

**Dr. Damon A. Williams**  
**Vice Provost & Associate Vice Chancellor, CDO, & ELPA Faculty Member**  
**University of Wisconsin-Madison**

Dr. Williams practice centers on matters of diversity, inclusion, and organizational change. He is a scholar, administrator, and educator who translate research into high impact practices that result in meaningful change and educational innovation. He has served at all levels of strategic diversity leadership progressing through increasingly more complex roles as a program and research associate, assistant vice provost, and vice provost in national best practice chief diversity officer divisions.

As thought leader to more than 200 institutions of higher education, he is widely considered one of the nation's most dynamic and innovative thinkers in the areas of diversity, inclusion, and academic excellence. His forthcoming books, *Strategic Diversity Leadership: Inspiring Change and Transformation in Higher Education*, and *The Chief Diversity Officer: Strategy, Structure, and Change Management*, are among the first to translate the managing diversity and inclusion paradigm to higher education, and fully explicate the role of chief diversity officers using data from nearly 800 institutions across the country.

He has successfully served as PI or lead investigator in over \$10 million in research grants and initiatives to diversify the STEM disciplines funded by the National Science Foundation (NSF); and worked with the Association of American Colleges and Universities (AACU), American Council of Education (ACE), American Association of Medical Colleges (AAMC), and others providing strategic guidance to thousands of institutions across the nation. His research on chief diversity officers and strategic diversity leadership have been featured in publications like *About Campus*, *Diverse Issues in Higher Education*, *Inside Higher Education*, the *Chronicle of Higher Education*, the *Diversity Factor*, *Strategic Diversity & Inclusion Magazine*, the *Journal of College and University Human Resource Professionals*, and others.

He currently holds the rank of associate vice chancellor, vice provost, chief diversity officer, and member of the faculty in Educational Leadership and Policy Analyses at the University of Wisconsin-Madison. In this role, he leads the Division of Diversity, Equity, and Educational Achievement providing leadership to over 150 individuals and nine units that include the nation's largest K-16 pre-college-to-college program; the nation's only hip-hop urban arts learning community; a dynamic new research institute partnered with the Wisconsin Center for Educational Research (WCER), the largest strategic partnership with the National POSSE Foundation; the office of equity and diversity; the Omsbud Office; the Center for Educational Opportunity (CEO), a program focused on the academic success of first-generation college students; and a range of intergroup dialogue programs designed to engage students, faculty, and staff in diverse learning experiences, both within and outside of the classroom.

He leads the institution's strategic faculty diversity efforts in collaboration with the vice provost for faculty and staff, co-managing a seven-figure faculty hiring resource fund and developing innovative outreach and recruitment programs to enhance faculty diversity in terms of race and ethnicity, women in the STEM fields, and faculty with a defined research agenda centered on issues of diversity, equity, and inclusion. His strategic span includes initiatives focused on eliminating the six-year graduation gap between ethnic and racially diverse students and the campus-wide community as he provides support to the Chemistry, Math, Writing, Business, and Physics Learning centers, in addition to other creative approaches to academic success in the STEM gateway courses.

He has also served as lead strategist for the WKKF funded *Commission on the Future of African American Men and Boys* and as co-research PI in its efforts to enhance the foundation's agenda to improve grant making in the area of racial and ethnic equity, conducting an impact analyses on their recent 78 Million dollar program on racial and ethnic healing. Highly experienced regarding issues of

ethnic and racial health disparities, he has served as consultant to the nation's largest substance abuse control agency and as an expert reviewer for the National Institute of Health (NIH) and the Connecticut Health Foundation.

He is a founding member of the *Journal of Diversity in Higher Education*, sponsored by the American Psychological Association, and contributed scholarship to the successful launch of the *National Association of Diversity Officers in Higher Education* (NADOHE), the nation's largest higher education diversity officer organization. He has also served as scholar in residence for several higher education leadership institutes focused on essential learning outcomes, high impact learning experiences, educating undocumented students, organizational change, and bridging the divide between the domestic and international diversity capabilities of colleges and universities.