

W. Ray Kwame Williams

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EDUCATIONAL BACKGROUND

I. WORK EXPERIENCE

ACADEMIC

LEGAL

BANKING

II. INTERNATIONAL TRAVEL

1. Education

- Present: WHARTON- Business Foundation Certificate Program consisting of 6 courses: Introduction to Marketing; Introduction to Financial Accounting; Managing Social & Human Capital; Corporate Finance; Operations Management; and a Capstone Project. (anticipated completion date May 2018, online)
- Ethics Workshops (Academy of Legal Business Studies); 'completed the following: "Teaching Behavioral Ethics "; Shareholder Theory: Stakeholder Theory; Virtue Ethics; (this is a 12-month workshop program with an offering each month)-

Stanford University Certificate Program (strategic management & decision making)

(Audited Ethics Course in Rutgers Ph.D. Program)

1990: Widener School of Law, Wilmington DE, LL.M (Corporate Law and Finance)

1984: New York University, NYC, NY (Bankruptcy Certificate)

1980: Formal Management Training Program – one year; Fidelity Union Bank – six months of course work taught by consortium of NYU and Columbia professors: financial accounting; credit analysis; money and banking; corporate finance and economics followed by six months of departmental rotations

1979: Rutgers University Law School Newark, NJ, JD

1975: Winston- Salem State University, Winston- Salem NC, and B.A. honors (Political Science & History)

2. Academic Work Experience

Present-: **Assistant Professor of Professional Practice** Rutgers Business School- teaching undergraduate and graduate courses in Business Law and Business Ethics, service on university committees, club advisor, mentoring, and urban education initiatives.

2007-2016- **Participating Lecturer**- Rutgers Business School; teaching undergraduate and graduate legal courses, service on university committees, club advisor, urban education initiatives, and mentoring.

2007-08: **Adjunct** Essex County College; taught American Literature, writing, and public speaking courses.

2004- 07: **Assistant Professor**; Baruch College City University of New York (NYC, NY) - taught legal courses in the Hicklin Business School Legal Department.

2005: Wolinsky CPA Review – **Lecturer**, CPA review course business law subjects

1995- 02: **Assistant Professor**; Rutgers Business School- taught undergraduate and graduate law courses, international law (MBA) Beijing; Business Communications in the MBA program; coordinated and administered the business school pre- college and enrichment programs for high school students; advisor to student chapter of the National Association of Black Accountants (NABA); served on extensive list of standing committees and academic service projects.

1994-05: **Adjunct** Farleigh Dickinson University (Madison and Rutherford NJ Campuses) and Essex County College Newark NJ) taught business law and real estate courses.

PUBLICATIONS

Work in Progress

Black vs. Learning Disabled- Affirmative Action in Higher Education under the Title VII of the Civil Rights of 1964 and The American's with Disabilities Act: A Comparative Examination

Abstract

Fifty years later, those factors and sentiments which shepherded the Act's passage are no longer present to insure the Act's continued enforcement. Perhaps more critically, the national conscience and the federal courts have

signaled a retreat from protections afforded Blacks and other ethnic minorities. This retreat is poignantly manifested within the context of affirmative measures in higher education. Increasingly, those sympathies now considered untenable within the framework of the Act's protected classes appear generously bestowed upon the disabled under The Americans with Disabilities Act (the "ADA)". This is predominantly so in regards to the affirmative action afforded the disabled subset- labeled as "learning disabled."

The discussion commences with a retrospective on the passage of the Civil Rights Act of 1964. The main focus is an examination of the federal court's adjudication of affirmative action measures within the context of higher education for the Act's protected classes, in contrast to the those covered under the label "learning disabled" under the ADA.

The heart of the argument is that both the approach to disability taken under the ADA and predecessor legislation such as IDEA and the restrictions on affirmative action in Bakke, Gutter, Gratz, and Fisher have amounted to a privileging of IQ tests and similar tests of academic aptitude such as the SAT. The courts decided the affirmative action cases within a construct in which race-blindness was the norm, to be deviated from only for the purpose of enhancing diversity. Legislatively and judicially, disability has been defined in terms of lower academic performance than would be expected based on IQ, resulting from conditions such as dyslexia or ADHD. Had the choice instead been to define affirmative action and disability legislation such as IDEA and the ADA as remedies for a gap between low academic performance and what should and could occur in a society unmarked by slavery and discrimination, the prospects for African-Americans would have been far better than they have been under the actual regime of limited affirmative action and disability legislation that assumed the validity of IQ tests and aimed at medical conditions rather than at slavery and segregation-related academic disadvantages.

Law Reviews

W. Ray Williams, "Hand up or Handout? The ADA and Learning Disabled Bar Applicants: Toward a New Paradigm. **Creighton Law Review**

W. Ray Williams, "Rendering unto Caesar in the Next Millennium: Taxation of E-Commerce: A Overview and Analysis "27 **Williams Mitchell Law Review** 661 (2001)

Trade Journals

W. Ray Williams, "Omnibus Bill Promises Even More Protection "131 **New Jersey Law Journal** 915, (1992)

W. Ray Williams, "Corporate Mini- Trials Preserve Relationships" 135 **New Jersey Law Journal** 342 (1993)

W. Ray Williams, "Mortgage Foreclosure as Fraudulent Conveyances "**Garden State Bar Association Newsletter** (March 1993)

W. Ray Williams.

Papers (non-publications)

W. Ray Williams, "Section 203 of Delaware 's Anti- Takeover Statute: An Overview of the Operation and Issues"

W. Ray Williams, "On Crossing the Rubicon does Trust Fund Taxes Become Part of the Bankruptcy Estate?"

Book Reviews

Gregory S. Bell, In **the Black- a History of African Americans on Wall Street** "Star Ledger (February 2002)

Mary L. Duisk, **Cold War Civil Rights – Race and the Inage of American Democracy**, Star Ledger (March 2001)

Diane Mc Whorter, **Carry Me Home: The Climatic Battles of the Civil Rights**, Star Ledger (March 2001)

Keith Michael Brown, **Sacred Bonds: Black Men and their Mothers**, Star Ledger (1999)

Vincent Bugilosi, **No Island of Sanity, Paula Jones v. Bill Clinton, The Supreme Court on Trial**, Star Ledger (1998)

Review of Chapters in Texts

Consumer Protection, **Hiller and Cohen's Internet Law and Policy** (Prentice Hall Publishing Division, 2000)

Taxation; Antitrust Issues Girsas's **Cyber Law** (Prentice Hall Publishing Division, 2000)

Six Chapters in **Cyber Law, Ferrara** (West Publications, 2000)

International Business Law, Text, Cases, and Readings, 3rd Edition (Prentice Hall Publishing)

Essays

2017 W. Ray Williams, "An Abnormal Presidency, Paterson times

2014: W. Ray Williams, "50 Years after the Civil Rights Act Inequality Persists "http:// paterson times.com/ 2014/09/24 50- years after- the civil- rights act- inequality persists

2014: W. Ray Kwame Williams, "The Party of Lincoln "http:// paterson times.com/ 2013/09/24/the- party-of- Lincoln/ (2013)

2013: W. Ray Kwame Williams, "President Obama Comes into His Own", http: // paterson times.com/ 2013/08/28/the-president-comes-into-his own/2013

2013: W, Ray Williams, "An Epidemic: Black on Black Crime in Newark and Beyond" http://paterson times.com/2013/09/09/an-epidemic-black-on-black-crime in-newark-and beyond /2013

Op-Ed

W. Ray Williams, “Newark kids meet the challenge “– Educated Guest Column, Star Ledger December 12, 1997

2017 TEVISION APPEARANCES –

- Kuwait Talk Show (discussed legal and financial issues in U.S.

TEACHING/ PRESENTATIONS/ RESEARCH

TEACHING

Community College

Essex County College (Newark NJ) taught: English Composition; Public Speaking; Basic Skills English; American Literature;

Undergraduate Courses

Rutgers Business School (Newark NJ) taught: Business Law (Contracts and the Uniform Commercial Code) Government Regulation of Business; Business Ethics; Business Government & Society

Baruch City University of New York- (NYC, NY) taught: Contracts; Employment Law

Farleigh Dickinson University (Madison NJ) – taught: Business Law; Principles of Real Estate

Professional Training

American Banking Institute (Newark) Principles of Real Estate; taught: Loan Documentation; Credit Analysis

Graduate Courses (MBA PROGRAM)

Rutgers Business School (Newark & New Brunswick) taught: Law & Legal Reasoning; Legal Environment; Business Communications

Rutgers / Sinopec International MBA Program (Beijing China); taught: International Business Law during four summers)

Course Development

Ethics Handbook: Ethical concepts, Cases, Dilemmas and Legal Implications

PRESENTATIONS/ PAPERS

2010: “When Crisis Meets Opportunity: A Comparative Study of FDR and Obama “The 75th Anniversary of Hofstra University, Hempstead NY

1993: An Overview of Proposed Changes to the Bankruptcy Code—Essex County Bar Association

EDITORIAL WORK

2015- to present: Staff Editor --- Atlantic Law Journal

2015- to present: Reviewer- American Business Law Journal

1993: Editor- Garden State Bar Association Newsletter

CONFERENCES

2017—ABA Annual Meeting- NYC, NY

2016- ABA Annual Meeting – **San Francisco** August

2016 ABA Quarterly Meeting- **Chicago** June

2016 International Bar Association – **Buenos Aires, Argentina**

2016- ABA mid- Year Meeting- **San Diego CA** January

2015- ABA Quarterly Conference- **Baltimore Md**, November

2015 ABA and International Bar Association, **Prague** October

Opening of the Legal Year, **London England**, September 2016

2015 International Law Conference- **Vienna**, October 2015-

800th Anniversary of the Signing of the Magna Carta **London, England** June 2015

2015: American Bar Association Mid- Year Meeting (**Houston**) (multiple workshops)

2014: American Bar Association Board of Governors Meeting (**Charleston SC**)

2014: American Bar Association Editorial Board (Martha's Vineyard)

2014; American Bar Association Annual Meeting, (**Boston**); **attended** Diversity, Public Contract Law, Employment, Coalition on Racial and Ethnic Justice and International Law Workshops

2014: “Bridging the Gaps with Ethical Leadership”; NASBA Center for the Public Trust Conference (St. **Louis**) seminars included: Strength Based Leadership, Managing Conflict, Strategic Networking

2013: Foreign Language in Undergraduate Education Symposium (Rutgers -New Brunswick) Panelist focused on the value of foreign language competency in business schools

2007: Mc Graw Hill Product Development Conference (**Las Vegas NV**)

1997: Case Method for Effective Teaching Seminar (**Vancouver, University of British Columbia**)

SERVICE—Community

2018- Organized 3rd Annual Dr. Martin Luther King Celebration

2017- Business , Law & Society Lecture Series

2017- Organized the first RBS celebration of Black History Month

2017- Sponsored and organized the 2nd Annual RBS Martin Luther King Celebration

2016--- Organized a community service project for the Business Ethics course. The class donate over 600 hours of volunteer service throughout the state.

2016--- Assisted Goodwill Industries in their winter coat drive.

2016 –Organized Holiday Giving- class made a donation of \$270.00 to the Salvation Army

2016- Represented RBS in the annual NYC AIDS WALK and raised approximately \$400

2016- Organized Community services projects at the following locations during the American Bar Association quarterly and mid- year meetings:

- 1. Movable Feast- Baltimore MD. – assembled 500 pre- packaged dinners of homebound cancer and AIDS patients**
- 2. USS Midway Museum – San Diego CA- assisted in cleaning the retired battleship**
- 3. San Fran And Marin County Food Bank- San Francisco CA- boxed 25,000 pounds of food**
- 4. Delancey Street Foundation- San Francisco CA- assisted in cleaning the public areas of the complex**

As a result of my efforts The American Bar Association Board of Governors and their spouses made a donation to the above organizations in my honor.

Fundraiser: participate for the past three years in NYC ANNUAL AIDS WALK- each year raising in excess of \$1,000

FOOD AND CLOTHING- each fall my classes participate in Thanksgiving and Clothing Drive

Present: Advisor Student Center for the Public Trust (SCPT) (the under- graduate unit is a subsidiary of National Association of State Board of Accountancy (NSABA)

2014-15: Rutgers Business School K-12 Task Force on Urban Education Initiatives

2013-2015: Academic Advisory Board RBS Diversity Program Council

2013- 14: Director of Rutgers Pre – College (B- STAR) (a six week residential pre- college program (with credit) for students enrolling in the Fall Semester

2013-14- Director of Rutgers Prep (a Saturday program for high school students)

2012 – Law School Admissions Council Forum-(NYC); a forum for students in the middle states and the north east - counseled students on the law school and the admissions process

1995-02: Shabazz High School Project ; The Newark Partnership Faculty Alliance; Faculty of Management Scholarship Committee; Curriculum Committee, Search Committee for Assistant Dean of Admissions; Scholastic Standing Committee ; Business Law Lecture Series; Advisor NABA;

Director of Project Grad (part of the comprehensive Lucent Technology grant to increase college matriculation of at risk students); ad hoc pre- law advisor.

Committee Assignments

PRESENT: Newark Faculty Council

Academic Standing

Honors Hearing Board

Undergraduate Curriculum

MBA Curriculum

Search for Dean of Admissions

Scholastic Standing

Newark Downtown Cultural Arts Task Force

Business and the Arts (Glass Roots)

Awards

2015: “Outstanding Service Award” Rutgers Real Estate Club

2013: “Most Entertaining Professor”, Rutgers Dean’s Administrative Counsel

2012: “Most Social Professor”, Rutgers Dean’s Administrative Counsel

2012: “Most Caring Professor” Rutgers Dean’s Administrative Counsel

2005: “Community Service Award” Alpha Kappa Alpha Sorority

2004 “ **Outstanding Service Award” Accounting** Awareness Project

Professional Affiliations/ Memberships

Member: Northeast Association of Pre- Law Advisors

Member: Academy of Business Legal Studies (ethics & employment law sections)

Appointments / Elected Positions

2014- 15 Member, Rutgers Business School Diversity Council appointed by Assistant Dean of Diversity.

2012-13: Senator, Rutgers University Senate- elected to represent Part – Time Lectures (PTL) on the Newark campus. The Senate is a university wide body mandated to advise the university president on policy, and procedures,

LEGAL

Judicial Clerkships

1979-80: Honorable Adolph A. Romei **Superior Court Of New Jersey** (Passaic County) Paterson NJ

1990- 91: Honorable Judith H. Wizmur **U.S. Bankruptcy Court** D. N. J. Camden NJ

Legal Positions

1991- 94: Gibbons **-Associate** in the Bankruptcy and Financial Services Group (Newark, NJ)

1994- 95: Robinson, St. John Wayne- **Associate** in Bankruptcy Group (Newark NJ)

1995 – 96: Brown Childress & Wolfe- **of Counsel** – Director & Officer Liability RTC (East Orange, NJ) investigated potential liability of officers and directors of failed savings and loans for the Resolution Trust Company

1995-08: New Jersey Office of Public Defender – **Designated Counsel**- handled post- conviction relief appeals for indigent clients

BANKING

1980- 89: **Vice President and Manager** of Loan Workout and Credit Dept. (culminating position – managed a department of 35 employees) National State Bank (Elizabeth NJ); previously held officer positions in corporate trust administration and loan workout at National Westminster Bank PLC (NYC) and Fidelity Union Bank (now Wells Fargo)

INTERNATIONAL TRAVEL:

Havana, Cuba . August 2017 – People to People Cultural Exchange

Vienna, Austria. October 2015 Annual Conference of the International Bar Association

London, England. September 2015 Opening of the Legal Year in England and Wales

London, England. June 2015 Celebration of the 800 Anniversary of the Magna Carta

Prague, Czech Republic August 2014 AIJA -----International Conference of Young Lawyers, of Europe Asia, and Latin American (attended workshops on contracts and international business transactions)

Buenos Aires, Argentina September 2014 – American Bar Association International Law Section Representative of American Bar Association

St. Croix, U.S. Virgin Islands----Federal Credit Union—conducted seminar on commercial loan documentation (2008)

Beijing, China Rutgers/ Sinopec International MBA program--- taught international business law to middle managers in the petroleum industry during the summers 2000- 2006

Misawa, Japan, (U.S. Air Force Base) -- Panelist – Legacy of Afro Americans in the Military 2002

Vancouver, Canada University of British Columbia, Effective Case Method Teaching

Salvador, Bahia (Brazil) Cultural Exchange Program-----Diaspora: (African Influence in Brazilian Culture. 1994)