Committee (2020-present)
- Undergraduate Appeals University Committee (2019-present)
- COPE (Council on Professional Education) committee (2019-present)
- Advanced Program Assessment Committee Chair (APAC) (2018-present)
- Department Assessment Committee (2016-present)
- Department Curriculum Committee (2016-present)
- Editorial Board Member for Journal of Education and Development (2017-present)
- CAEP Standard 4 Committee Chair (2017- present)
- College Grievance Committee member (2017-2018)
- CAEP Standard 1 Committee member (2016-2018)
- COPE (Council on Professional Education) committee chair (2016-2018)
- Advanced Assessment Committee (APAC) Chair (2016-2018)
- ArACTE Deans Council member (2014-2017)
- Educational Testing Service (ETS) expert/panelist for evaluation of Praxis Core (March 2015)
- Educational Testing Service (ETS) expert/panelist for reevaluation of the Praxis Middle School Math test (May 2013 and Sept. 2014)
- Member – Leadership Team for Faculty Development (2006 – 2013)
- Member – SACS Committee for Technology Advancement (2009-2013)
- Member – Math Department Direction Committee (2006-2007)
- Member – Faculty Curriculum Committee (2006 – 2013)

Other Service

- NELP SPA Reviewer
- Editorial board member of Journal of Education and Development
- Instruct students in Qatar

PROFESSIONAL DEVELOPMENT

- Future Forward, What We Need to Teacher Teachers about GenAI, Artificial Intelligence Webinar, Feb. 13, 2024
- Artificial Intelligence Webinar, ArATE, Dr. Tyler Tarver, Nov. 13, 2023
- CAEPCon, Washington, D.C., Sept. 21-24, 2023
- ArATE, Arkansas State University, Sept. 15, 2023
- Transformational Leadership: Distinguishing Between Rational and Irrational Resistance to Change in Schools, Webinar, Dr. Luis Cruz, Sept 13, 2023
- Program Development and Character, Maureen Spelman, May 1-3, 2023
- Kern Formative Leadership and Character Education with and through the Arts Convening, Chicago, IL April 18-20, 2023
- ArPEL Conference, Harding University, April 4, 2023
- Phronesis, Jubilee Centre, Kristjan Kristjansson, Jan. 10, 2023
- ALA (Arkansas Leadership Academy), Master Principal Program, Fairfield Bay, AR, Nov. 14-16, 2022
- Principled Innovation, Arizona State University, Phoenix, AZ, Oct. 23-26, 2022
- ArATE (Arkansas Association of Teacher Educators) Conference, Pine Bluff, AR, Sept. 23, 2022
- TESS/LEADS Platform Training, DESE, June 8, 2022
- Higher Education Character Convening, Orange Beach, AL May 12-13, 2022
- Kern Character Convening, Chicago, IL March 1-3, 2022
- Association of Teacher Educators (ATE) conference, Chicago, IL, Feb. 2022
- Understanding and Refining PLC Implementation, Solution Tree, Marked Tree, AR Jan. 21, 2022
- ETS: Recruitment Strategies to Address Today's Challenges, Jan. 20, 2022
- DESE: Motivating and Inspiring Students: Student Agency and Social-Emotional Learning, Jan. 20, 2022
- HUIC (Hawaii University International Conferences), Honolulu, HI, Jan 5-7, 2022
- Pressures of Staffing Shortages: Arkansas Leadership Academy, Nov. 17, 2021
- Using VoiceThread in Blackboard, Nov. 9, 2021
- CAEPCon, Oct. 7, 2021
- Creating Guiding Coalitions to Lead and Sustain Complex Change – Jonesboro, AR, Sept. 29, 2021
- ArATE (Arkansas Association of Teacher Educators), Sept. 24, 2021
- SITE (Society for Information Technology and Teacher Education), San Diego, CA Mar-Apr. 2021
- Continuous Improvement: Long and Short-Term Assessment Planning, Jonesboro, AR, May 13, 2021
- Seeing Possibility: Using Learning Progressions to Help Students Climb Toward Mastery, presented by Angela Freese – Solution Tree, Jonesboro, AR May 5, 2021
- ArACTE Speaker Series – Melina Monaco, Zoom, April 9, 2021
- Learn@AState, Jonesboro, AR, March 17, 2021
- 13th Annual ESL Symposium, Univ. of Arkansas, Feb. 27, 2021

- GoReact: New Approaches to edTPA & On-Campus Courses in 2021, Dec. 16, 2020
- CAEPCon, Oct. 14, 2020
- ArATE (Arkansas Association of Teacher Educators), Sept. 25, 2020
- GoReact, Jonesboro, AR, Sept. 9, 2020
- Create@State, Jonesboro, AR, April 2020
- CAEPcon, New Orleans, LA, March 8-11, 2020
- Learn@State, Jonesboro, AR, March 4, 2020
- Ready2Teach – ERZ teacher cadet programs, Nov. 21, 2019
- RTI Training, Jonesboro, AR, Nov. 7, 2019
- ArATE (Arkansas Association of Teacher Educators) conference, Russellville, AR, Oct. 18, 2019
- IOSSBR (International Organization of Social Sciences and Behavioral Research, Las Vegas, NV, Oct. 14-15, 2019
- ADOBE Spark Training, Jonesboro, AR, July 22-25, 2019
- LEADS 2.0 Training, Jonesboro, AR, July 18, 2019
- Excel and Student Assessment, Jonesboro, AR, July 18, 2019
- Survey Question Writing, Jonesboro, AR, July 17, 2019
- Excel and Qualtrics, Jonesboro, AR, July 16, 2019
- Advanced Qualtrics, Jonesboro, AR, July 11-12, 2019
- Beginning Qualtrics, Jonesboro, AR, July 9-10, 2019
- Professional Learning Communities (PLC) at Work, Jonesboro, AR, April 25, 2019
- Arkansas Professors of Educational Administration (ARPEA) Spring Conference, Harding University, Searcy, AR, April 9, 2019
- ADE Ambassador Academy Training, Jonesboro, AR (Feb. 28, 2019)
- Teacher Excellence Support System (TESS) Training, Jonesboro, AR (Feb. 27, 2019)
- Professional Learning Communities Training, Little Rock, AR (Feb. 15, 2019)
- Arkansas Association of Teacher Educators (ArATE) conference, Searcy, AR. (Sept., 2018)
- AACE (Association for the Advancement of Computing in Education) E-Learn: World Conference on E-Learning, Las Vegas, NV, (October 14-18, 2018)
- Southeastern Regional Association of Teacher Educators (SRATE) conference, Rogers, AR. (2018, October)
- CAEPcon (Council for the Accreditation of Educator Preparation) Conference, San Diego, CA (March, 2016)
- American Association of Colleges for Teacher Education (AACTE) Conference, Las Vegas, NV (February, 2016)
- Educator Ethics Workshop, Little Rock, AR (July, 2015)
- Child Maltreatment Training, Greene County Multidisciplinary Team, Paragould, AR (April, 2015)
- Higher Learning Commission Conference, Chicago, IL (March, 2015)

- Addressing Disproportionality, Elmore County Schools, Wetumpka, AL (August, 2013)
- Promoting Character in Our Schools, Alabama Christian Educators Association (February, 2013)
- Education of Students with Exceptionalities, Georgia (Jan. – March 2012)
- One-to-one iPad Initiative, Alabama Christian Academy, Montgomery, Alabama (September, 2011)
- Alabama Christian Educators Association Staff Development for Educators, Prattville, Alabama (February, 2011)
- National Christian School Association Conference, Knoxville, Tennessee (March, 2010)
- Technology and Today's Youth, Alabama Christian Educators Association, (February, 2010)
- Dealing Effectively with Parents/Students; Technology for the Classroom, Alabama Christian Educators Association, Montgomery, Alabama (February, 2009)
- National Christian School Association Administrators Summer Conference, Searcy, Arkansas (July, 2008)
- National Christian School Association Conference, St. Louis, Missouri (March, 2008)
- Christian School Institute: Leadership, Nashville, Tennessee (October, 2006)
- National Christian School Association Administrators Summer Conference, Searcy, Arkansas (July, 2006)

PROFESSIONAL MEMBERSHIPS

- International Council of Professors of Educational Leadership (ICPEL)
- International Organization of Social Sciences and Behavioral Research (IOSSBR)
- Arkansas Professors of Educational Administration (ARPEA)
- Association of Teacher Educators (ATE)
- Arkansas Association of Teacher Educators (ArATE)
- Southeastern Regional Association of Teacher Educators (SRATE) member
- Arkansas Association of Colleges for Teacher Education (ArACTE)
- Association for Supervision and Curriculum Development (ASCD)
- Phi Delta Kappan
- Alabama Association of Secondary School Principals (2006-2013)