

**Charles (Tré) L. Watkins III, Ph.D.**  
[CWatkins84@gmail.com](mailto:CWatkins84@gmail.com) (619) 905-0114  
<https://www.linkedin.com/in/tre-watkins-45514022>  
[www.TreWatkins.com](http://www.TreWatkins.com)

## EDUCATION

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Ph.D. EDUCATION FOR SOCIAL JUSTICE 2024  
University of San Diego

**Dissertation:** *From Counterspaces to Community: A Qualitative Case Study Analysis of Black Community Making at a PWI*

*\*Recipient of the Doctor Joi Spencer Diversity Champion Dissertation of the Year Award*  
*Dissertation Committee: Joseph Lathan, Ph.D., Dr. Elizabeth Butler Ph.D., Dr. Antar Tichavakunda, Ph.D.*

M.A. SOCIOLOGY 2018  
Arizona State University

Thesis: *Advancing Black Male Student Success in Higher Education*

B.A. PSYCHOLOGY 2010  
California State University San Bernardino

## PROFESSIONAL EXPERIENCE

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### Current Position

*Director Talent Development, Career Services* 2021 - Present  
Point Loma Nazarene University

As the Director of Talent Development, Career Services, I lead the development and execution of a comprehensive, university-wide career readiness strategy that supports over 5,000 undergraduate and graduate students through both in-person and online services. I design and manage career curricula integrated with academic programs to enhance student outcomes and have developed two career-focused, for-credit courses as well as online learning modules that are incorporated into virtual classes. I oversee a team of four full-time employees and three student interns, manage a \$300,000 operating budget, and have secured over \$50,000 in grant funding in collaboration with other departments to support career development initiatives. Working closely with the Provost, Dean of Educational Effectiveness, and other university leaders, I coordinate Career Services efforts with a focus on equity, access, and scalability through a three-pronged approach: student engagement, talent development, and strategic partnerships.

### Previous Professional Experiences

*Project Coordinator* 2020 - 2022  
The Blue Heart Foundation

*Public Relations Coordinator* 2019 - 2020

MC Brand Communications

*Associate Director of Saturday Science Academy* 2018 - 2019  
Charles R. Drew University

*Volunteer Engagement Manager* 2016 - 2018  
United Way Monterey County

*General Manager* 2013 - 2015  
CrossFit Monterey

*Assistant Branch Manager* 2010 - 2012  
Enterprise Rent-A-Car

## TEACHING EXPERIENCE

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University of San Diego 2023 - Present  
*School of Leadership and Education Sciences (Lecturer)*  
EDUC 520: Social Justice & Education Equity  
EDTE 515S-01S: Education Research Methods  
EDUC 550: Capstone Seminar

Point Loma Nazarene University 2022 - Present  
*Department of Sociology, Social Work, and Family Sciences (Adjunct)*  
SWF 3006: Research Basics  
SOC 1001: Introduction to Sociology  
SOC 4076: Senior Seminar in Sociology  
IDS 2090: Called to Career: Career Readiness and Exploration  
PBA 2070: Scope and Methods of Political Science

## Additional Academic Experience

University of San Diego  
*Teacher Assistant - Dr. Joseph Lathan* 2022 - 2024  
EDUC 520: Social Justice & Education Equity  
EDUC 560: Orientation  
EDUC 661: Intro to Doctoral Study Year 1  
EDUC 662: Intro to Doctoral Study Year 2

University of San Diego - Center for Restorative Justice  
*Graduate Assistant: Digital & Marketing Communications* 2020

Fullerton College 2018  
*Umoja Center Outreach Coordinator*

Arizona State University  
*Teachers Assistant - T. Denny Sanford School of Social and Family Dynamics*  
SOC 501: Social Statistics  
FAS 598: Marriage and Families  
SOC 391: Research Methods  
SOC 390: Social Statistics  
CDE 531: Theoretical Issues in Child Development

2017 - 2018

California State University Monterey Bay  
*Graduate Intern, Department of Greek Life*

2017 - 2018

## RESEARCH

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### Interests

Sociology of Race and Higher Education, Sociology of Work, Black Placemaking, Social Media and Digital Activism, Black Geographies, Sociology of Sport, Critical Race Theory, Research Methods, Ethnography and Qualitative Inquiry, Career Readiness.

### Research Conducted

Point Loma Nazarene University (2025) - *Toward a Holistic Approach to Career Readiness: Lessons from Students, Faculty and Staff in the Post-COVID Context*

University of San Diego (2023-2024) - *From Counterspaces to Community: A Qualitative Case Study Analysis of Black Community Making at a PWI* [Dissertation]

*\*Recipient of the Doctor Joi Spencer Diversity Champion Dissertation of the Year Award*

*Dissertation Committee: Joseph Lathan, Ph.D., Dr. Elizabeth Butler Ph.D., Dr. Antar Tichavakunda, Ph.D*

### Manuscripts in Preparation

Tichavakunda, A.A., Hollingsworth, J., & Watkins III, C.L. Towards a green book in higher education.  
Edited Book: Under Contract with SUNY Press.

Watkins III, C.L. Black liberatory spaces: Strategies for thriving amidst legislative attacks on higher education. Target Journal: *Journal of Higher Education*

Tichavakunda, A.A., Hollingsworth, J., & Watkins III, C.L. Navigating place and space in higher education Target Journal: *Review of Higher Education*.

Watkins III, C.L. Unveiling belonging: The transformative role of Black resource centers in predominantly white institutions. Target Journal: *New Directions in Higher Education*.

### Peer-Reviewed Conference Presentations

Watkins III, C.L. (2025). *Navigating Perilous Times: Black Liberatory Spaces and Placemaking in Higher Education*. University of San Diego SOLES 8th Annual Diversity, Inclusion and Social Justice Excellence Showcase“Embracing Our Lived Experiences”. San Diego, CA.

#### Eighth Annual Showcase

Watkins III, C.L. (2025). *Studying, Race, Space, and Agency in Higher Education: A Black Placemaking Approach to Understanding Black Campus Communities*. AERA Annual Meeting. Denver, CO.

Tichavakunda, A.A., Hollingsworth, J., & Watkins III, C.L. (2025). *Black Students Navigating a Predominantly White Campus: A Critical Spatial Approach*. AERA Annual Meeting. Denver, CO

Watkins III, C.L., Alkatib, P. & Cloyes, K. (2024). *No longer in the opt-in business: How Point Loma Nazarene University integrated career competencies into the curricular experience*. National Association of Colleges and Employers (NACE) Competency Symposium. November 14.

Watkins III, C.L. & Alkatib, P. (2024). *Feeding 4000 with 4: How PLNU scaled career services to meet students' needs*. The Collective 2024 Annual Virtual Conference. November 21.

Watkins III, C.L. & Alkatib, P. (2024). *Reimagining career services for 2040: A strategic blueprint for transforming university career services*. Mountain Pacific Association of Colleges and Employers (MPACE) Annual Conference. San Diego, CA December 4-6.

Watkins III, C.L. (2024). *From counterspaces to community: How members of a Black Student Union find, build, and maintain community at a PWI*. [Division H 2024 Early Career/Graduate Student In-Progress Research Roundtable]. AERA Annual Meeting. Philadelphia, PA, April 10-14

Watkins III, C.L. (2023). *From counterspaces to community: A qualitative case study analysis of Black community making at a PWI* [Paper session]. Association of Black Sociologists Annual Conference. Philadelphia, PA, August 17-19.

Watkins III, C.L. (2022). *#HashtagActivism: Black campus activism in the digital age* [Roundtable session]. AERA Annual Meeting. San Diego, CA, April 13-16.

Watkins III, C.L. (2021). *#HashtagJustice: Black campus activism in the digital age* [Virtual Presentation]. USD SOLES Diversity, Inclusions, Social Justice, Excellence Showcase. San Diego, CA, April 12.

#### Public Scholarship

Watkins III, C.L., & Carlton, E. (Hosts). (2023, May 15). Accessibility and higher education [Video podcast episode. In *Justice For All*. <https://vimeo.com/827124865>

Winston, A. & Watkins III, C. L. (2022, February). *From “social exclusion” to social equity: How we get there*. Cannabis Business Times.

<https://www.cannabisbusinesstimes.com/news/from-social-exclusion-to-social-equity-how-we-get-there/>

## SERVICE

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Point Loma Nazarene University <i>Black Community Council</i>	2022 - Present
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University of San Diego <i>SOLES Mentor</i>	2021 - 2024
<i>SOLES Ambassador</i>	2021 - 2024

San Diego State University <i>Alumni Advisor, Lambda Iota Chapter Phi Beta Sigma Fraternity Inc.</i>	2020 - Present
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### **Selected Invited Speaking Engagements & Lectures**

<i>Career Leadership Collective 2025 Annual Conference (April)</i> <i>New Orleans, LA</i> <i>Invited Speaker: Career Ecosystem Transformation</i>	2025
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EDUC 652 Seminar III (November) <i>University of San Diego</i> <i>Guest Lecturer: Discussion of Dissertation Findings/Results</i>	2024
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Black Student Success Think Tank (October) <i>San Diego State University - Panelist</i>	2024
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Black Student Union Presents: Careers in Black (March) <i>Point Loma Nazarene University - Panelist</i>	2024
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Black Excellence at SOLES (February) <i>University of San Diego - Panelist</i>	2024
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EDPL 629 Assessment & Evaluation in Higher Education (April) <i>Conducted a virtual lecture on Critical Race Theory and the importance of centering Diversity, equity, and inclusion in higher education for CSU Channel Islands Masters in educational leadership students</i>	2022
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University of San Diego Grad Student Life Series (April) <i>Panel moderator</i>	2021
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University of San Diego#BLM Social Justice & Advocacy Series (February) <i>Panel moderator</i>	2021
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Phi Beta Sigma Professional Development Seminar (Nov) <i>San Diego State University - Keynote</i>	2020
Promoting Healthy Manhood Conference (April) <i>Speaker: The power of healing</i>	2019
CSU Monterey Bay Greek Growth Retreat (January) <i>Facilitator: Holistic recruitment cycle</i>	2018
Seaside Annual MLK Jr. Celebration & March (January) <i>Keynote</i>	2018
Delta Sigma Theta Discussion on Community Policing (June) <i>Emcee</i>	2017
Seaside Annual MLK Jr. Celebration & March (January) <i>Emcee</i>	2017
Monterey County Community Service Awards (April) <i>Emcee</i>	2017, 2016

#### **Professional Affiliations**

Association of Black Sociologists	American Association of Blacks in Higher Education
American Educational Research Association	American Sociological Association

#### **Community Affiliations**

Phi Beta Sigma Fraternity, Inc., Lambda Iota Sigma Chapter *Member*  
San Diego Lactation Equity Alliance *Board Member*  
Blue Heart Foundation *Past Board Member*  
United Way of Monterey County Emerging Leaders Society *Past Chair*  
YMCA of the Monterey Peninsula *Past Board Member*  
NAMC Diversity & Social Equity Committee *Past Board Member*