



**Charlie Williams, Ph.D., Executive Director
Equal Employment Opportunity and Diversity Programs
New Jersey Civil Service Commission (CSC)**

The CSC Office of Diversity Programs is responsible for developing and implementing strategies for ensuring diversity and inclusion in the State's workforce through community outreach, trainings, programs and other initiatives. In addition, the Office works with state agencies, departments and local jurisdictions to create strategies to increase diversity and ensuring inclusion within the civil service workforce so that every employee and prospective employee feels valued and respected.

EDUCATION

Bachelor of Arts in Psychology and Administration, Rider University, Lawrenceville, New Jersey

Master of Public Administration – Concentration in Human Resources, Rutgers, the State University, Newark, New Jersey

Doctor of Philosophy, Public Administration, Rutgers University, Newark, New Jersey:
Dissertation: The Relationship Between Organizational Structure and Procedural Fairness Perceptions: The Positioning of the Equal Employment Opportunity Compliance Function in Organizations

SUMMARY OF BACKGROUND

- Over 20 years of progressive experience in the areas of areas of student service, enrollment, diversity, equity, and Equal Employment Opportunity and Affirmative Action (EEO/AA)
- Effective EEO/AA investigator and trainer with demonstrated conflict resolution, interpersonal skills, consensus building and team development
- Demonstrated presentation skills; serving as panelist, presenter, facilitator, and coordinator for professional development activities at the State, Regional, and National levels

- Effective conference planner and diversity initiatives collaborator; successfully coordinated and facilitated institutional and external conferences, meetings, and symposia

TEACHING EXPERIENCE

Adjunct Faculty, Kean University, Union, N.J. – AY 2006 through AY 2018

Undergraduate Courses: N.J.: Local and County, Government and Introduction to Public Administration

Graduate Courses: Government Strategic Planning in Public Organizations; Ethics and Public Policy; Human Resources; The Oppressive Workplace; and Public Bureaucracy

PROFESSIONAL INVOLVEMENT

Mercer County Community College EOF Program Advisory Board – *Member*, Spring 1998 – present; *Chair*, 2002 – 2013

New Jersey Association for Affirmative Action in Higher Education (NJAAAHE) – *Member*, 1998 – 2019; *President*, 2014 - 2019

New Jersey Affirmative Action Officers Council (NJAAOC) – *Member*, 1998 – present; *Executive Board* 1999; *Chair*, 2005 - 2007

American Association for Access, Equity and Diversity (AAAED) (formerly AAAA) – *Member*, 1998 – present; *National Board Member/Region II Director*, 2011 – 2019

Annual NJ Diversity Conference in Higher Education – *Planning Committee*, 2002 and 2003; 2011 – 2019; *Presenter*, 2012; *Conference Host*, 2014; *Moderator*, 2014, 2015, and 2016

PANEL PARTICIPATION/PRESENTATIONS

Presenter, The Human and Civil Rights Association of New Jersey (HCRA), *“The Challenges of the Social Justice and Equity Change Agent: Coping with Stressors and Finding Rejuvenation,”* The College of New Jersey, Ewing, N.J., 2018

Guest Speaker, *What is Affirmative Action?* Multicultural Alliance (MCA) Student Organization Program, Peddie School, Hightstown, N.J., February 2018

Presenter, *University Anti-discrimination Policy and Title IX Review*, Kean University Professional Development Program, January 2018

Co-Presenter, *Civility in the Workplace and Managing Conflict*, Wenzhou Kean University Professional Development Program, Wenzhou, China, June 2017

Co-Sponsor and Facilitator, “No Hate” Town Hall Meeting, American Conference on Diversity, Kean University, 2016 and 2017