



Kareem Willis

Social Justice Scholar-Practitioner

(He/They)

Strategic and innovative social justice, nonprofit, philanthropy and public management scholar and practitioner, with superb organizational, interpersonal and stakeholder management talent. Extensive experience with conceptualizing, planning, evaluating and executing large-scale programs and events and administration of on-going programmatic initiatives that meet individual and community needs. Well versed in: leading diverse teams to achieve dynamic results, building strategic alliances and capacity building within social change organizations. Passionate about diversity and inclusion, social change, justice, equity and empowering others.

CONTACT

- ✉ kareem.willis92@rutgers.edu
- ☎ +1 201-443-5802
- 📍 111 Washington St., Room 314
Newark, NJ 07102
- 🌐 www.kareemwillis.com

EDUCATION

Ph.D. in Public Administration 2022

Rutgers, The State University of New Jersey Newark - Campus

- Concentrations: Nonprofit Management, Philanthropy and Social Justice

Masters in Public Administration 2017

Rutgers, The State University of New Jersey Newark - Campus

- Concentration: Nonprofit Management
- Pi Alpha Alpha Honors

B.A. in Public and Nonprofit Administration 2016

Rutgers, The State University of New Jersey Newark - Campus

- Minor: Lesbian, Gay, Bisexual, Transgender and Queer Studies
 - Summa Cum Laude
-

PROFESSIONAL EXPERIENCES

FOUNDER/CHIEF CONSULTANT

The Radically Uncommon Group - Newark, NJ

2019 - Present

- As trusted consultants and advisors, Radically Uncommon helps those charged with fulfilling the public good revolutionize community building and investment by centering equity and justice in their work.
- Engage in a deep consultation process with leaders from various organizations to evaluate, develop and refine their social justice and social equity footprint as well as determine key issues and opportunities for growth

DIRECTOR OF INSTITUTIONAL OPERATIONS AND GROWTH

YENDOR, LLC. - Newark, NJ

2017 - Present

- Co-design and implement the organization's equity, diversity, inclusion and belonging (EDIB) initiatives as well as evaluate their social justice and equity footprint
- Establish, evaluate, and enhance administrative and operational goals, strategies, and structures to support the work of the organization
- Develop action plans, business recommendations, efficient procedures, and sound policies that realistically support the organization
- Foster and cultivate relationships between internal operational and administrative resources and external entities, including government, vendors, and partner organizations
- Manage, supervise, evaluate, and develop operational and administrative staff leadership for short- and long-term projects
- Accountable for several functions including: Human Resources, Information Technology and Finance
- Apply continuous quality improvement principles to existing financial and operating systems.
- Prepares contracts and agreements between Yendor and outside entities to facilitate further development and expansion of all departmental activities throughout New Jersey and beyond.

COMMUNITY IMPACT COORDINATOR

Truth Racial Healing and Transformation Center (TRHT) - Newark, NJ

2020 - 2022

- Worked collaboratively with the Directors of the Office of Public Engagement (OPE), Center for Health Equity and Community Engagement at the School of Public Affairs and Administration (SPAA) at Rutgers University to implement a program strategy that develops, supports, and evaluates the advancement of the departments' goals in the capacity and community building arena
- Co-directed the development, planning, implementation and evaluation of The Center's portfolio of programs and related activities to align with and advance its overall objectives and strategic goals
- Managed all consultants, working groups, and special committees developed in support of programs and special projects
- Engaged in research, speaking, writing, public advocacy, and other leadership activities to promote the institution's values and goals in relevant forums

DIRECTOR OF PROGRAMMING

Yendor Arts/ Yendor Productions - Newark, NJ

2014 - 2017

- Developed, strengthened, and evaluated Yendor's existing portfolio of programming
- Oversaw all aspects of educational, community-oriented and public art programming
- Identified and cultivated new strategic opportunities and partnerships that brought new funding, resources and drove higher engagement and participation among Yendor's constituents
- Led all planning elements (e.g., site selection, speaker management, logistics, etc) of Yendor's key events
- Provided strategic input on organizational efforts, management of programming budgets, support for fundraising efforts, and contributions to learning and evaluation
- Maintained awareness of and be responsive to emerging trends, advancements, and challenges in public art

- programming, creative placemaking and in the advocacy field, and other topics
- Prepared and implemented evaluation instruments for various aspects of programs to assess program viability, identify participant needs, and articulate programmatic impact in support of community goals.
- Represented Yendor in local, regional and national conferences, seminars and organizations such as the Newark Arts Education Roundtable (NAER)

PROGRAM COORDINATOR FOR OUTFRONT PROJECT

Rutgers, The State University of New Jersey - Newark, NJ

2013 - 2014

- Developed, implemented and provided training and programming to engage and mentor LGBTQ-identified students
- Planned and executed large-scale events and leadership initiatives
- Recruited, interviewed, trained and supervised program participants (student mentors)
- Provided any support that mentors and/or mentees may need
- Communicated clear instructions to the team of mentors
- Listened to mentors'/mentees' feedbacks and concerns and addressed them accordingly
- Reported to the Director any issues, problems and/or concerns that arose, including crisis management

ADMINISTRATIVE COORDINATOR

Liberation in Truth Social Justice Center - Newark, NJ

2012 - 2014

- Provided support to the Executive Director and other staff members by performing general clerical duties
- Coordinated correspondences between clients and organization via telephone, mail merge and other applications
- Assisted with the development, execution, and management of community outreach events
- Updated and maintained donor lists and other pertinent documents to better facilitate communication with current and potential donors
- Communicated with members of the board of trustee to coordinate and manage meetings and schedules
- Assisted in formatting, preparation and proof-reading of annual appeal and 'thank you' letters
- Organized promotional material, catering, office supplies, business cards and a range of items relating to office management duties

ACADEMIC EXPERIENCES

PRESIDENTIAL POSTDOC FELLOW (in Race, Racism, and Inequality)

Rutgers, The State University of New Jersey - Newark, NJ

2022 - Present

- Conduct research into the structural, systemic, institutional, and individual effects of racism and discrimination, both historically and today, in all domains of the humanities, social sciences, and professional schools, including but not limited to area studies, business, criminal justice and the carceral state, families, education, environmental and climate justice, labor, law, media, public policy, urban planning, or other related fields.

COURSE INSTRUCTOR

Rutgers, The State University of New Jersey - Newark, NJ

2019 - Present

- Teach graduate and undergraduate students in Public and Nonprofit Administration related courses
- Develop and manage the class syllabus according to department and university standards
- Engage students through designing and executing lectures, in-class discussions, and assignments
- Assess assigned papers, quizzes, and exams
- Assess grades for students based on participation, performance in class, assignments, and examinations
- Report student learning outcomes, class reviews, and analyze student data
- Collaborate with colleagues on course curriculum and objectives
- Advise students on strategies to achieving personal, academic and professional goals
- Stay updated on innovations and changes within Public and Nonprofit Administration

GRADUATE/RESEARCH FELLOW

Rutgers, The State University of New Jersey - Newark, NJ

2017 - 2021

- Performed a wide variety of administrative, research and teaching tasks as requested by senior administrators and professors
- Performed various research procedures relative to the ongoing research protocols.
- Recruited and enrolled participants in research studies.
- Accurately and comprehensively documented all contact with research participants.
- Tracked and scheduled research participant appointments.
- Conducted participant interviews and other data collection.
- Assisted with database management; literature searches
- Coordinated communication among investigators, stakeholders and the Institutional Review Board (IRB) office.
- Stayed up to date on research strategies and procedures by attending project-specific training and research project meetings.

TEACHING EXPERIENCES

COURSES TAUGHT

Rutgers, The State University of New Jersey - Newark, NJ

- Public Service as Responsible Citizenship (Undergraduate)
- Internship Seminar I (Undergraduate)
- Introduction to Nonprofit Administration (Undergraduate)
- Introduction to Public Administration (Graduate)

PUBLICATIONS

PEER-REVIEWED

Schwoerer, K., Antony, M., & Willis, K. (2021). # PhDLife: The effect of stress and sources of support on perceptions of balance among public administration doctoral students. *Journal of Public Affairs Education*, 1-22.

Meyer, S. J., Dale, E. J., & Willis, K. K. M. (2021). "Where My Gays At?" The Status of LGBTQ People and Queer Theory in Nonprofit Research. *Nonprofit and Voluntary Sector Quarterly*. <https://doi.org/10.1177/08997640211021497>

BOOK CHAPTERS

Willis, K. and Gaynor, T.S. (2021). Social Justice Theory in Public Administration: A Review of Critical Perspectives in Public Administration. In Thomas Bryer (Ed.), *Handbook of Theories of Public Administration and Management*. Cheltenham, UK: Edward Elgar Publishing.

WORKS IN PROGRESS

Willis, Kareem K.M. Sustaining Safe Spaces: A Critical Exploration of the Relationship between Foundation Funding and Capacity Building in LGBTQ+ Identity-Based Nonprofit Organizations (IBNPs).

Myers, Seth; Dale, Elizabeth and Willis, Kareem. Burn it to the ground: Queer theory, (hetero)normativities, and gender binaries in nonprofit studies in *The Handbook of Critical Perspectives on Nonprofit Organizing and Voluntary Action: Concepts, Applications and Future Directions* (Edited by Roseanne Mirabella, Tracey Coule & Angela Eikenberry)

Willis, Kareem; Nicholson, Wendy and McDougale, Lindsey. DEI in Nonprofit Management in *Handbook on Diversity, Equity and Inclusion in Public Administration* (Edited by Meghna Sabharwal, Sean A. McCandless and Shilpa Viswanath)

Willis, Kareem. Deliberative versus Stealth Democracy: A Matter of Legitimacy? - An Empirical Analysis of Citizen Preference.

Willis, Kareem and Grey, Cornel. LGBTQ Persons, Allies, and the Pursuit of Social Equity in Achieving Social Equity: From Problems to Solutions, (2nd edition) (Edited by Mary E. Guy and Sean A. McCandless)

Dale, Elizabeth; Myers, Seth; and Willis, Kareem. "We die. They do nothing." Queering government-nonprofit relationship in Reframing Nonprofit Organizations (2nd Edition) (Edited by Angela M. Eikenberry, Roseanne M. Mirabella, & Billie Sandberg)

CONFERENCE PRESENTATIONS

Scott, Charity; Agho, Ose; Forbes, Lauren; Puello, Stephanie; Willis, Kareem; Johnson, Theodore. Toward a More Reflexive and Deliberative Public Affairs: A Critical Reimagining of Doctoral Training. Network of Schools of Public Policy, Affairs, and Administration (NASPAA), Chicago, IL, October 17-19, 2022.

Willis, Kareem. Where My Gays At?: The status of LGBTQ people and Queer Theory in Nonprofit Research. National Conference of Minority Public Administrators (COMPAA), Peachtree City, GA, February 26-29, 2020.

Myers, Seth; Dale, Elizabeth and Willis, Kareem. Where My Gays At?: The status of LGBTQ people and Queer Theory in Nonprofit Research. Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), San Diego, CA, November 21-23, 2019.

Willis, Kareem. Deliberative versus Stealth Democracy: A Matter of Legitimacy? - An Empirical Analysis of Citizen Preference. National Conference of Minority Public Administrators (COMPAA), Baltimore, MD, March 5-7, 2019.

INVITED PRESENTATIONS

- | | |
|------|---|
| 2022 | <i>Panelist</i> , "A Conversation with Black Queer Men" presented at LaGuardia Community College, February 15. |
| 2021 | <i>Panelist</i> , "Exploring LGBTQ contributions to and inclusion in the BLM movement: opportunities and challenges" presented at APSA Status Committee on LGBTQ People in the Profession's Roundtable virtually, September 30. |
| 2020 | Panelist, "Boomer to Gen Z: An Intergenerational Conversation" presented at Leadership Newark (LN) Public Policy Summit in Newark, NJ, October 17. |
| 2020 | <i>Panelist</i> , "TRACK II - INCLUSION, EQUITY & JUSTICE: The Unique 'You' at the Table" presented at Leadership Newark (LN) Public Policy Summit in Newark, NJ, October 17. |
| 2020 | Facilitator, "The Crossroads of Intersectionality & Solidarity: A Queer Perspective" presented by Nonprofit Professionals of Color Collective in Newark, NJ, September 25. |
| 2019 | Panelist, "Creating an Inclusive Work Environment for LGBTQ+ Employees" presented by American Society of Public Administration (ASPA) & Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA), November 14. |
| 2017 | <i>Panelist</i> , "LGBTQ Issues in the Workplace" presented by The School of Public Affairs & Administration (SPAA) at Rutgers, The State University of New Jersey - Newark Campus, November 7. |
| 2017 | <i>Panelist</i> , "Men in Leadership" presented by The LGBTQ and Intercultural Resource Center at Rutgers, The State University of New Jersey - Newark Campus, October 25. |

AWARDS, FELLOWSHIPS, AND HONORS

2022	Presidential PostDoc Fellowship in Race, Racism, and Inequality at Rutgers, The State University of New Jersey - Newark Campus
2022	<i>SPAA Outstanding PhD Student Award</i> for high achievement in both academic research and scholarship from the School of Public Affairs and Administration at Rutgers, The State University of New Jersey - Newark Campus
2017 - 2021	<i>University (Graduate) Fellowship</i> from Rutgers, The State University of New Jersey - Newark Campus
2018	<i>The Rodney Gilbert Award</i> for Community Service and LGBTQ Advocacy from Newark Pride Inc. and Urban+Out
2018	Leadership Newark Public Policy Fellow
2016	"Love Is Love" Ubuntu Award Nominee for Community Service and LGBTQ Advocacy by Them Cloud Kids
2015	<i>Clement A. Price Human Dignity Award</i> for Community Service and LGBTQ Advocacy from Rutgers, The State University of New Jersey
2014	<i>B. Chambers Award</i> for Community Activism from Circle of Friends
2013	<i>Jan Herman Veenker Leadership and Vision Award</i> for Community Service and LGBTQ Advocacy from Circle of Friends

SERVICES TO THE PROFESSION

ACADEMIC JOURNALS

- Board Member, *Nonprofit and Voluntary Sector Quarterly (NVSQ)*
- Assistant Editor, *Journal of Public Management and Social Policy (JPMSP)*
- Reviewer, *Journal of Public Management and Social Policy (JPMSP)*

SERVICES TO THE SCHOOL/UNIVERSITY

- *Event Coordinator*, SPAA PhD Club, Rutgers, The State University of New Jersey Newark - Campus
- *Co-Chair*, Rainbow Alumni League, Rutgers, The State University of New Jersey Newark - Campus
- *Vice President*, Black Organization of Students Alumni Association, Rutgers, The State University of New Jersey Newark - Campus

OTHER PROFESSIONAL SERVICES

- *Chair*, Emerging Leaders Section for the Conference of Minority Public Administrators (COMPA)
- *Chair*, Building Committee for RISE Church

PROFESSIONAL MEMBERSHIPS

- American Society for Public Administration (ASPA)
- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)
- Conference of Minority Public Administrators (COMPA)
- Nonprofit Professionals of Color Collective (NPPOCC)
- Emerging Practitioners In Philanthropy (EPIP)