

Curriculum Vitae

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OVERVIEW

A veteran educator of over 30 years, Williams currently holds the position of Lead Faculty for the MS in College Student Affairs (CSA) at Nova Southeastern University. Williams is responsible for working directly with faculty and students in the program, as well as with recruitment teams. Prior to work in the CSA profession, she held the position of Director, Office of Experiential Education and Learning (ExEL). Williams, working collaboratively with faculty and professional staff, has built a comprehensive experiential education program and First Year Experience (FYE) course for all incoming FTIC students. Under Williams' direction, experiential education and learning has evolved into a graduation requirement for undergraduates and has been a catalyst for an educational and cultural shift at NSU. Educating faculty and staff, and validating the practice of teaching with experiential education as an anchor for best practice, has moved from a vision at NSU, to a systemic best practice and norm in a few short years.

Working with the National Society for Experiential Education (NSEE), Williams, a past Board of Directors member, Conference Committee member, and Co-Chair of the EEA Curriculum Committee, has established annual Experiential Education Academies (EEA) at NSU and institutions across the country, for faculty, professional staff, and leadership. Williams has helped establish NSU as a Strategic Partner with the NSEE. Williams acts as a National Faculty for the NSEE and has facilitated EEA workshops at universities, colleges and conferences nationally.

In her life prior to NSU, Williams, was a catalyst for positive systemic change for the 6th largest school district in the country, Broward County Public Schools (BCPS) in South Florida. Williams provided leadership in the development of critical, policy-based training for over 10,000 educators and school leaders at an estimated 250+ public and charter schools during her tenure at the district. Williams has led and organized numerous educationally-based organizations for BCPS and coordinated and presented at state and national conferences in the fields of education best-practices, conflict resolution, prevention, intervention and diversity issues in education. Williams has published in the area of teaching peace, and is the recipient of the 2011 Voice for Equality Award.

EDUCATION AND PROFESSIONAL CERTIFICATION

- Ph.D. in Conflict Analysis and Resolution, Nova Southeastern University, 2011
- M.S. in Conflict Analysis and Resolution, Nova Southeastern University, June 2003, Concentration in Educational Conflict
- Bachelor of Science in Education, Ohio University, August 1993
- Experiential Education Academy (EEA) Certificate, 2016
- Experiential Education Fellow-Nova Southeastern University, 2016
- Board Member, National Society for Experiential Education (NSEE) August 2017-August 2020
- Experiential Education Academy National Instructor- National Society of Experiential Education, 2017
- Certified as National Youth Mental Health First Aid (YMHFA) facilitator.

UNIVERSITY TEACHING AND ADMINISTRATIVE EXPERIENCE NOVA SOUTHEASTERN UNIVERSITY, Office of Academic Affairs

Assistant Professor, Lead Faculty
College Student Affairs program

August 2020-present

Director, ExEL

December 2015-August 2020

Adjunct Professor,
Fischler College of Education

August 2005-present

Adjunct Professor,
College of Arts, Humanities
and Social Sciences

August 2013-present

ADMINISTRATIVE RESPONSIBILITIES

Nova Southeastern University (August 2020-present)

- Develop systems that support growth and sustainability of the CSA program from a macro and micro level.
- Collaborate with recruitment team at FCOE & SCJ to establish strong, exemplary student body
- Coordinate with Directors from Student Life offices to build graduate assistantships that serve students educational needs and the operational needs of the offices.
- Establish working relationship with academic advisor to the program for consistent communication across departments
- Continuous development and monitoring of curriculum and instruction as a means to establish excellence.

ADMINISTRATIVE RESPONSIBILITIES

Nova Southeastern University (December 2015-August 2020)

- Developed and manage the facilitation and sustainability of the Experiential Education and Learning (ExEL) program for undergraduate education university-wide.
- Continuous development and monitoring of collaborative systemic model from which the ExEL program is facilitated.
- Co-facilitate with Faculty Advisor, the Experiential Education Advisory Council (EEAC), made up of faculty from every undergraduate college and Directors from each of the offices represented in the ExEL Pillars. The role of this council is to review all proposed ExEL curricular opportunities and act as liaisons between their colleges/offices and ExEL. In addition, working collaboratively with EEAC Faculty Coordinator and sub-teams, curricular and cocurricular approval criteria and rubric models have been developed and are institutionalized with fidelity.
- Manage the institution of the six-pillars of ExEL: Mentored Research, Travel and Study Exploration, Civic Engagement, Professional Growth and Internships, ExEL Curriculum and Leadership Development. This platform was built to better provide students ExEL opportunities based on the aforementioned areas of interest. Further, all processes and criteria are anchored in the Principles of best practice designated by the National Society of Experiential Education (NSEE).
- Collaborate with the Office of Institutional Effectiveness and additional stakeholders in development and oversight of ExEL assessment.
- Work with various agencies and vendors to expedite communications and marketing for ExEL Program.

- Provide continuous ExEL professional development and informational sessions university wide to all undergraduate offices and student populations.
- Facilitate annual Experiential Education Academy (EEA), in partnership with the NSEE, for 30 faculty and staff. Currently, NSU has 87 nationally certified stakeholders. These stakeholders from across the university, are identified as EE Fellows and act as liaisons between the colleges and ExEL office.
- Manage the operations involving eighty-seven sections of First Year Experience (FYE) courses; a required course for first time in college students (FTIC). Oversight includes the training, continuous professional development and support for 80+ FYE instructors, development of curriculum and assessment tools, partnerships with university offices and agencies, and establishment and oversight of designated faculty coordinator, work closely with faculty coordinator to co-facilitate FYE Curriculum Committee.
- Developed and manage the operations involved in executing the ExEL Peer Leader (PL) program. Built as a support to FTIC students through the FYE course, the PL program serves as a best practice nationally. Training, professional development, assessment and continuous monitoring ongoing. Program curriculum and support provided in conjunction with FYE course development.
- Collaborate with Office of Career Development, graduate level colleges, and professional programs to facilitate an undergraduate Early Immersion (EI) program within FYE courses. EI, a requirement of the FYE course, provides students the opportunity to engage in a 3-4-hour, hands-on immersion in the graduate college or professional program of their choice. Reflecting on this experience assists students in questions regarding varied field/s of interest.
- Collaborate with Office of Career Development and ExEL Career Advisors to monitor student success and challenges.
- Developed and managing the ExEL Student Advisory Council (ESAC). Meant to serve in partnership with EEAC, students serve as liaisons between student body, EEAC and the Office of ExEL. Currently, working with CSA graduate students in further development of this student group.
- Manage ExEL Office professional staff, graduate assistant, and student workers in daily operations. Provide graduate students opportunity for practicum work through varied programs.
- Manage operational budgets for ExEL and FYE.
- Represent the Office of Experiential Education and Learning on the Undergraduate Retention Council.

- Represent the Office of Experiential Education and Learning on the Undergraduate Mental Health Task Force.

ADMINISTRATIVE RESPONSIBILITIES

Broward County Public Schools (BCPS) July 2006-2015

- Co-developed the Anti-Bullying Policy 5.9 procedures, programs and practice for the Broward County School Board, the 6th largest school district in the country.
- Coordinated leadership teams in six Creative Empowerment Project pilot schools. The Creative Empowerment Model is theoretical model developed and published through Williams' 2011 dissertation.
- Chaired of *Equity in Action Workgroup*, a community collaborative for Broward County Public Schools designed to lead the district and community in a diversity/equity awareness initiative.
- Coordinated and led a Diversity Conference aimed at creating change agents within schools and through community members. Partnership with Nova Southeastern was primary.
- Developed and managed Prevention Liaisons (policy mandated) model for estimated 240 schools. Developed systemic approach to provide a prevention/peace education conduit in every public school with the onset of Anti-Bullying Policy 5.9.
- Developed *Weight of Words (WOW)*, in collaboration with the Lovewell Institute for the Creative Arts and Nova High School. This student-led Anti-Bullying/Anti-Discrimination theatrical production and civic-dialogue model has become institutionalized as a credited class for high school students. In its fifth year, over 50,000 students, staff, support staff and community have seen the production. A supplementary resource packet is distributed to each school participating. WOW has been utilized as a platform for civic dialogue and a call to action systemically. The success of WOW has launched the pilot project, the *Creative Empowerment Project, stemming directly from 2011 dissertation*.
- Expanded the Peer Counseling program to include 54 elementary schools, including over 5,000 students. Develop and facilitate instructional material and program assessments for all schools.
- Managed 46 secondary Peer Counseling Coordinators in public and charter middle and high schools impacting an estimated 10, 000 students.
- Managed Character Education (CE) Program district-wide. Impact 240 staff, 250,000 students, participating collaborating community partners and parents.

- Served as a team leader for eight Risk Reduction Specialists under the SSHS grant; position necessitates the development of all trainings and support for the 240 Prevention Liaisons currently embedded in elementary, middle, high school and district centers.
- Coordinated the development of nine BCPS Character Education Teams in Federal grant schools. Managed teams and staff in grant schools to build systemic approach to interface CE into classroom management model. Impacted 10, 000 students and 300 staff.
- Managed 35 Gay, Straight Alliance (GSA) Club Coordinators district-wide from 2005-2014.
- Acted as Professional Development (PD) Manager for Department of Prevention and Intervention (DPI). Develop PD including assessment tools for all prevention-based programming impacting 25,000 school staff and leadership. Professional development centered on current national and state assessment models and strategies.
- Developed and provide programming and professional development for an estimated 240 Prevention Liaisons (PL) district-wide annually. PL's are responsible for leading Anti-Bullying Policy 5.9, programs and practice school-wide.
- Developed assessment tools for seminal CDC/Sexual Health/Young Men Having Sex with Men (YMSM) Strategy 4 grant. Worked directly with CDC personnel with six selected BCPS secondary schools, leadership teams and student populations over 9,000 student local Community Based Organizations and Non-Governmental Organizations.
- Provided assessment tools and implementation to 240 Broward County Schools under the Safe Schools Healthy Students grant while assisting school staff with self-assessment utilizing a variety of data and qualitative factor.
- Co-managed the implementation of character education infusion in the school culture that included the assessment of programming with eight middle schools.
- Provided 240 schools support with the objective to build sustainable evaluative tools that link school safety with student success systemically for over 280,000 students.
- Co-developed District Guide for LGBTQ safety with Safe to Be Me Coalition members and school stakeholders. Guide has become a national model for school districts.

- Developed, co-produced and implemented the production of an Anti-Bullying training video for teachers, parents and community.
(<http://www.browardschools.com/schools/bullying.htm>)
- Trained over 700 administrators in the anti-bullying policy and procedures as well as district prevention liaisons, bus drivers, community members, school support staff, students and parents.
- Chair, *Safe to be Me Coalition*, focused on LGBTQ safety from a systemic and community collaborative framework. Named “non-profit” agency of the year by local newspaper, 2009-Present Chair, *Broward Stonewall Education Committee*, working with collaborative team to develop two National Conferences to establish LGBTQ safety from a systemic level.
- Co-Chaired, First Florida State LGBTQ Safety Conference for 33 Florida districts.
- Member of Gang Reduction Task Force of Broward County. Participant on Gang Reduction Youth Summit Sub-Committee, 2011
- Chaired Martin Luther King Jr. Exhibits Committee for City of Coral Springs’ Annual MLK Celebration, 2005 - 2010
- Interviewed as a representative of the Broward County School Board, by local television station to discuss a series of anti-bullying trainings focused on sexual orientation, (10/2010)
- Developed policy with Broward School Board that focuses attention on creating safe spaces for LGBTQ youth and staff in collaboration with national and local agencies.
- Developed first document focused on providing safety best practices to BCPS youth and educators, and trained all District leadership in the LGBTQ Critical Support Guide.
- Developed systemic guidelines for schools around “The Day of Silence” and other LGBTQ youth programs.
- Designed a character infused classroom management model for middle schools
- Collaborated with outside agencies, to develop and implement an interdisciplinary program called “Expressions: through the Eyes of Youth”. Middle and high school students were invited to express their concerns about current social issues they face or witness on a daily basis
- Developed and provided programming and professional development for Broward County Public Schools (BCPS) Peer Counseling Coordinators annually with over

150 participants. Collaborated with National Association of Peer Program Professionals (NAPPP) to certify 30 BCPS Peer Counseling Coordinators.

- Conducted CHAMPs Positive Classroom Management training workshops for Broward County Schools to strengthen the classroom environment through holistic management approaches and self-assessment.
- Lobbied on Capitol Hill for the passage of a National Department for Peace as a Member of Peace Alliance, Winter 2008
- Coordinated seminal Immigrant Student Conference in collaboration with BCPS, ESOL Department. Developed framework and facilitated “Discovering Your Way: Leadership Development through the Arts,” which involved over 600 secondary immigrant students in a grant initiative to build self-esteem and empowerment strategies through the arts. Conference was interfaced with two social justice art exhibits held at the Miramar Cultural Center.

INSTITUTIONAL SERVICE

- Faculty Coordinator for the Experiential Education and Learning (ExEL) Council
- Advisor for College Student Affairs program, and oversee the College Student Affairs Association
- Member, Educational Leadership Advisory Committee to develop the MS program in EL. Participating in the development of an Internship course for the program, and shadowing the course facilitation through the semester
- Member, Fischler- FCE & SCJ Curriculum Committee
- Member, of the Undergraduate Retention Committee (2015-August 2020)

ADJUNCT COURSES TAUGHT

- Adjunct Faculty for the Nova Southeastern University, College of Arts Humanities and Social Science. Graduate and undergraduate level courses:

Graduate and Undergraduate courses taught:

- CSPA 5040-Human Factors
- CSPA 5100-Mediation Theory and Practice
- MACS 5100-Mediation Theory and Practice
- GNST 2901-General Studies Seminar
- GNST 4901-General Studies Capstone Experience
- UNIV1000-First Year Experience

- Developed and proposed graduate level course for Fischler School of Education. *Intrapersonal to International Conflict: Forgiveness and Reconciliation.* (2015)

Graduate courses taught:

- EIA 501-Interdisciplinary Arts in Society, Community, and School
- EIA 526-Research in Interdisciplinary Arts: An Introduction to the I.A. Program
- ELEM 505-Masters/Teaching Arts in Elementary School

Undergraduate courses taught:

- ELEM 4530-Integrating Art, Music, PE, and Health Education Across the Curriculum
- EECF 4530-Developmentally Appropriate Practices for the Integration of Creative Arts Across the Early Childhood
- ELEM 4340-Methods of Teaching Language Arts in the Elementary School
- ELEM 3530-Methods of Teaching Social Studies in the Elementary Classroom
- Conflict Resolution in the Classroom (taught in Brownstown Jamaica),

PUBLICATIONS/CONFERENCE PRESENTATIONS

Williams, T. (February 2021). Experiential Education Academy virtual facilitation of Reflective Practices, to a national audience.

Williams, T. (Summer, 2020). Experiential Education Virtual Teaching webinar co-host. NSEE sponsored first in a series as a response to the move to online learning. 350 participants internationally.

Williams, T. (June 20-26, 2019). Experiential Learning Leadership Institute Pre-Conference Leader. Played the role of mentor, advisor to four higher education and two K-12 institutions, as they developed EE projects/programs for their constituents. Southern Utah University.

Williams, T. (June, 2019). EEA/Strengthening Institutions Experientially. Experiential Learning Leadership Institute, Southern Utah University.

Williams, T. (September 2018). Experiential Education Best Practices; A Case Study. NSEE National Conference, Savannah, Georgia

Williams, T. (2017-present) Delivery of Experiential Education Academy (EEA) Workshops in: Fundamentals of Experiential Education, Principles and Ethics of Experiential Education, Teaching and Learning Experientially, and Strengthening Institutions through Experiential Education. Workshops have been delivered at the National Society of Experiential Education

Williams, T. (June 2015). "Effective School Based Prevention." Behavioral Health Conference: Building Healthier Communities." Fort Lauderdale.

Williams, T. (May 2015). "Cultural Sensitivity Dialogue." Broward County Public Schools, ESOL Department Conference. Fort Lauderdale.

Williams, T. (January 2015). "Creative Empowerment Project: A Broward County Case Study." National Conference Peer Program Professionals. Alabama.

Williams, T. (March 2014). "It's About Time." Presented and served as Chair Stonewall National Education Conference. Los Angeles.

Williams, T. (February 2013). "Safety for ALL Students." National Anti-Bullying Conference. Orlando.

Williams, T. (March 2013). "The Kids Are Not All Right" National LGBTQ Safety Conference. Presented and served as Chair. Fort Lauderdale.

Williams, T. (2011). *Violence Prevention and the Arts: An Autoethnographic Case Study for Youth-Based Community Projects*. PhD/Dissertation, Nova Southeastern University.

Duckworth, C., Williams T. and Barbara Allen. (April 2012). "What Do Students Learn When We Teach Peace?" *Journal of Peace Education*.