

Dr. Rafael Class II

Location: Pekin, IL 61554-4419 | **Phone:** (386) 235-5575 | **Email:** rclassz@icloud.com

LinkedIn: [linkedin.com/in/rclassii/](https://www.linkedin.com/in/rclassii/) | **Website:** www.EducatedReality.org | **Credentials:** Ed.D., MLS, MSRE, MBA, LSSMBB

Professional Summary

A multi-disciplinary executive leader, educator, and compliance architect with extensive experience bridging higher education governance, corporate risk analysis, and real estate infrastructure. Proven track record leveraging proprietary methodologies such as the Cultural Synergy Framework™ to drive institutional equity, optimize student journey metrics, and safely manage high-stakes regulatory environments.

Professional Experience

Founder & CEO

Educated Reality · *Freelance* | May 2024 – Present (United States · Remote)

- **Regulatory Systems Architecture:** Direct enterprise-wide compliance and risk governance, managing complex NCAA (Divisions I, II, and III), Title IX, and Title IV frameworks to ensure 100% regulatory adherence.
- **Operational Engineering:** Apply Lean Six Sigma Master Black Belt (DMAIC) methodologies to optimize the student journey, resulting in a 27% acceleration in application completion and an 18% surge in longitudinal retention.
- **Cultural & Restorative Leadership:** Operationalize the proprietary Cultural Synergy Framework™ to replace punitive institutional models with restorative justice frameworks, fostering "Achievement Ecosystems" that prioritize authentic belonging for first-generation and marginalized cohorts.
- **Strategic Capital & Infrastructure Oversight:** Leverage expert licensure in real estate and contracting to manage P3 partnerships, campus capital planning, and municipal safety protocols, effectively aligning physical spatial planning with institutional equity.
- **High-Stakes Mediation & Advocacy:** Facilitate complex conflict resolution and constitutional due process, utilizing a transformative "Prison to Scholar" history to offer peer-level credibility while neutralizing institutional friction.

Licensed Multi-State Real Estate Professional

Real Brokers LLC · *Self-employed* | Feb 2025 – Present (New York, United States · Remote)

- Spearhead a boutique advisory firm that redefined the brokerage experience by merging institutional financial strategies with personalized commercial and residential service.
- Utilize expertise in investment analysis and stakeholder management to empower clients to maximize real estate assets and ensure a seamless transactional process.

Adjunct Professor of Organizational Management & Leadership

Morris Brown College · *Contract* | Jan 2021 – Jun 2025 (Atlanta, Georgia, United States · Remote)

- Instructed undergraduate students in the Organizational Management and Leadership (OML) and Global Management degree programs within the Department of Business.
- Focused on bridging academic theory with practical application, specifically leveraging the Cultural Synergy™ framework to teach students how to navigate complex, diverse business environments.

- Taught Leadership & Ethics courses, including Leadership Strategy and Organizational Ethics, challenging students to examine their own "belief architecture."
- Delivered curriculum on Managing Cultural Differences using proprietary "Perspective Mapping" tools to build cohesive teams across diverse cultural ecosystems.
- Leveraged an extensive background as a 501(c)(3) founder to teach best practices in Nonprofit Management.
- Facilitated dynamic online learning environments that mirrored the modern, remote workforce to ensure digital collaboration readiness.

Enrollment Advisor

National University · *Full-time* | Nov 2023 – Sep 2024 (San Diego Metropolitan Area · Remote)

- Served as the primary guide for prospective students at a veteran-founded, non-profit institution, bridging the gap between career aspirations and academic reality.
- Conducted in-depth discovery sessions with diverse student populations (including active-duty military, veterans, and working professionals) using a consultative approach.
- Utilized Salesforce CRM to manage high-volume student inquiries, maintaining data integrity to drive organizational enrollment strategy.
- Navigated complex admissions policies and financial aid requirements to create clear, actionable roadmaps for matriculation.
- Partnered cross-functional with financial aid, academic advising, and registrar teams to advocate for student transition needs.

Academic Supervisor

Turner Job Corps · *Full-time* | Jun 2022 – Oct 2023 (Albany, Georgia, United States · On-site)

- Managed the daily operations of an academic department serving young adults (ages 16–24) from diverse, low-income backgrounds.
- Led a team of instructors in delivering high-quality, personalized education and introduced "Constructive Dialogue" techniques to improve staff-student retention.
- Oversaw the implementation of academic programs (GED/High School Diploma) that respected and integrated the unique cultural ecosystems of students.
- Utilized student performance data to identify learning gaps and design targeted interventions that improved test scores and graduation rates.
- Managed departmental budgets, schedules, and strict compliance metrics with Department of Labor standards.

Senior Credit Risk Analyst

The James Polk Stone Community Bank · *Full-time* | Jul 2021 – Jun 2022 (Hobbs, New Mexico, United States · On-site)

- Evaluated the financial health, complex financial statements, tax returns, and repayment capacity of commercial and consumer borrowers.
- Identified potential market and operational risks in business plans and structured tailored loan covenants to enable growth while mitigating capital risk.

- Specialized in assessing the "Character" and "Capacity" aspects of lending to evaluate the leadership profiles behind financial metrics.
- Monitored the overall health of the loan portfolio, identifying early warning signs of distress and recommending proactive financial preservation solutions.

General Manager

McAlister's Deli · *Full-time* | Aug 2019 – Jul 2021 (Hobbs, New Mexico, United States · On-site)

- Held full P&L responsibility for a high-volume unit, managing controllable costs (Labor, COGS) and operational budgets with rigorous financial oversight.
- Implemented talent development and "Perspective Recognition" strategies across a diverse workforce, significantly improving retention and internal promotions.
- Redesigned guest service flows to reduce friction and increase unit satisfaction scores.
- Managed daily operational crises (supply chain issues, staffing shortages) with decisive leadership to maintain customer brand consistency.

Education

- **Doctor of Education (EdD) in Higher Education Administration**
 - Liberty University | *Specialization in Organizational Leadership*
 - Conferred: May 2025 | GPA: 3.29
- **Master of Legal Studies (MLS) in Compliance**
 - Drexel University's Thomas R. Kline School of Law
 - *Concentration: Higher Education Compliance, NCAA Legal Studies, and Sports Law*
 - Completed: June 2026 (Spring Quarter Capstone) | Cumulative GPA: 3.77
- **Master of Science (MS) in Real Estate**
 - Fordham University | *PCS-Graduate Division*
 - Conferred: August 2025 (Certificate Issued: April 2025 | ID: CeDiD: 2509-4019-RXIV) | Cumulative GPA: 3.406
- **Master of Business Administration (MBA) in Finance**
 - University of the Southwest
 - Conferred: January 2021 | Cumulative GPA: 3.83 | *Pi Gamma Mu Honor Society*
- **Bachelor of Science (BS) in Organizational Management**
 - Alliance University (Formerly Nyack College)
 - Conferred: December 2018 | Cumulative GPA: 3.22

Certifications & Professional Licensures

Higher Education, Compliance & Research

- **Working with Your IRB** – CITI Program (Issued Mar 2026 | Credential ID: 75988827)
- **RCR Casebook** – CITI Program (Issued Mar 2026 · Expires Mar 2027 | Credential ID: 75988825)

- **Title IX and the New Regulations** – CITI Program (Issued Mar 2026 | Credential ID: 75988826)
- **Accreditation 101 for New and Adjunct Faculty** – CITI Program (Issued Mar 2026 | Credential ID: 75988828)
- **Human Rights Education Training / Licensed Human Rights Specialist** – US Institute of Diplomacy and Human Rights (Issued Aug 2022 | Credential ID: 56557720)
- **TEFL Certification** – 160-Hour Academic Credential

Diversity, Equity, Inclusion & Belonging (DEIB)

- **Certified Leader of DEI** – National OSHA Training (Issued Jul 2024 · Expires Jul 2027 | Credential ID: NOF-1720823051-49334-79173)
- **Diversity, Equity and Inclusion in the Workplace Certificate** – USF Corporate Training and Professional Education (Issued Jul 2024)
- **Leading for Equity, Diversity and Inclusion in Higher Education** – University of Michigan (Issued Nov 2022 | Credential ID: XTNSDFZZWW5E)
- **Organizational Leadership in Diversity, Equity, & Inclusion** – Rice University, Susanne M. Glasscock School of Continuing Studies (Issued Nov 2022 | Credential ID: C34NLTV9PEX4)
- **Defining Diversity, Equity, and Inclusion in Organizations** – Rice University, Susanne M. Glasscock School of Continuing Studies (Issued Nov 2022 | Credential ID: A5MDN865X36M)

Operational Excellence & Project Management

- **Lean Six Sigma Master Black Belt (LSSMBB)** – Management & Strategy Institute (Issued Mar 2024 | Credential ID: 206886946)
- **Change Management Specialist (CMS)** – Management & Strategy Institute (Issued Mar 2024 | Credential ID: 206752413)
- **Continuous Improvement Professional Award** – Management & Strategy Institute (Issued Mar 2024 | Credential ID: 206886598)
- **Excellence in Change Management Award** – Management & Strategy Institute (Issued Mar 2024 | Credential ID: 206913451)
- **Lean Six Sigma Black Belt (ICBB)** – Certiprof (Issued Jun 2021 | Credential ID: CS123I588)
- **Lean Six Sigma in Healthcare** – Certiprof (Issued Jun 2021 | Credential ID: CS124I594)
- **Lean Management** – Certiprof (Issued Jun 2021 | Credential ID: CS124I568)
- **Minitab Training Expert** – Certiprof (Issued Jun 2021 | Credential ID: CS124I611)
- **Career Essentials in Project Management** – Microsoft and LinkedIn (Issued Apr 2024)

Real Estate, Infrastructure & Operations

- **Licensed Real Estate Broker** – State of New York (Active) & State of Illinois (Active | Sponsor: Real Broker LLC | License #475.218981 | Expires Apr 30, 2028)
- **General & Residential Contractor** – State of Rhode Island & State of Massachusetts (Active)
- **GPRO Certificate: Operations & Maintenance Essentials** – Urban Green Council (Issued Dec 2025)
- **Food Safety Manager Certification (FSMC)** – SafeServe App (Issued Aug 2025 · Expires Aug 2029)

Financial & Corporate Technologies

- **Designing Business Intelligence Solutions with Microsoft SQL Server** – Florida SBDC Network (Issued Jul 2021)
- **CSX Cybersecurity Fundamentals Certificate (CSXF)** – Florida SBDC Network (Issued Jul 2021)
- **Certified Finance and Insurance Manager** – FinanceManagerTraining.com (Issued Jun 2020 | Credential ID: Rafael Class II)
- **CRC Software Certification Course** – Credit Repair Cloud (Issued May 2020 | Credential ID: 18602999)
- **CRFL Training** – Certiprof (Issued Jun 2021 | Credential ID: CS124I555)

Publications & Core Frameworks

Published Books

- *The Achievement Ecosystem™: A Leader's Guide to Cultural Synergy in Education Real Estate* (Published Nov 2025)
- *Reconstructing Student Affairs with the Cultural Synergy Framework* (Published Nov 2025)
- *The Cultural Synergy™ Advantage: Transforming Perspective into Success : Uniting Perspectives For Collective Achievement* (Published Nov 2025)
- *Cultivating Understanding: Nurturing Diversity, Equity, and Inclusion in Higher Education* (Published Nov 2023)

Selected Authored Articles

- "The Experience Trap: Why Higher Education Must Hire for Vision, Not Just History"
- "Negotiating the Curtains While the Foundation Crumbles"
- "The Strategic Engine of the American Dream: Why Community Colleges are the Future of Economic Equity"
- "The Finite Blueprint: Moving Beyond the Era of Loan Maximization"
- "The Accountability Trap: Why We're Blaming Colleges for Corporate Wage Suppression"
- "The Power of Inclusive Perspectives in Civil Rights and Title IX Work"
- "Higher Education Under Siege: A Critical Analysis of Employment Instability, Leadership Failures, and the Assault on DEIB"
- "The Hidden Burdens of Doctoral Achievement: A Critical Examination of First-Generation Scholar Experiences"
- "Establishing Effective First-Generation College Student Support Programs: A Framework for Institutional Implementation"
- "From Prison to Scholar: The Transformative Journey of Dr. Rafael Class II"

Technical Stack & Competencies

- **Systems & CRM:** Salesforce, Slate, Workday, Banner, PeopleSoft, Canvas, Blackboard, Minitab.
- **Analytics & Project Management:** Business Intelligence, Data Analytics, Tableau, Power BI, Advanced Excel, Microsoft SQL Server, Asana, Trello.
- **Methodologies:** DMAIC Process Alignment, Financial Risk Underwriting, Commercial Real Estate Valuation, Change Initiatives, Contract Negotiation, Restorative Justice Frameworks, Capital Infrastructure Planning.
- **Languages:** English (Native), Spanish (Fluent).

Professional References

- **Mischa Wheat, Esq.** | Associate Dean of Graduate Studies and Online Learning
 - Thomas R. Kline School of Law, Drexel University
 - Phone: (267) 496-6361 | Email: msw86@drexel.edu
 - Context: Can directly attest to the rigorous navigation of complex legal frameworks, risk governance, and academic excellence within the Master of Legal Studies ecosystem.
- **Jody Mooradian, Esq.** | Senior Associate Athletics Director & Professor of NCAA Compliance
 - Drexel University
 - Phone: (617) 438-3538 | Email: jem348@drexel.edu
 - Context: Serves as a premier reference for specialized mastery of NCAA Governance (Divisions I, II, and III), Infractions and Enforcement Processes, and institutional athletic compliance.
- **Dr. Latrice Fentress** | Doctoral Chair
 - Liberty University
 - Phone: (757) 737-0114 | Email: lsfentress@liberty.edu
 - Context: As the chair of the doctoral dissertation, Dr. Fentress can validate advanced research methodologies, the development of the Cultural Synergy Framework, and a dedication to first-generation student success.
- **Dr. Cedric Gathings** | VP of Student Affairs & Dean of Students
 - Meridian Community College
 - Phone: (662) 889-5201 | Email: cedric.gathings@meridiancc.edu
 - Context: An elite, executive-level reference who can speak to high-level capacity in student affairs administration, the operationalization of restorative justice models, and systemic institutional leadership.
- **Cory Potter** | Director, HR Information Systems and Data Analytics
 - Elon University
 - Phone: (407) 416-7630 | Email: cpotter9@elon.edu
- **Cynthia Dorsey** | Reverend, Minister of Christian Family Life
 - Phone: (914) 396-5938 | Email: cynthiaddorsey@aol.com