

RAFAEL CLASS II, Ed.D.

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ACADEMIC PROFILE

Multidisciplinary educator and practitioner with expertise in business administration, real estate, organizational leadership, and higher education administration. Demonstrated success in both academic and professional environments with a focus on transformative leadership and inclusive education.

EDUCATION

Doctor of Education (Ed.D.) - Higher Education Administration: Organizational Leadership
Liberty University, Lynchburg, VA (Expected May 2025)
GPA: 3.29

Dissertation Focus: First Generation Fellowship Progression

Master of Science in Real Estate
Fordham University, New York, NY (Expected Summer 2025)
GPA: 3.49

Master of Business Administration (MBA) - Strategic Leadership
University of the Southwest, Hobbs, NM (2021)
GPA: 3.83

Bachelor of Science - Organizational Management
Alliance University, New York (2018)
GPA: 3.22

TEACHING COMPETENCIES

GRADUATE LEVEL INSTRUCTION

Business Administration & Management

- Strategic Management and Leadership
- Organizational Behavior and Design
- Change Management
- Business Analytics & Economics
- Human Resource Management
- Financial Management
- Marketing Strategy
- Information Technology Management
- Business Ethics

Higher Education Administration

- College & University Administration
- Historical Perspectives in Higher Education
- Assessment & Accreditation Practices

- Economic Impact in Higher Education
- Teaching & Learning in Higher Education
- Student Development Theory
- Educational Leadership

Real Estate Studies

- Real Estate Finance
- Legal Concepts and Contracts
- Real Estate Development
- Market Analysis and Economics
- Real Estate Entrepreneurship
- Construction Contracts & Claims
- Real Estate Credit Analysis
- Real Estate Accounting & Taxation
- Real Estate Valuation

UNDERGRADUATE LEVEL INSTRUCTION

Business & Management

- Principles of Management
- Organizational Leadership
- Business Ethics
- Human Resources Management
- Strategic Planning
- Change Management
- Entrepreneurship

Professional Development

- Career Development
- Professional Ethics
- Leadership Development
- Diversity and Inclusion
- Project Management
- Business Communication

Real Estate

- Introduction to Real Estate
- Real Estate Principles
- Real Estate Finance Fundamentals
- Real Estate Marketing
- Property Management

SPECIALIZED AREAS OF INSTRUCTION

Diversity, Equity & Inclusion

- Multicultural Leadership
- DEI in Organizations
- Cultural Competency
- Social Justice in Education
- Inclusive Leadership Practices

Leadership Development

- Ethical Leadership
- Transformational Leadership
- Organizational Leadership
- Nonprofit Leadership
- Crisis Leadership

TEACHING QUALIFICATIONS ALIGNMENT

Accreditation Standards Met:

- Terminal degree pursuit (Ed.D.) for graduate instruction
- Master's degrees in relevant fields
- Professional certifications
- Practical industry experience
- Published research/scholarship
- Continuing professional development

Academic Standards Compliance:

- Graduate-level academic achievement (3.29+ GPA across programs)
- Multiple discipline expertise
- Research and publication experience
- Professional practice integration
- Current industry engagement

INSTRUCTIONAL MODALITIES

Qualified to Deliver:

- Traditional classroom instruction
- Online/virtual learning
- Hybrid formats
- Executive education
- Professional development workshops
- Experiential learning
- Case study methodology
- Project-based learning

SPECIAL QUALIFICATIONS

Industry Integration:

- Active real estate professional
- Executive leadership experience
- Consulting practice
- Published author
- Multiple certifications

Teaching Experience:

- Adjunct professor experience
- Academic supervision
- Curriculum development
- Student assessment
- Program evaluation

ACADEMIC EXPERIENCE

Morris Brown College, Atlanta, GA (2021-2024)

Adjunct Professor

- Developed and delivered curriculum for undergraduate and graduate courses
- Implemented innovative teaching methodologies
- Mentored students in academic and professional development
- Participated in curriculum development and assessment initiatives

Turner Job Corps, Albany, GA (2023)

Academic Supervisor

- Led academic program management and faculty development
- Implemented data-driven assessment strategies
- Developed student success initiatives

PROFESSIONAL LEADERSHIP EXPERIENCE

Self3mpowerment, Peoria, IL (2024-Present)

President & CEO

- Direct organizational strategy and operations
- Design educational and professional development programs
- Foster community partnerships and stakeholder engagement

Rafael Class II LLC (2019-Present)

CEO | Change Management Consultant

- Lead organizational transformation initiatives
- Provide strategic consulting services
- Develop and implement leadership training programs

Keller Williams Hudson Valley (2025-Present)

Real Estate Professional

- Manage complex real estate transactions
- Develop client relationships and market analysis
- Navigate legal and financial aspects of property transactions

RESEARCH AND PUBLICATIONS

Published Works

- "Cultivating Understanding: Nurturing Diversity, Equity, and Inclusion in Higher Education" (2023)
- Second Book in Progress (Expected 2025)

Research Interests

- Institutional Effectiveness in Higher Education
- DEI Practices and First-Generation Student Success
- Educational Policy and Leadership
- Real Estate Market Analysis and Urban Development
- Organizational Change Management

CERTIFICATIONS AND PROFESSIONAL DEVELOPMENT

- OSHA Certified Leader of DEI
- Lean Six Sigma Master Black Belt
- Change Management Specialist (CMS)
- Leader of DEI in Higher Education
- Licensed Human Rights Specialist
- Certified F&I Manager

PROFESSIONAL AFFILIATIONS

- National Association of Student Personnel Administrators (NASPA)
- National Association of Diversity Officers in Higher Education (NADOHE)
- American Council on Education (ACE)
- Urban Land Institute (ULI)

LANGUAGES

English (Native Proficiency)

Spanish (Fluent)

REFERENCES

Available upon request