

## **Janelle L. Williams, Ed.D.**

Associate Dean, Widener University  
Graduate Studies & Extended Learning  
One University Place, Kapelski Suite 110  
Chester, PA 19012-5792  
610-499-4284 | [jwilliams@widener.edu](mailto:jwilliams@widener.edu)

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### **EDUCATION**

#### **Ed.D., Higher Education Administration and Policy, 2017**

Widener University, Chester, PA

*Dissertation:* HBCUs matter: An examination of factors that influenced the enrollment of black undergraduates who attended historically black colleges and universities.

#### **M.Ed., Higher Education Administration and Policy, 2014**

Widener University, Chester, PA

#### **M.P.A., Public Administration, 2009**

The Pennsylvania State University, Harrisburg, PA

#### **B.S., Business Administration with a Minor in Marketing, 2007**

##### **Magna Cum Laude**

Cheyney University of Pennsylvania, Cheyney, PA

### **CERTIFICATIONS**

#### **Asa G. Hilliard III and Barbara A. Sizemore Research Certification, 2019**

12th Hilliard- Sizemore Research Institute , Toronto, CN

#### **DiverseForce- On Boards Board Governance & Leadership Certification, 2019**

University of Pennsylvania, Philadelphia, PA

#### **Collaborative Institutional Training Initiative (CITI Program) Certification: Refresher Course, 2017**

University of the Sciences, Philadelphia, PA

#### **CITI Program Certifications: (1) Social & Behavioral Research Courses: (a) Basic; (b) Responsible Conduct of Research; (c) Conflicts of Interest; and (2) Humanities Responsible Conduct of Research Course, 2015**

Widener University, Chester, PA

#### **Institutional Review Board, Human Subject Protection Re- Certification, 2012**

Widener University, Chester, PA

#### **Human Subjects Protection Program, Office of Regulatory Affairs: Protecting Human Subjects in Qualitative Research: Ethical Considerations for IRBs and Researchers, 2011**

The Pennsylvania State University, Harrisburg, PA

#### **Institutional Review Board, Human Subject Protection Certification, 2009**

The Pennsylvania State University, Harrisburg, PA

**Public Sector Human Resources Management Certification, 2008**

The Pennsylvania State University, Harrisburg, PA

**Applied Statistical Packages for Administrators Certification, 2008**

The Pennsylvania State University, Harrisburg, PA

**Cultural Awareness & Diversity in Education Certification, 2008**

The Pennsylvania State University, Harrisburg, PA

**FELLOWSHIPS**

**Visiting Scholar**, Rutgers University, Graduate School of Education 2019-2020  
Center for Minority Serving Institutions, New Brunswick, NJ

**Visiting Scholar**, University of Pennsylvania, Graduate School of Education 2018-2019  
Center for Minority Serving Institutions, Philadelphia, PA

**Research Fellow**, *12th Class* Hilliard -Sizemore 2019-2020  
Asa G. Hilliard III and Barbara A. Sizemore Research Institute, Toronto, CN

**ACADEMIC EMPLOYMENT HISTORY**

**Associate Dean, Graduate Studies & Extended Learning** 2019- Present  
Widener University, Philadelphia, PA

**Assistant Director, Health Policy Program** 2016-2019  
University of the Sciences, Philadelphia, PA

**Adjunct Faculty, Health Policy Graduate Program** 2016-2019  
University of the Sciences, Philadelphia, PA

**Director, Adult College and Graduate Programs** 2012-2014  
Cheyney University, Philadelphia, PA

**Director, Student and Campus Activities** 2009-2012  
Harcum College, Bryn Mawr, PA

**Assistant Program Coordinator, R.I.S.E** 2009-2012  
West Chester University, West Chester, PA

**Graduate Research Assistant, Office of Diversity** 2008  
Bloomsburg University, Bloomsburg, PA

**Graduate Assistant, Department of Engineering** 2007-2009  
The Pennsylvania State University, Harrisburg, PA

**RESEARCH PROJECTS**

**The HBCU enrollment resurgence** 2018

Investigating the college decision making process and campus experience of black students at historically black colleges and universities, 2018 /- Principal Investigator: Robert T. Palmer, Co-PI:

**Janelle L. Williams**

- NODA Catalyst Grant: **\$1,000.**

- Center for Minority Serving Institutions Research Grant. **\$11,000.**
- Grambling State University Travel Grant. **\$2,000.**

### **The Whether Project**

2018 - Present

Recruitment marketing platform, The Whether launched the Mary Ellen Pleasant Entrepreneur (MEPE) Fellowship. The fellowship aims to increase future entrepreneurs from Historically Black Colleges and Universities (HBCUs) and is part of a \$775,000 "Innovations in Career Advising" grant from the Bill & Melinda Gates Foundation.

- Research Assistant – qualitative researcher / analyst

### **MSI Aspiring Leaders**

2019 - Present

Supported by \$825,000 from ECMC Foundation, The Kresge Foundation, Apple, Hewlett Packard (HP), Pinterest, Samsung, Intel, and the Penn Executive Doctorate in Higher Education Management program, MSI Aspiring Leaders is a program developed by the Rutgers Center for Minority Serving Institutions (CMSI) that will bring together prominent Minority Serving Institutions' (MSI) leaders to engage with mid-career aspiring leaders from the education, non-profit, and business sectors in an effort to prepare the next generation of MSI presidents.

- Research Assistant – qualitative researcher / analyst
- Workshop Lead

### **GRANTS**

- Esters, L.T., Knobloch, N.A., Brown, Z., & **Williams, J.L.** (2019). *B.E.L.I.E.V.E. Fellows Program: Building Empowered Leader-Scholars through Intentional mEntoring for InclusiVe Excellence in Agricultural+Science, Technology, Engineering, and Math*. Proposal submitted to the National Science Foundation (NSF) Scholarships in Science, Technology, Engineering, and Mathematics (S-STEM) Grants Program. **\$ 3,463,274.** (*unfunded*)
- Palmer, R. (PI) & **Williams, J.L.**, (Co-PI). (2018). The HBCU enrollment resurgence: Investigating the college decision making process and campus experience of Black students at historically Black colleges and universities. Catalyst Grant. Association for Orientation Transition and Retention in Higher Education. **\$1,000** (*funded*)
- Fletcher, T. (PI) & **Williams, J.L.**, (Co-PI). HBCU Connects: Increasing Capacity and Advancing STEM Research (2019) National Science Foundation Workshop Grant, **\$50,000** - (*unfunded*)
- **Williams, J.L.** (PI) & Palmer, R. (2019) The HBCU enrollment resurgence: Investigating the college decision making process and campus experience of Black students at historically Black colleges and universities. Spencer Foundation Small Research Grant **\$50,000** - (*unfunded*)
- **Williams, J.L.** (PI), Palmer, R., Jones, B., Brown, Z. (2019) Cheyney University: Investigating the college choice process for students 2019-2021. University Small Research Grant **\$30,000** - (*funded*)

### **SCHOLARSHIPS**

- **Williams, J.L.**, (2019) NODA Excellence Fund (NEF) Professional Development Scholarship. NODA- Association for Orientation, Transition & Retention in Higher Education **\$900**

### **MANUSCRIPTS**

- Amechi, M., Stone, B., **Williams, J.L.** (submitted) College-Going Pathways of Black Foster Youth: Exploring the Historically Black College and University Experience
- Palmer, R. T. & **Williams, J.L.** (submitted) Peeling back the layers: A deeper look at the diversity among black students at historically black colleges and universities *Review of Higher Education*
- **Williams, J.L.** (accepted) Black students and black colleges: An examination of factors that influenced enrollment from 2011-2016. *Emerging Voices in Education*

- **Williams, J.L., & Jones, B. M.** (accepted) Black and ivy: How black female student leaders create community and inclusion at an ivy league institution *Urban Education Research & Policy Annuals*
- **Williams, J.L., Gasman, M., Castro- Samayao, A., & Ginsberg, A.** (submitted) The perspectives of teacher education candidates on their teacher education programs: The case of jackson state university. *Journal of Negro Education*
- **Williams, J. L., & Palmer, R.T.** (in progress) Response to racism: How HBCU enrollment has been impacted by an uprising of racialized incidents.
- **Williams, J. L., Palmer, R.T. & Jones, B.M.** (in progress) More than a #hastag: How social media is influencing HBCU enrollment

## **BOOKS & BOOK CHAPTERS**

- Allen, T. & **Williams, J.L.** (2019). Making the invisible visible: Storytelling as a framework for understanding the experiences of african american women in higher education. In Brooks, F.E., Hilton, A.A., Davis, C.H., & Hamrick, R. (Eds). (Under Contract). *The beauty and the burden of being a Black professor*. Emerald Publishing, United Kingdom.
- Palmer, R. & **Williams, J.L.** (2019). Ph.D. to professor: An open letter to a young scholar. In Brooks, F.E., Hilton, A.A., Davis, C.H., & Hamrick, R. (Eds). (Under Contract). *The beauty and the burden of being a Black professor*. Emerald Publishing, United Kingdom

## **MAGAZINE ARTICLES**

- Tyler-Hardaway, A. & **Williams, J.L.** (2019, January). From anger to activism: Remembering the black campus movement and its Implications for present day student activism. *HBCU Times*, volume 1(5), pp. 8-9
- **Williams, J. L.** (2018, November). Homecoming: More than a football game. *HBCU Times*, volume 1(4), pp. 28-29
- **Williams, J.L. & Palmer, R.T.** (2019, June). How HBCU alumni can save black colleges! *HBCU Times*, volume 1(6), pp. 8-9
- **Williams, J.L., Allen, B.C.M, Esters, L.** (2019, November). Recognizing historically black land-grant universities as national treasures *HBCU Times*, volume 1(7), pp.
- **Williams, J.L., & Lay, R.** (2019, in press). Cheyney made *HBCU Times*, volume 1(7), pp.

## **OP-EDs**

- Allen, T. & **Williams, J.L.** (2019, February). HBCUs: Premier — not second-rate — institutions *MSI Unplugged* - Penn Center for Minority Serving Institutions, Philadelphia, PA
- Dawes, D. & **Williams, J.L.** (2018, August). Streaming textbooks: Changing the game. *Diverse Issues in Higher Education*
- Palmer, R.T. & **Williams, J.L.** (2019, February) Grambling state university: Where students are celebrated, not tolerated! *Diverse Issues in Higher Education*
- Palmer, R.T. & **Williams, J.L.** (2019, September) Bringing HBCUs to the (round) table *Diverse Issues in Higher Education*
- **Williams, J.L.** (2018, March). HBCUs: For colored kids when predominantly white institutions aren't enough. *Diverse Issues in Higher Education*
- **Williams, J.L.** (2018, March). What about cheyney university? We rose first! *Diverse Issues in Higher Education*
- **Williams, J.L.** (2018, April). Dear black people: Respect HBCUs! *MSI Unplugged* -Penn Center for Minority Serving Institutions, Philadelphia, PA
- **Williams, J.L.** (2018, April). 6 Cheyney University Living Legacies. Penn Center for Minority Serving Institutions, Philadelphia, PA
- **Williams, J.L.** (2018, June). Black students, college choice and HBCUs: Enrolling the next generation. *Diverse Issues in Higher Education*

- **Williams, J.L.** (2018, August). I'm a doctor – now what? lessons from a first-generation scholar. *Diverse Issues in Higher Education*
- **Williams, J.L.** (2019, October). Grambling state university : God's plan *Diverse Issues in Higher Education*
- **Williams, J.L.** & Tyler-Hardaway, A. (2018, September). The metaphysical dilemma: Academic Black women. *Diverse Issues in Higher Education*
- **Williams, J.L.**, Tyler-Hardaway, A. & Taveras, P. (2019, May) "Use whatchu got": Utilizing community cultural wealth as black first generation doctoral students *Diverse Issues in Higher Education*

## **RESEARCH BRIEFS**

**Williams, J. L.** (2018, May). *HBCU by choice: Examining the college choice of black HBCU undergraduates*. Penn Center for Minority Serving Institutions, Philadelphia, PA

**Williams, J. L.** & Palmer, R. T. (2019, October). *A response to racism: How HBCU enrollment grew in the face of hatred* Rutgers Center for Minority Serving Institutions, New Brunswick, NJ

## **CONFERENCE PAPERS & PRESENTATIONS**

- Brown, Z., Esters, L. T. & **Williams, J. L.** (2020). Sustaining the future of HBCUs through the development of institutional, business & industry and community partnerships. Research paper presented at the 18<sup>th</sup> Annual Hawaii International Conference on Education, Honolulu, HI.
- Fletcher, T., Fletcher, T., **Williams, J.L.**, Benedict, B., Boyd, B. & Watkins, K. (2019) *Minority serving institutions: America's underutilized resource for strengthening the STEM workforce* report – what this means for historically black colleges and universities (HBCUs). Paper presented at the ASEE 126th annual conference & exposition, Tampa, FL.
- Palmer, R.T. & **Williams, J. L.** (2019) Peeling Back the Layers: A Deeper Look at the Diversity among Black students at Historically Black Colleges and Universities. Talk presented at the 44th Annual Association for the Study of Higher Education (ASHE) national conference, Portland, OR.
- **Williams, J. L.** (2017). *ABD to Ph.inishe.D: Advising Doctoral Students through the Dissertation Rabbit Hole*. Talk presented at the National Academic Advising Association national conference, St. Louis, MO.
- **Williams, J. L.** (2017). *ABD to Ph.inishe.D: Advising Doctoral Students through the Dissertation Rabbit Hole*. Talk presented at the National Academic Advising Association regional conference, Pittsburgh, PA.
- **Williams, J. L.** (2017). *A Different World: Advising at HBCUs: Seven things you need to know*. Talk presented at the National Academic Advising Association regional conference, Pittsburgh, PA.
- **Williams, J. L.** (2018). *HBCU by choice: Examining the college choice of black HBCU undergraduates*. Talk presented at the International Conference on Urban Education annual conference, Nassau, Bahamas.
- **Williams, J. L.** (2019). *HBCU by choice: Examining the college choice of black HBCU undergraduates*. Talk presented at the Hawaii International Conference on Education annual conference, Honolulu, Hawaii.
- **Williams, J. L.** & Jones, B.M. (2019) *Black and Ivy: Examining how Black female student leaders create community and inclusion at an Ivy League institution*. Talk presented at the 44th Annual Association for the Study of Higher Education (ASHE) national conference, Portland, OR.
- **Williams, J. L.**, & Palmer, R.T. (2020) *Response to racism: How HBCU enrollment has been impacted by an uprising of racialized incidents*. Talk presented at the 2020 AERA Annual Meeting, San Francisco, CA.
- **Williams, J. L.**, Tyler-Hardaway, A., & Taveras, P. (2019). *Lifting as we climb: Exploring community cultural wealth as first generation graduate students* Talk presented at the Scholars of Color Conference annual conference, Philadelphia, Pa.

## **INVITED SESSIONS AND NON-REFEREED PRESENTATIONS**

- **Williams, J. L.** (2017). *HBCUs matter: An examination of factors that influenced the enrollment of black undergraduates who attended historically black colleges and universities*. Talk presented at the Black Doctoral Network national conference, Atlanta, GA.
- **Williams, J. L.** (2018). *Rhetoric and reality: Unpacking the experiences of students of color at HBCUs and PWIs*. Talk presented at Germantown Friends School, Philadelphia, PA
- **Williams, J. L.** (2018). *Destination Cheyney*. Talk presented at Cheyney University enrollment management session, Cheyney, PA
- **Williams, J. L.** (2019) *The HBCU enrollment resurgence: Investigating the college decision making process and campus experience of Black students at historically black colleges and universities*
- **Williams, J. L., & Palmer, R. T.** (2019) *HBCUs - the current climate for enrollment and advocacy*. Talk presented at Philadelphia College Prep Roundtable - St. Joseph's University, Philadelphia, PA
- **Williams, J. L. & Palmer, R. T.** (2019). *A response to racism: How HBCU enrollment grew in the face of hatred*, NODA's HBCU Summit Houston, TX
- Wright-Mair, R., Esmieu, P., **Williams, J.L.**, Castro- Samoya, A., Nguyen, T., (2019) *Minority serving institutions*. Talk presented at Rowan University, Glassboro, NJ

## **KEYNOTE SPEECHES**

- **Williams, J. L.** (2019). *Empowerment in Action*. Talk presented at Grambling State University SGA Leadership Retreat Grambling, LA.
- **Williams, J. L.** (2019). *Fostering change through scholarship*. Talk presented at Black Doctoral Network National Conference, Newark, NJ

## **MEDIA COVERAGE AND FEATURES**

- Cheyney University (2018) [Alumna reflections](#), Cheyney University homepage
- Hagenah, I., [Social media campaign helps save one of the last historically black women's colleges](#), CBS News
- Lee, K., & Kaleem, J. (2019) [As historically black colleges struggle, Bennett college for women fights to stay afloat](#), LA Times
- Penn Center for Minority Serving Institutions (2018) [Leaving a legacy: Alumni giving at HBCUs](#) CMSI
- Tugend, A., (2019) [Seeking a haven in HBCUs and single sex colleges](#), New York Times
- Watson, J., (2019) [New program provides opportunity for faculty to get published](#), Diverse Issues in Higher Education
- Wood, S. (2019) [Report: HBCU enrollment increase is a result of the current political climate](#), Diverse Issues in Higher Education
- **Williams, J.L. & Brown, L** (2018). [CU 'Life After Graduation'](#), PCN Segment

## **TWITTER CHATS**

- **Williams, J.L.** (May, 2018) *Black students, college choice and HBCUs: Enrolling the next generation*, Penn Center for Minority Serving Institutions - #MSIChat
- **Williams, J.L. & Palmer, R.T.** (Feb, 2019) *Unstereotyped: Culture at historically black colleges and universities*, Penn Center for Minority Serving Institutions - #MSIChat

## **TEACHING EXPERIENCE**

### **Assistant Teaching Professor**

Center for Extended Learning

Widener University, Chester, PA

School of Human Service Professions

- ALLH 620- Trends in Healthcare, Spring 2019
- ODL 651 - Capstone Seminar, Summer 2020

**Adjunct Faculty**

Mayes College of Healthcare Business and Policy

University of the Sciences, Philadelphia, PA

- HP 821 Proposal Writing. Graduate, Fall 2016, Fall 2017
- HP890 Health Policy Seminar, Graduate, Spring 2018
- HP 797 Research in Health Policy, Graduate, Spring 2018
- HP 797 Research in Health Policy, Graduate, Summer 2018

**Adjunct Faculty**

Misher College of Arts and Science,

University of the Sciences, Philadelphia, PA

- HP 797 Research in Health Policy, Graduate, Fall 2018

**Teaching Assistant – Dr. Marybeth Gasman**

Graduate School of Education

University of Pennsylvania, Philadelphia, PA

- EDU 543 Understanding Minority Serving Institutions, Spring 2018, Spring 2019
- EDU 640 History of Higher Education, Fall 2018

**Supervised Dissertations, Professional Practice and Research**

- Danyell Williams, *The effectiveness of gender informed and targeted gendered informed interventions on recidivism*; Capstone Paper, **Chair** (2019) University of the Sciences in Philadelphia
- Ifeekam Ozonuwe, *Examining the Pros and Cons of Using Participatory Approaches in Research with Youth*; Capstone Paper, **Chair**, (2018) University of the Sciences in Philadelphia
- Patrice Taveras, *Crossing the color barrier: Non black women in historically black greek letter sororities*, Dissertation, (2018-2020) **Committee Member**, Saint Joseph's University
- Zachary Brown, Dissertation, (2019-Present) **Committee Member**, Purdue University

**RESEARCH ACTIVITIES**

Rutgers University, Graduate School of Education

2019-Present

**Visiting Scholar**; Faculty Mentor: Dr. Marybeth Gasman

- Collaborate with Center Minority Serving Institutions faculty and affiliates on research projects
- Help organize and participate in faculty/graduate student workshops and conferences
- Prepare and publish peer reviewed manuscripts

University of Pennsylvania, Center for Minority Serving Institutions (CMSI)

2018-2019

**Visiting Scholar**; Faculty Mentor: Dr. Marybeth Gasman

- Collaborate with CMSI faculty and affiliates on research projects
- Help organize and participate in faculty/graduate student workshops and conferences
- Audit/ Co-Teach classes (History of Higher Education; Understanding Minority Serving Institutions)

Widener University

2015-2017

**Graduate Research Assistant**; Faculty Mentor: Dr. John C. Flynn

- Proficiencies: Qualitative analysis, survey design, interviewing, protocol development, web research

**CONSULTING**

The College Board

- Fairness Reviewer

2019- Present

## **PROFESSIONAL SERVICE**

### **Disciplinary Service**

- Proposal Reviewer, NACADA Regional Conference 2016-2019
- Proposal Reviewer, NACADA, National Conference 2016-2019
- Proposal Reviewer, NACADA, HBCU Interest Group/Advising Community 2017-2019
- Manuscript Reviewer, Emerging Voices in Education (EViE) 2019- Present
- Collaboration Accelerator, United Negro College Fund (UNCF) 2019- Present
- Special Editor, Urban Education Research and Policy Annuals (UERPA) 2019- Present

### **Institutional Service**

*Bennett College, Greensboro, NC*

- Bennett Re-Engineering Committee (BRC) 2019

*Cheyney University of Pennsylvania, Cheyney, PA*

- Board Director, Board of Directors, Cheyney University Foundation 2017-2019

*University of the Sciences, Philadelphia, PA*

- Committee Member, Preferred name commission 2017-2019
- Committee Member, Health policy faculty search 2017-2019

*University of Pennsylvania, Philadelphia, PA*

- Application Reviewer, Aspiring Leaders 2017-2019
- Application Reviewer, ELEVATE 2017-2019
- Application Reviewer, Frederick Douglas Fellows 2017-2019

*Widener University, Chester, PA*

- Professional Development Staff Working Group 2019- Present
- Committee on Veteran and Military Education (COVME) 2019- Present

## **PROFESSIONAL MEMBERSHIPS**

- Member, ASHE, The Association for the Study of Higher Education 2017- Present
- Member, NACADA, National Academic Advising Association 2015-2017
- Member, NASPA, Student Affairs Administrators in Higher Education 2015-2017
- Member, The PhD Project 2007-2009
- Past National Director, NSMH, National Society of Minorities in Hospitality 2003-2007
- Member, PACAC, Pennsylvania Association for College Admission Counseling 2007-2009
- Member, Toastmasters International 2003-2007

## **HONORS AND AWARDS**

**Outstanding Advisor** 2010  
Harcum College

**Graduate Assistant Leadership Award** 2009  
The Pennsylvania State University, Harrisburg, PA

**K. Leroy Irvis Scholarship** 2007  
Pennsylvania Black Conference on Higher Education

**Provost Leadership Award** 2007



Cheyney University of Pennsylvania, Cheyney, PA

**Academic Scholarship, Bond-Hill**

2007-2009

Cheyney University of Pennsylvania, Cheyney, PA

**Graduate Conference Travel Grant, Thurgood Marshall**

2006; 2007

Cheyney University of Pennsylvania, Cheyney, PA

**Academic Scholarship, Keystone Honors Academy**

2003-2007

Cheyney University of Pennsylvania, Cheyney, PA

**COMPUTER SKILLS**

- Analytics
- Communication and collaboration tools (Zoom, Skype, etc.)
- Data Visualization
- Email Communication
- Higher Education Programs (Blackboard, Informer, Colleague, Workday)
- Office suites (Microsoft Office, G Suite)
- Operating systems (Windows and MacOS)
- Presentation software (PowerPoint, Prezi)
- Social media (Twitter, Facebook, Instagram, etc.)
- Spreadsheets (Excel, Google Spreadsheets, etc.)