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# VIANCCA J. WILLIAMS, PHD

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## EDUCATION

### **University of South Florida (Tampa, FL)**

*Doctor of Philosophy in Curriculum and Instruction (Concentration: Higher Education Administration)*  
*Dissertation: An Exploration of the Retention and Attrition Factors for the Campus-Based Fraternity/Sorority Student Affairs Professional*

*August 2020*

- *Grant awarded for research by the Association of Fraternity/Sorority Advisors*

*Master of Education in Curriculum and Instruction (Concentration: College Student Affairs)*

*May 2008*

### **The University of Tampa (Tampa, FL)**

*Bachelor of Arts in Psychology (Minor: Government and World Affairs)*

*May 2003*

## EMPLOYMENT EXPERIENCE

### **Beta Theta Pi Fraternity**

*Senior Director of Leadership and Education*

*December 2023-present*

- Provide oversight and direction over the department of Leadership and Education including department-wide processes and procedures, board and constituent reporting, budget, event property selection, and quality control
- Hire, onboard, train, and supervise two full-time staff members
- Lead the event strategy, curriculum development, and project execution plan for the John & Nellie Wooden Institute for Men of Principle, Miller Nichols Chapter Presidents Leadership Academy, Keystone Leadership Conferences, and Peter F. Greiner Leadership College
- Oversee the organization-wide assessment strategy including reviewing, designing, and updating tools and materials, evaluating the purpose and goals surveys, creation of reports, and direction of education associated with the results
- Administer the Fraternity's learning management system, including implementation strategy, vendor relationship management, analysis of usage metrics, development and design of online learning modules, and oversight of reporting and assessment of learning
- Manage contracts and relationships with educational and assessment partners and vendors
- Serve on the Fraternity's Convention Planning Team by supporting educational programming and logistics
- Collaborate with the Beta Theta Pi Foundation on grants request processes and reporting
- Facilitate initiatives and education related to diversity, equity, and inclusion on behalf of the Fraternity

### **Association of Fraternity/Sorority Advisors (remote)**

*Assistant Executive Director*

*June 2022-December 2023*

- Created and implemented the conference strategy focused on enhancing the attendee experience, increasing value, and optimizing professional development opportunities offered at the 1,200 attendee Annual Meeting, including: crafting the overarching educational design and marketing and communications plan, contract management and negotiation with venue and vendors, sourcing of venues and vendors through a Request for Proposal process, planning of logistics, training of conference staff, fulfilling the assessment and evaluation process from start to finish, and providing leadership to and project management for the Annual Meeting Planning Team and Central Office staff
- Designed and oversaw the volunteer development and recognition plan including the recruitment process, content for a live virtual and on-demand onboarding and training experience (via a new learning management system), a curriculum for ongoing development, and processes for the evaluation of all volunteers and transition of leadership
- Developed and managed a robust, year-round member engagement experience and membership growth plan including a value proposition statement, a social media plan, and a five-phase member onboarding experience
- Prepared, managed, and reconciled invoices and budgets related to the Annual Meeting, member engagement strategy, and volunteer development program totaling over \$300,000
- Crafted and analyzed membership engagement surveys to understand needs and design programming that enhances the membership experience, determine recommendations, and execute action steps
- Authored reports and present findings to the Board of Directors
- Assisted Executive Director in developing grant requests to the Association of Fraternity/Sorority Advisors Foundation
- Served in the absence of the Executive Director

**University of Central Florida (Orlando, FL)***Office of Fraternity & Sorority Life**Director**July 2020-June 2022*

- Provided administrative oversight for all department operations which oversaw 42 fraternities and sororities, five governing councils, and two honor societies
- Supervised and developed multiple levels of staff including two Assistant Directors, a Coordinator, an Administrative Assistant, a Graduate Assistant, Graduate Interns, and Student Assistants
- Created and drove a strategic plan for the department and the fraternity and sorority community that connected to the vision, mission, and strategic goals of the university and division
- Developed a post-COVID re-entry development series to educate members of fraternities and sororities on the following: character and leadership development, risk reduction, effective practices in organizational development, diversity, equity, and inclusion, growth strategy, and career readiness
- Designed a comprehensive talent management program inclusive of recruitment and retention strategies, onboarding, staff development, individual professional development, performance appraisal, and succession planning
- Planned, developed, and implemented learning outcomes along with corresponding assessment tools and reporting strategies to showcase the fraternity and sorority's contributions to student success
- Created and administered multiple types of budgets including Educational and General (E&G), Auxiliary, Carry-Forward, and Foundation funds
- Advised the Greek Council President on the strategic direction of the fraternity and sorority community, co-facilitated Council Presidents' meetings, and served as Interim Advisor for the Diversified Greek Council, National Pan-Hellenic Council, and Panhellenic Council during advisor vacancies
- Produced, interpreted, and enforced policies and procedures related to the fraternity and sorority community
- Coached 7-16 chapters across the fraternity and sorority community with a concentration on partnerships with expanding organizations and suspended organizations
- Worked with students and campus partners to develop and finalize the design and fundraising plans for the National Pan-Hellenic Council Garden, and collaborate with university advancement professionals in fundraising strategy
- Produced operational plans to guide the proactive approach to the following areas: partnership with Student Conduct and Academic Integrity, communication and interaction with (inter)national headquarters, parent and family relations, and strategy for unrecognized groups
- Partnered with multiple stakeholders on the oversight of the Office of Fraternity and Sorority Life building, fraternity and sorority houses including four owned and operated by the Department of Housing and Residence Life, nine privately-owned on-campus houses, and 13 privately owned off-campus houses
- Oversaw and facilitated general meetings related to fraternity and sorority life for key constituents including Advisors, Presidents, and House Corporations
- Managed the expansion processes of the fraternity and sorority community, created a multi-year plan for successful and sustainable new organizations, worked with councils to create onboarding processes, and facilitated processes for new organizations in the Diversified Greek Council, Interfraternity Council, and National Pan-Hellenic Council
- Oversaw and partnered with campus partners, community entities, students, local advisors, and (inter)national organizations surrounding all health and safety protocol related to COVID-19 for the fraternity and sorority community
- Served as the main responder in a crisis situation with any fraternity or sorority

**University of South Florida (Tampa, FL)***Center for Student Involvement**Assistant Director**August 2015-July 2020*

- Led and oversaw the day-to-day operations of the fraternity and sorority life program, which encompassed 49 chapters, four governing councils, and one honor society
- Supervised two professional staff members and one graduate assistant
- Developed a chapter development curricular approach and a framework for council advising
- Constructed and implemented leadership development programs for chapter and council officers including a track-specific annual training program focusing on effective officer practices, the annual fraternity and sorority leadership retreat, and officer transition
- Created onboarding and evaluation processes for Coordinators, Staff Assistant, and Student Assistants
- Authored department-wide learning outcomes and corresponding assessment tools, and implemented corresponding reporting mechanisms
- Produced, revised, interpreted, and enforced policies and procedures focused on the fraternity and sorority community
- Administered fraternity and sorority program, auxiliary, and foundation budgets
- Coordinated the year-long 50-year anniversary celebration of the fraternity and sorority community which included a fundraising campaign, establishment of the Fraternity and Sorority Life Hall of Fame, special marketing and programming, and a marquis event
- Advised the Panhellenic Association, including onboarding of new chapters, coordination of the five-member National

Panhellenic Conference Consulting Team Visit, implementation of the recruitment software *Campus Director*, co-facilitating the development of a three-year strategic plan, expansion of facilities used during the Primary Recruitment process, and managed the displacement and rescheduling of Primary Recruitment caused by a hurricane

- Served as the interim advisor to the Interfraternity Council and National Pan-Hellenic Council during staff vacancies
- Facilitated meetings focusing on safe and meaningful new member program development each semester with Chapter Presidents and New Member Educators of chapters conducting new member processes
- Functioned as the department's liaison to the Office of Student Rights and Responsibilities, including updating *Simplicity Advocate* system when organizational conduct cases take place, providing suggestions for the Student Code of Conduct focusing on underground organization activity, training the University Conduct Board about hazing, and streamlining processes between the two departments when fraternity and sorority conduct cases take place
- Responded to crisis situations during fraternity and sorority events and within the 14 Greek Village houses
- Partnered with (inter)national organizations, local chapters, and advisory boards to assist in chapter development, troubleshooting, and enhancement of operations for chapters in all councils
- Managed the initial phases of chapter expansion including taking inquiries, creation of Memorandum of Understanding, coordinating site visits, and negotiating timelines
- Established and maintained positive relationships with a variety of fraternity/sorority stakeholders including advisors, house corporations, alumni, (inter)national organizations, and local community partners
- Directed the transition from OrgSync to Engage organizational management system for the fraternity/sorority branch
- Assisted in the creation of and presentation of a proposal to merge the Office of Fraternity and Sorority Life with the Center for Student Involvement

*Office of Fraternity and Sorority Life*  
*Interim Director*

*September 2013-July 2015*

- Guided the daily operations and strategic direction of the department and 46-chapter fraternity and sorority community
- Hired, supervised, trained, and developed a team of nine including professional, graduate, administrative, and student staff, and two graduate interns
- Coordinated a three-facet departmental review process based on the Council for the Advancement of Standards in Higher Education (CAS) for Fraternity and Sorority Advising Programs
- Implemented the launch of the Educational Benchmarking Incorporated Fraternity and Sorority assessment tool, yielding a 78.6 percent response rate of all fraternity and sorority members
- Oversaw and facilitated the creation of the department's five-year strategic plan, including the improvement of its mission and vision, and the creation of six strategic goals focusing on self-governance, values congruence, collaboration, risk reduction, outreach, and enhancing business operations
- Designed and implemented a new social event registration process that included individual consultations focusing on risk reduction strategies
- Supervised the implementation of the Interfraternal Bulls Service Break, an alternative spring break service-learning experience
- Administered the Standards of Fraternal Excellence and Awards assessment processes
- Advised the Panhellenic Association and Interfraternity Council
- Managed the department's budget, including development of the following year's budget and presentation to the Activity and Service Recommendation Committee
- Organized the expansion application process for two new organizations (one Multicultural sorority and one Panhellenic sorority), and facilitated discussions regarding the return of two organizations (two Interfraternity Council organizations)
- Collaborated with University departments (including Student Rights and Responsibilities, Housing and Residential Education, and Athletics) to provide programs, education, and resources to chapters and councils
- Represented the department on several University committees and teams including Community Development and Student Engagement Team, Student Affairs Leadership Team, and the Homecoming Steering Committee
- Created intra-office policies and procedures to enhance business practices and create efficient processes
- Facilitated monthly advisor and chapter presidents' meetings and bi-weekly council Presidents' meetings

*Office of Fraternity and Sorority Life*  
*Assistant Director*

*November 2011-September 2013*

- Advised the Panhellenic Association and National Pan-Hellenic Council
- Selected and supervised one Graduate Assistant and two Graduate Interns
- Developed and executed the inaugural Values Celebration Week
- Designed and managed a comprehensive assessment process for the department
- Conducted monthly one-on-ones with 12 Chapter Presidents to aid in goal development and follow through, chapter needs assessment, and policy interpretation
- Carried out University policy and recruitment violation investigations and initial conduct hearings
- Managed revisions to the campus' membership intake policy and created a training for chapters delineating the process for National Pan-Hellenic and Multicultural Greek Council organizations and new member education policy for

Panhellenic and Interfraternity Council organizations

- Created the fraternity and sorority community expansion policy and served as Chair of the Expansion Committee, welcoming six new chapters (four Interfraternity Council, one Multicultural Greek Council, and one Panhellenic Association) to the fraternity and sorority community over four years
- Operated *Interactive Collegiate Solutions* software during Panhellenic Recruitment and worked with the National Panhellenic Conference Release Figure Specialist to manage daily recruitment carry figures (including a split quota system) and bid matching
- Administered the implementation of Panhellenic Formal Recruitment including the execution of no-frills recruitment and delayed recruitment, and the annual review and revision of recruitment rules and guidelines
- Provided support to one new Panhellenic Association chapter and worked with the national headquarters, local volunteers, and colony development team to have a successful recruitment and establishment period
- Assisted National Pan-Hellenic Council in the redevelopment of NPHC Week Programming, the growth of the Extravaganza Step Show, and the redevelopment of governing documents
- Recruited and supported one new National Pan-Hellenic Council sorority in reestablishing after a 15-year hiatus
- Represented the department in the Student Life and Engagement Group

*Office of Fraternity and Sorority Life*  
*Student Programs Coordinator*

*July 2008-November 2011*

- Created and facilitated education and training opportunities for new members, council executive boards, delegates, and committees, including the annual Greek Leaders Retreat, officer transition retreats, and ENLIGHT New Member Institute
- Facilitated, created the curriculum, and oversaw Panhellenic Recruitment Guide education and training program, including the implementation of a Leadership Studies minor for-credit course
- Implemented a training program for Panhellenic Recruitment Mediation Mediators
- Selected and supervised one Graduate Assistant and up to two Graduate Interns
- Advised the Panhellenic Association, Multicultural Greek Council, and National Pan-Hellenic Council
- Produced a standard operating procedure manual and training for the Panhellenic Ethics Board
- Co-Chaired the Panhellenic Association five-year strategic planning process with the Panhellenic President
- Worked with National Pan-Hellenic Council First Vice President to develop the delegate training program and to bring the Florida Statewide NPHC Drive-In Conference to USF
- Provided support to five new Multicultural Greek Council chapters and two new National Pan-Hellenic Council chapters by assisting them in understanding campus culture and institutional policies and procedures
- Evaluated the Multicultural Greek Council expansion policy and governing documents and collaborated with council leadership and delegates in revision process
- Assisted Multicultural Greek Council leaders with the creation and implementation of a two-year council-wide Plan of Action and in preparation for a corresponding presentation to the Dean for Students to attain additional resources and support in self-governing decisions

*Office of Fraternity and Sorority Life*  
*Graduate Advisor*

*July 2006-June 2008*

- Advised the Panhellenic Association, National Pan-Hellenic Council, Greek Week Committee, and Rho Lambda Honorary
- Produced curricula for a leadership development class for Panhellenic Recruitment Guides
- Designed new initiatives to increase fraternity and sorority community unity among 39 organizations including an all-inclusive bidding process for Greek Week partners and Unity Talks (weekly informal conversations dedicated to bridging gaps in knowledge about each council and interfraternal issues at large)
- Collaborated with students to develop council website, Panhellenic Recruitment booklet content, and bylaw and officer structure revisions for Greek Week Committee, Rho Lambda Honorary, Panhellenic Association, and National Pan-Hellenic Council
- Created the campus' membership intake policy and procedures for National Pan-Hellenic Council and Multicultural Greek Council organizations and generated all forms related to the policy
- Conducted monthly one-on-ones with chapter Presidents (two Panhellenic and one National Pan-Hellenic Council)
- Coordinated administrative tasks for Panhellenic chapters' Informal Recruitment and Continuous Open Bidding
- Administered the reestablishment of Rho Lambda Honorary including the recruitment, selection, and initiation of 25 re-chartering members
- Compiled research, data and supporting documents regarding Office of Fraternity and Sorority Life programs and assisted in developing a report for the Division of Student Affairs Student Success Strategic Alignment
- Interviewed and selected incoming Graduate Assistant

**Mercury Insurance Group (Clearwater, FL)**  
*Medical Claims Review Specialist*

*February 2005-July 2006*

- Reviewed and verified accuracy of all medical payments in accordance with state law and company policy

- Assessed the reasonableness of charges, identified duplicate bills and coding errors, and negotiated such charges
- Communicated directly with medical providers, adjusters, attorneys, and insured customers to conclude coverage and medical investigations
- Appointed to a four-person special taskforce that identified and investigated fraudulent billing activity and trends

**Casualty Adjuster Trainee***July 2004-February 2005*

- Analyzed, interpreted and evaluated relevant information to resolve claims within 48 hours
- Investigated, negotiated, and settled auto physical damage and property damage liability
- Managed emergency claims during three catastrophic hurricanes
- Processed up to twelve claims daily with multiple features (including injuries)
- Served as a mentor to new trainees following their initial training phase

**The National Conference for Community and Justice (St. Petersburg, FL)****Program Specialist***September 2003-June 2004*

- Developed program-related curricula and conducted program specific and organization's mission-based trainings for high school students, community organizations, and local branches of national corporations
- Coordinated the planning and implementation of two pilot programs in mentoring and classroom-based dropout prevention for middle school and high school students
- Recruited, trained, and managed up to 50 volunteers
- Directed and served as lead facilitator to four *Anytown* sessions designed to educate up to 80 high school aged youth (per session) in a five-day residential setting focused on eliminating bias, bigotry, and racism
- Researched and attained over \$30,000 of new federal and private funding
- Managed program budgets totaling over \$45,000

**RELATED EXPERIENCE****University of Hawai'i at Hilo (Hilo, HI)****Office of Service Learning, Leadership Programs, and Orientation  
Graduate Intern***June 2007-July 2007*

- Researched leadership programs throughout the nation and proposed a model for the foundation of the University's new student leadership programs
- Created database for service-learning providers and proposed content of Service-Learning Corps website
- Developed content for promotional mailing to parents regarding Family Orientation and assisted in testing online Orientation sign-ups

**Alpha Chi Omega (remote)****Volunteer Director of Province Collegiate Chairs***April 2010-October 2013*

- Recruited, appointed, trained and supervised the 26 Province Collegiate Chairs
- Created and facilitated a comprehensive training program using webinar technology, conference calls, and in-person training sessions for Province Collegiate Chairs
- Revamped the job description of the Province Collegiate Chairs to be more intentional and strategic when working with collegiate chapters
- Oversaw four workgroups focusing on the following topics: Chapter Advisor Training, Province Wide Gatherings and Executive Officer Training, Chapter Development, and Province Collegiate Chair Role and Development
- Served as the liaison between the Province Collegiate Chairs, and the National Council and Collegiate Experience department staff
- Generated a formal evaluation process for Province Collegiate Chairs and evaluated job performance

**LEADERSHIP, BOARD AND COMMITTEE EXPERIENCE**

- LeaderShape Board of Trustees, *September 2023-present*
- Association of Fraternity/Sorority Advisors
  - Annual Meeting Graduate Student Experiences Committee Chair, *December 2021-June 2022*
  - Nomination and Elections Committee Elected Member, *December 2020-December 2021*
  - Annual Meeting Graduate Staff Coordinator, *December 2018-December 2020*
  - Nominations and Elections Committee Region II Elected Member, *January 2018-December 2018*
  - *Oracle: The Research Journal of the Association of Fraternity/Sorority Advisors* Peer Reviewer, *January 2018-June 2022*
  - Strategic Framework Workgroup: Research, *January 2016-July 2017*
  - Annual Meeting Special Events Committee/First-Timers Coordinator, *December 2015-December 2017*
  - Awards and Recognition Committee, *December 2014-November 2015*
  - Nominations and Elections Committee Region II Appointed Representative, *December 2014-November 2015*
  - Region II Director, *December 2013-December 2014*
  - Annual Meeting Educational Programs Committee Chair, *October 2011-December 2013*

- Annual Meeting Graduate Student Experiences Committee/Graduate Student Training Track Coordinator, *December 2010-December 2011*
- Educational Programs Committee, *October 2009-December 2010*
- First 90 Days Committee, *October 2008-November 2009*
- Alpha Chi Omega
  - National Nominating Committee Chair, *August 2022-present*
  - Membership Recruitment Task Force, *April 2021-August 2021*
  - National Nominating Committee Chair-Elect, *August 2020-July 2022*
  - Diversity and Inclusion Study Group Collegiate Programming Subgroup Chair, *March 2017-December 2018*
  - Installation Initiation Coordinator, *January 2016-present*
  - Leadership Specialist, *April 2017-April 2018, July 2009-July 2011*
  - Florida Province Collegiate Chair, *June 2007-May 2010*
  - Beta Omicron Chapter Advisor, *June 2006-December 2007*
  - Beta Omicron National Administrator, *August 2004-May 2005*
- University of Central Florida
  - Student Development and Enrollment Services IDEAS Human Resources Committee, *October 2021-June 2022*
  - Student Development and Enrollment Services IDEAS Professional Development Committee, *March 2021-June 2022*
  - Student Engagement and Leadership Development Unit DEI Strategy Committee, *January 2021-June 2022*
    - Leadership Subcommittee Co-Chair, *May 2021-June 2022*
  - ACE Women's Network Ambassador, *October 2020-June 2022*
  - UCF Latinx/a/o Faculty and Staff Association member, *August 2020-June 2022*
- University of South Florida
  - Community Development and Student Engagement Strategic Planning Committee, *January 2020-June 2020*
  - Coordinated Community Response Team, *March 2019-June 2020*
  - Alcohol and Other Drugs Task Force, *March 2019-June 2020*
  - Community Development and Student Engagement Professional Development Committee, *May 2018-June 2020*
  - Student Retention Pre-Transition Workgroup, *January 2018-July 2018*
  - Faculty and Staff Campaign Area Representative, *November 2016-June 2018*
  - Administrative Advisory Council Area Representative, *July 2015-July 2017*
  - Substance Education and Awareness Team, *September 2013-May 2017*
  - Hazing Prevention Workgroup, *January 2012-June 2012*
  - Student Success Task Force, *November 2009-April 2010*
  - Marshall Student Center Graduate Assistant Training Committee, *May 2009-August 2009*
  - Student Affairs Division Staff Development Committee, *March 2007-June 2008*
- Florida State University System Hazing Prevention Module Review Committee, *January 2018-June 2020*
- Association of Fraternal Leadership and Values
  - *Connections* Editorial Board, *September 2017-August 2020, March 2010-July 2014*
  - Awards and Assessment Committee Member, *October 2012-October 2013*
  - Resource Development Committee, *April 2010-January 2011*
- NASPA-Student Affairs Professionals in Higher Education
  - Fraternity and Sorority Knowledge Community Co-Chair, *March 2022-June 2022*
  - Fraternity and Sorority Knowledge Community Co-Chair Elect, *April 2021-March 2022*
  - Fraternity and Sorority Knowledge Community Diversity, Equity, and Inclusion Institute Planning Committee, *January 2021-June 2021*
  - Fraternity and Sorority Knowledge Community Region III Representative, *April 2020-March 2021*
  - Fraternity and Sorority Life Communication Standards between National Organizations Working Group, *February 2020-July 2021*
  - *Beginning Your Journey* Small Group Facilitator, *August 2015-December 2015*
  - Student Leadership Programs Knowledge Community Program Review Committee Co-Chair, *August 2009-May 2010*
  - Florida Drive-In Conference Registration Chair, *April 2009-November 2009*
- North Lake Park Community School
  - School Advisory Council Chair, *September 2022-August 2023*
  - School Advisory Council voting member, *August 2021-May 2024*
  - Parent/Teacher Association member, *October 2020-May 2024*
- Imagine School of Land O'Lakes
  - Six Measures Committee, *August 2018-May 2020*
    - Character Development Sub-Committee
- Beta Theta Pi Diversity, Equity, and Inclusion Commission 3.0, *March 2023-December 2023*
- Delta Gamma Diversity, Equity, and Inclusion Advisory Group, *January 2021-February 2022*
- Circle of Sisterhood Grants Review Committee, *February 2021-April 2023*

- Journal of College Student Development Research in Brief/On Campus Review Team, *October 2013-April 2015*
- Southeastern Panhellenic Conference Planning Committee, *April 2011-March 2012*
- The University of Tampa Panhellenic Council Extension Committee, *December 2009-April 2010*
- Tampa Alumnae Panhellenic Association President, *August 2005-July 2006*

### **INSTRUCTIONAL AND FACILITATION**

- RISE Partnerships EXCEL Coach, *December 2023-May 2024, June 2023, June 2022*
- SUNY Brockport Higher Education Administration Master's Program Adjunct Instructor, HEA 670: Organization and Administration of Higher Education, *August 2023-January 2023*
- Alpha Chi Omega Leadership Academy Small Group Facilitator, *January 2023*
- Interfraternity Institute Fellow, *June 2022*
- University of South Florida College Student Affairs Master's Program Adjunct Instructor, SDS 6650: Organization and Administration of Student Affairs, *January 2022-May 2022*
- Alpha Chi Omega Kaleidoscope DEI Program Facilitation Team, *October 2021-present*
- LeaderShape Catalyst Lead Facilitator, *August 2021-present*
- Association of Fraternity/Sorority Advisors Research Week Roundtable on the Fraternity/Sorority Profession presenter, *July 2021*
- Alpha Chi Omega Leadership Academy Lead Facilitator, *January 2021*
- Kappa Kappa Gamma Harm Prevention Programs Facilitation Team, *July 2020-June 2022*
- North-American Interfraternity Conference IMPACT Lead Facilitator, *January 2020, January 2019, February 2015, October 2013, February 2012*
- Undergraduate Interfraternity Institute Lead Facilitator, *July 2019, July 2018, June 2017, July 2015, July 2014, June 2012*
- Alpha Chi Omega Leadership Academy Lead Facilitator, *January 2019*
- Alpha Chi Omega Leadership Academy Inclusive Leadership General Session Lead Facilitator, *February 2018*
- North American Interfraternity Conference *Launch* Lead Facilitator, *January 2018*
- Alpha Chi Omega Leadership Academy Chapter President Track Facilitator, *January 2017*
- Delta Gamma Chapter Officer Institute Chapter President Track Lead Facilitator, *February 2017*
- Delta Gamma Lewis Institute Small Group Facilitator, *July 2016*
- Sigma Kappa Regional Leadership Conference Track Facilitator, *January 2016*
- CAMPUSPEAK Facilitation Team Member, *January 2014-January 2016*
- LeaderShape Institute Co-Lead Facilitator, *May 2013-present*
- Phi Sigma Sigma Leadership Conference Facilitator, *January 2012*
- Alpha Chi Omega Alcohol Skills Training Program Facilitator, *July 2011-April 2015*
- Undergraduate Interfraternity Institute Chapter Facilitator, *July 2011, July 2010, July 2009, and July 2008*
- Beta Theta Pi Wooden Institute for Men of Principle Small Group Facilitator, *June 2011*
- University of South Florida Parent and Family Orientation, "Letting Go: From Parenting to Coaching", *May 2011-August 2011*
- Beta Theta Pi Chapter Presidents' Leadership Academy Small Group Facilitator, *January 2011*
- Florida Atlantic University Fraternity and Sorority Chapter Presidents Leadership Experience Small Group Facilitator, *January 2010 and January 2009*
- The University of Tampa Fraternity and Sorority Strategic Planning Small Group Facilitator, *October 2009*
- University of South Florida Rising Leaders Symposium Small Group Facilitator, *September 2009 and January 2008*
- LeaderShape Institute Cluster Facilitator, *June 2009*
- University of South Florida University Experience Seminar Instructor, *August 2008-December 2011*
- The Florida State University Something of Value Small Group Facilitator, *February 2008*
- IMPACT Alpha Chi Omega Lead Facilitator, *January 2008-November 2008*

### **KEYNOTE PRESENTATIONS**

- Williams, V. J. (June 2023). *Taking the Lead on Diversity, Equity, and Inclusion: Nurturing a Chapter House Environment Where Everyone Feels at Home* [Keynote Presentation]. Shelley Sutherland House Directors Institute, Charlotte, NC.
- Williams, V.J. (August 2022). *An Authentic Recruitment Journey* [Keynote Presentation]. UCF Panhellenic Recruitment Orientation, Orlando, FL.
- Williams, V.J. (August 2022). *After the Last Two-and-a-Half Years: A Conversation About Re-Entering Back Strongly* [Keynote Presentation]. Delta Epsilon Psi Fraternity, Inc. National Convention, Orlando, FL.

### **CONFERENCE PRESENTATIONS**

- Williams, V.J. (March 2022). *Strategies for Maximizing Supervision Success* [Conference session]. NASPA National Conference, Baltimore, MD.
- Williams, V.J. (March 2022). *Manage your Talent: Creating a Comprehensive Program that Helps Your Team Thrive*

- [Conference session]. NASPA National Conference, Baltimore, MD.
- Williams, V.J. (March 2022). *Persisting in the Fraternity and Sorority Life Functional Area: Knowledge, Skills, Traits, and Experiences Needed* [Conference session]. NASPA National Conference, Baltimore, MD.
  - Jefferson, C. M. & Williams, V.J. (December 2021). *The Dynamic Role of the Director: Strategic Learning and Leading* [Conference session]. Association of Fraternity/Sorority Advisors Annual Meeting, Dallas, TX.
  - Bureau, D., Goodman, M.A., Miller McCarthy, K., Steiner, K. S., & Williams, V.J. (December 2021). *Socialization, Persistence, and Experience: Extant Research and the 'Lifespan' of Fraternity and Sorority Advising Professionals* [Conference session]. Association of Fraternity/Sorority Advisors Annual Meeting, Dallas, TX.
  - Williams, V.J. (December 2021). *From Retention to Recruitment: Designing a Comprehensive Talent Management Plan that Elevates the Experience of Those You Supervise* [Conference session]. Association of Fraternity/Sorority Advisors Annual Meeting, Dallas, TX.
  - Williams, V.J. (March 2021). *Supporting Student Affairs Professionals in the Fraternity/Sorority Functional Area: A Qualitative Research Study* [Conference session], NASPA National Conference, virtual.
  - Williams, V.J. (December 2020). *Strategies for Maximizing Supervision Success* [Conference session]. Association of Fraternity/Sorority Advisors Annual Meeting, virtual.
  - Williams, V.J. (October 2020). *Strategies for Maximizing Supervision Success* [Conference session]. NASPA Florida Virtual Conference, virtual.
  - Williams, V.J. (December 2019) *Refill Your Pro-Devo Prescription: Core Competencies as the Cure for the Sophomore Slump* [Conference session]. Association of Fraternity/Sorority Advisors Annual Meeting, Anaheim, CA.
  - Miranda, M. L., & Williams, V.J. (December 2019). *Using CAS Standards for Effective Professional Practice in Fraternity/Sorority Advising* [Conference session]. Association of Fraternity/Sorority Advisors Annual Meeting, Anaheim, CA.
  - Williams, V.J. (December 2018). *Who Stays, Who Leaves, Let's Tell Their Story: Attrition and Retention in Campus-Based Fraternity/Sorority Advisors* [Conference session]. Association of Fraternity/Sorority Advisors Annual Meeting, Indianapolis, IN.
  - Brown, J. H. & Williams, V.J. (December 2018). *Effective Supervisory Practices for Individuals at Varying Job Levels* [Conference session]. Association of Fraternity/Sorority Advisors Annual Meeting, Indianapolis, IN.
  - Conner, D., Steiner, K.S., Sullivan, T., Vojta, A., Williams, V. J., & Zunick, T. A. (December 2017). *Are You on Fire or Burned Out? Longevity as a Campus-Based Professional* [Conference session]. Association of Fraternity/Sorority Advisors Annual Meeting, Atlanta, GA.
  - Williams, V.J. (December 2015). *Taking your Graduate Assistant to the Next Level: Best Supervisory Practices* [Conference session]. Association of Fraternity/Sorority Advisors Annual Meeting, Fort Worth, TX.
  - Brown-Dobek, S., Bureau, D., Hunter, V., Miranda, M. L., & Williams, V.J. (December 2015). *Using CAS Self-Assessment for Evaluating Fraternity and Sorority Programs* [Conference session]. Association of Fraternity/Sorority Advisors Annual Meeting, Fort Worth, TX.
  - Westra, R. & Williams, V. J. (February 2014). *What Would You Do If You Weren't Afraid? Let's Lean In* [Conference session]. Association of Fraternal Leadership and Values Conference, Indianapolis, IN.
  - Williams, V. J. (March 2011). *Empowering your Panhellenic Delegates to Exceed their Full Potential* [Conference Session]. Southeastern Panhellenic Conference, Atlanta, GA.
  - White, A. J., & Williams, V.J. (February 2011). *Transitioning into Leadership: It's More than Just Handing Over a Binder* [Conference session]. Association of Fraternal Leadership and Values Conference, Indianapolis, IN.
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  - McCall, F. & Williams, V. J. (March 2008). *Collaborating Beyond IFC: How to Bring True Greek Unity to Your Community* [Conference Session]. Southeastern Panhellenic Conference, Atlanta, GA.

#### PUBLICATIONS

- Goodman, M. A., Bonamy, L.V., Williams, V.J., & Monteaux De Freitas, K. (2024). The Practitioners Themselves: Exploring, Understanding, and Embracing Identity/ies in the Advising Process. In Sasso, P.A., Miranda, M. L., & Biddix, J. P., *Affirming Identity, Advancing Belonging, and Amplifying Voice in Sororities and Fraternities* (pp. 439-452). Information Age Publishing.
- Williams, V.J. (2022). What Institutional Leadership and Supervisors Can Do to Support the Retention of Student Affairs Professionals in Fraternity/Sorority Life. *2022 NASPA Knowledge Communities Publication*. <https://www.naspa.org/report/2022-knowledge-communities-publication>
- Williams, V. J. (February 2022). Lessons from the Insurance Industry: How Working Claims Strengthen My Abilities as



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- Williams, V. J. (August 2021). Is Passion Enough? Finding Ways to Keep Your FSA Spark Going for the Long-Term. *AFA Essentials*, <https://www.afa1976.org/page/Resources>.
- Williams, V. J. (May 2021). How Supervisors Can Help Their Teams Fight Burnout. *AFA Essentials*, <https://www.afa1976.org/page/Resources>.
- Williams, V.J. (2020). Williams, V.J. (2020). *An exploration of the retention and attrition factors for the campus-based fraternity/sorority student affairs profession* (Order No. 27998777) [Doctoral dissertation, University of South Florida]. ProQuest Dissertations Publishing.
- Williams, V.J. (2019). Creating an Effective Workplace: What Are You Doing to Advance Your Work Beyond the Students? *AFA Perspectives*, 14(3), 34-36.
- Williams, V.J. (2019). This Is Not My First Career: A Case for Non-Traditional Hiring in Fraternity/Sorority Advising. *AFA Perspectives*, 14(2), 23-25.
- Williams, V. J. (May 2011). Book Review: Blind Spots. *AFA Essentials*, <https://www.afa1976.org/page/Resources>.
- White, A. J. & Williams, V. J. (September 2010). The Importance of Mentoring in Fraternity/Sorority Advising: Mentoring vs. Supervising. *AFA Essentials*, <https://www.afa1976.org/page/Resources>.
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### **PROFESSIONAL DEVELOPMENT, CERTIFICATIONS, AND MEMBERSHIPS**

- Association of Fraternity/Sorority Advisors (AFA) member
- Association for Talent Development (ATD) member
- ACPA-College Student Educators International member
- Professional Convention Management Association (PCMA) member
- StrengthsQuest Certified Educator Seminar
- University of Central Florida SEED (Seeking Educational Equity & Diversity) Program
- University of Central Florida Performance Management Certificate Program
- University of South Florida Management Certificate Program
- University of South Florida Fundamentals of Supervision Certificate Program
- University of South Florida Safe Zone Ally
- University of South Florida Corporate Training and Professional Education Post-Crisis Leadership Certificate
- University of South Florida Corporate Training and Professional Education Diversity, Equity, and Inclusion in the Workplace Certificate
- University of South Florida Lean Six Sigma Yellow Belt Certification
- Association Membership Growth Course
- Association Creative Marketing Masterclass
- 2021 RISE Excel Summit graduate
- 2019 HazingPrevention.Org Institute
- 2018 NASPA Escaleras Institute
- 2017 NASPA Assessment and Persistence Conference
- 2016 Association of Fraternal Leadership and Values' *The Gathering*
- 2015 NASPA Region III Mid-Managers Institute
- 2009 Interfraternity Institute
- 2009 NASPA Region III New Professionals Institute

### **HONORS AND AWARDS**

- 2022 Association of Fraternity/Sorority Advisors Sue Kraft Fussell Distinguished Service Award
- 2021 Association of Fraternity/Sorority Advisors inaugural Dissertation of the Year Award
- 2020 USF Residential Education Outstanding Partner
- 2019 Harrison Kowiak Anti-Hazing Fellow
- 2019 Alpha Chi Omega Real. Strong. Women of Distinction Award
- 2018 National Order of Omega Doctoral Fellowship Award
- 2017 Pi Kappa Phi Outstanding Fraternity/Sorority Life Advisor
- 2016 University of South Florida Outstanding Team Award
- 2013 Association of Fraternity/Sorority Advisors Shelly Sutherland Outstanding Volunteer Award
- 2007 National Order of Omega Master's Fellowship Award