

# D. Paul Heddings II

Morgantown, WV · paul@paulheddings.com

## CURRENT ROLES

---

### Director of Academic Integrity

*West Virginia University System, Morgantown, WV*

March 2022 – Present

- Lead academic integrity strategy, enforcement, adjudication, and resolution across the WVU System, including the Morgantown campuses, WVU Institute of Technology, and WVU Potomac State College.
- Led a comprehensive overhaul of the University's approach to academic discipline, transitioning from a punitive model to a holistic, education-centered framework. Outcomes since implementation include record-low recidivism, record-low student appeals, and record-low case processing times.
- Direct a multidisciplinary team resolving hundreds of cases annually, including a substantial increase in AI-related cases beginning in 2023.
- Develop proactive policies addressing emerging risks, including AI misuse, in coordination with the Office of the Provost and the Office of General Counsel.
- Serve as the University's subject matter expert on academic integrity policy, including misconduct adjudication and litigation prevention.
- Co-chaired the WVU Provost's Task Force on Artificial Intelligence and briefed the WVU Board of Governors Audit Committee on AI and academic integrity policy.

### System Adjudicator

*West Virginia University System, Morgantown, WV*

September 2024 – Present

- Serve as the designated neutral adjudicator for the WVU System, presiding over the institution's most complex administrative proceedings.
- Function as an independent administrative law judge for student Title IX sexual misconduct cases and serious student disciplinary matters across the university system.
- Preside over formal hearings involving potential suspension or expulsion, manage complex evidentiary records, assess credibility, and rule on procedural issues to ensure adherence to due process.
- Author comprehensive written legal rulings interpreting and applying federal regulations, case law, and institutional policy to factual findings.
- Apply prosecutorial experience to the neutral assessment of evidence in high-stakes administrative law contexts.

### Co-Founder and Executive Director

*The Association for Academic and Professional Development (TAAPD)*

March 2025 – Present

- Co-founded and lead a consultancy providing AI literacy, policy design, and risk management services to higher education institutions and professional organizations.
- Advise provosts, deans, and cabinet leadership on academic conduct frameworks adapted to generative AI and shifting legal standards.
- Oversee development of faculty-facing training and student-facing curricula bridging policy and classroom practice.
- Develop and present CLE-accredited programs on AI ethics and professional responsibility for practicing attorneys.

## **PRIOR EXPERIENCE**

---

### **Chief Prosecutor, White Collar Crime and Public Corruption Unit**

*Jackson County Prosecutor's Office, Kansas City, MO*

July 2020 – December 2021

- Led the office's complex financial crime and public corruption prosecution efforts and set office policy for cases assigned to the Unit.
- Investigated and prosecuted complex criminal schemes including health care fraud, tax fraud, securities fraud, large-scale embezzlement operations, election fraud, and tax evasion.
- Investigated and prosecuted sensitive matters of public corruption in conjunction with the Federal Bureau of Investigation, including work with clandestine operations.
- Served as primary attorney on the office's most sensitive matters, including cases involving financial losses in excess of two million dollars.
- Led the office's election monitoring effort for all national, state, and local elections.
- Worked directly with local, state, and federal law enforcement to coordinate responses to emerging issues.
- Managed attorneys and non-attorney staff.

### **Assistant Prosecuting Attorney**

*Jackson County Prosecutor's Office, Kansas City, MO*

April 2018 – July 2020

- Managed approximately 30 felony cases at a time, serving as lead prosecutor from arraignment through final case disposition.
- Successfully represented the State of Missouri in three felony jury trials and six administrative bench trials, in addition to numerous preliminary hearings, suppression hearings, sentencing hearings, probation revocation hearings, and post-conviction relief proceedings.
- Worked with the office's Drug Court, Mental Health Court, and Veterans' Court, applying diversionary frameworks to reduce incarceration and support recovery.
- Also assigned to the White Collar and Public Corruption Unit beginning March 2019, assisting with complex financial crime and public corruption prosecutions.

### **Legal Counsel**

*Missouri Department of Corrections, Jefferson City, MO*

January 2017 – March 2018

- Directed investigations into employee violations of Department policy and procedure and approved disciplinary action when violations were established.
- Provided written and oral legal opinions on emerging statutory, constitutional, and regulatory matters at the state and federal level.
- Served as the Department's regulatory counsel, overseeing the amendment and authorship of department regulations, policies, and procedures.
- Represented executive officials in employment appeals before the Missouri Administrative Hearing Commission and represented the Department in state and federal court proceedings related to non-party subpoenas and court orders.
- Served as the regulatory chief responsible for responses to the Missouri Legislature's Joint Committee on Administrative Rules.

### **Assistant Legal Counsel**

*Office of Missouri Governor Jeremiah W. (Jay) Nixon, Jefferson City, MO* August 2016 – January 2017

- Provided legal counsel to Governor Nixon and his staff on a variety of legal, policy, and administrative issues.
- Assisted with the judicial selection process and the executive clemency review and approval process.
- Reviewed regulatory proposals from various state departments.
- Contributed to the State of Missouri's Justice Reinvestment Initiative.

### **Legal and Legislative Intern**

*Office of Missouri Governor Jeremiah W. (Jay) Nixon, Jefferson City, MO* January 2016 – August 2016

- Tracked and researched pending legislation and regulations and provided written and oral briefings to members of the Governor's staff.
- Conducted legal research and produced memoranda for use by attorneys.

### **Legal Intern**

*U.S. Department of Education, Office for Civil Rights, Kansas City Regional Office* Summer 2015

- Worked on Title IX and Section 504/ADA cases under attorney supervision.
- Participated in two on-site federal investigations of educational institutions.

### **Graduate Assistant, Hearing Officer, and Director of Judicial Peer Advisory Council**

*University of Missouri Office of Student Conduct, Columbia, MO* August 2013 – May 2016

- Conducted student conduct hearings and determined discipline for violations of the Student Code of Conduct, including authority to issue decisions up to and including expulsion.
- Led investigations into violations of the University Code of Conduct, including obtaining and evaluating reports, evidence, and testimony.
- Directed the Judicial Peer Advisory Council, a group of approximately twenty undergraduate students authorized to hear student conduct cases. Responsible for recruitment, selection, training, and oversight.
- Served in the Office of Student Conduct during the 2015 campus protests ("Concerned Student 1950").

### **Policy Analyst Intern**

*U.S. Department of Health and Human Services, Administration on Intellectual and Developmental Disabilities, Washington, D.C.* Summer 2014

- Analyzed federal policy regulations on the integration of individuals with disabilities into community settings.
- Co-authored HHS response to proposed DOJ rulemaking on ADA Title II.

### **AAPD Summer Policy Fellow**

*American Association of People with Disabilities, Washington, D.C.* Summer 2012

- Selected for the AAPD Summer Internship Program and placed in the Office of Rep. Jim Sensenbrenner (House Judiciary Committee), assisting with legislative research on civil rights matters.
- Selected with a small group for a White House policy briefing with President Obama and senior administration officials on national disability inclusion initiatives.

## **EDUCATION**

---

### **Juris Doctor, Dispute Resolution Certificate**

*University of Missouri School of Law, Columbia, MO* May 2016

- 2016 Rollins Society Inductee, a university-wide honor recognizing graduate and professional students who have significantly advanced the well-being of self-defined communities beyond the scope of their academic work.
- Graduate Assistant, University of Missouri Office of Student Conduct.
- Student Attorney, Mediation Clinic; Student Attorney, Legislative Practicum.

## **B.A. in Political Science, B.A. in History, Multicultural Certificate**

*University of Missouri, Columbia, MO*

May 2013

- Judge Ross T. Roberts Honors Scholar; MU Law Scholar.
- 2013 Mizzou '39 Honoree, awarded annually to thirty-nine outstanding seniors recognized for academic achievement, leadership, and service.
- Head Drum Major, Marching Mizzou.
- Appointed Student Member, Chancellor's Committee on Persons with Disabilities.

## **BAR ADMISSIONS**

---

- West Virginia, 2023
- District of Columbia, 2018
- Missouri, 2016

## **HONORS AND AWARDS**

---

- Rookie of the Year, Jackson County Prosecutor's Office, 2019.
- Rollins Society Inductee, University of Missouri (graduate and professional honor), 2016.
- Mizzou '39 Honoree, University of Missouri, 2013.
- Head Drum Major, Marching Mizzou, 2012-2013.

## **AFFILIATIONS AND SERVICE**

---

### **Member, Board of Directors**

*Alphapointe, Kansas City, MO*

2019 – Present

- Governance board member for one of the nation's largest employers of individuals who are blind or visually impaired.
- Current Chair of the Board's Services Committee.

### **Member and President, Board of Directors**

*Services for Independent Living, Columbia, MO*

2014 – 2019 (President 2017 – 2018)

- Led the Board of Directors for a regional nonprofit dedicated to empowering individuals with disabilities to live independently.

## **SELECTED PUBLICATIONS**

---

### **The next AI wave: when classrooms become courtrooms**

*Inside Higher Ed*

November 2025

An argument that the next stage of AI in higher education will not be detection failures or content authenticity, but the procedural overload that follows when students use AI to argue every grade and decision.

## **SELECTED PRESENTATIONS**

---

### **Resilience Under Pressure: Navigating AI-Escalated Conflict**

*American Conference of Academic Deans Annual Meeting, Phoenix, AZ*

February 2026

Workshop for academic deans and provosts on the institutional risk created by AI-driven escalation in student conduct, grading disputes, and misconduct cases. Co-presented with Steve Smith of TAAPD. Also facilitated roundtable discussions on identifying campus flashpoints and early intervention.

**AI Tools, Confidentiality, and Security Risks**

*State Bar of Texas MCLE (presented for TAAPD)*

March 2026

CLE program for practicing attorneys on the confidentiality and security risks created by AI tools in legal practice. Accredited by the State Bar of Texas for one hour of ethics credit.

**Artificial Intelligence and Institutional Risk in Higher Education**

*WVU Board of Governors Audit Committee*

September 2024

Briefed the Audit Committee on the institutional risk artificial intelligence creates in higher education and the governance and operational responses required to manage it.

**AI, Academic Integrity, and the Importance of AI Literacy**

*WVU Faculty Senate*

September 2025

Presented an AI literacy module to the Faculty Senate covering AI policy development, the design of AI-resilient assignments, and guidance for instructors addressing AI concerns. Faculty survey results following the module showed 86% reporting valuable insights, 84% reporting increased confidence in addressing AI-related issues, and 86% finding the strategies applicable to their teaching.

**White Collar Crime and Public Corruption in Kansas City**

*University of Missouri-Kansas City, "Crime in KC" course*

April 2021

Guest lecture in the UMKC Criminal Justice and Criminology Department, covering specific cases from the Jackson County Prosecutor's white collar and public corruption work, prosecutorial decision-making behind charging and trial strategy, and the institutional dynamics that shape complex financial and corruption investigations.