

# CURRICULUM VITAE

**Ronald Coleman Williams, Ph.D.**

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## **EDUCATION**

**DOCTOR OF PHILOSOPHY** in Management and Organization

**The George Washington University, School of Business and Public Management, Washington, D.C.**

January 1997

*Concentrations:*

- Organization Behavior and Development
- Management of Science, Technology, and Innovation

*Dissertation: Influence Patterns in a Homeotechnic Information System Group*

*Research Interests:*

- Technological Change and Adoption
- Homeotechnic Groups
- Ingepreneurship
- Workforce Equity in Manufacturing
- Work Pneumatology
- Relational Innovations
- Organizational Community and Trust
- Makerspaces and Entrepreneurial Ecosystems

*Award: 1993-94 ServiceMaster Corporation Merit Scholarship*

## **MASTER OF ADMINISTRATIVE SCIENCE**

**The Johns Hopkins University, Baltimore, Maryland.**

**School of Continuing Studies**

*Concentrations:*

- Human Resource Development
- Organization Development

*Additional course: Issues in the Governance of Higher Education*

## **BACHELOR OF ARTS**

**University of Tampa, Tampa, Florida.**

*Double Major: Psychology and Social Science*

*Certification: Secondary Education*

*Awards and Special Activities:*

- Special Senior Honors (4.0 in final 39 credit hours)
- Psi Chi National Psychology Honor Society

## **CERTIFICATIONS:**

- Certified EEO Investigator - U.S. Equal Employment Opportunity Commission 2018
- Certified Online Course Developer - Online learning Consortium (Sloan)

## **TEACHING EXPERIENCE**

**Undergraduate Experience:**

**Assistant Professor of Management (Tenured)**

Coppin State College, Baltimore, Maryland

Department of Management and Marketing

Fall 1996 - present

**TEACHING EXPERIENCE (CONT.)****Undergraduate Experience (cont.):***Course Responsibility:*

- Dynamics of Management
- Seminar: Organization Theory & Design
- Entrepreneurship
- Human Relations
- Senior Seminar: Strategic Management
- Management of Technology

**Graduate Experience:****Adjunct Faculty**

Loyola College, Baltimore, Maryland  
The Sellenger School of Business  
Master of Business Administration Program

*Course Responsibility:* Managing in the 21st Century

**Adjunct Faculty**

Lead Faculty (Core Curriculum, M.S. in Information and Telecommunications)  
Directed Fieldwork Advisor (M.S. in Applied Behavioral Science)  
The Johns Hopkins University, School of Continuing Studies  
Division of Business and Management Graduate Programs

*Teaching in the following graduate level degree programs:*

- Information and Telecommunication Systems Program
- Organization Development and Human Resource Development Program

*Course Responsibility:*

- Technology and People in the Workplace
- Training and Development: Process and Practice

*Other Highlights:* **Distance learning** experience (Bell Atlantic Smart Classrooms, Blackboard, Tegrity)

**PUBLICATIONS & PRESENTATIONS****Journals and Proceedings**

- Covington, E. Williams, R. & Newman, J. "Improving The Standards Of Business Writing at HBCU's: The Challenges Of Assessing College Student Learning Outcomes in Course Curriculums Online Versus Face To Face." *Journal of Leadership and Management*. Fall 2020
- Williams, R. Covington, E. "Innovation-Centric Organizational Community (IOC): Lessons from the Makerspace Movement." *Journal of Leadership and Management*. Fall 2021
- Williams, R. Klugh, E. "Creating a University Driven Ingepreneurial Ecosystem in West Baltimore: A Strategy for Rust Belt Revitalization." *Metropolitan Universities Journal*. Spring 2017
- Williams R. Influence Patterns in a Homeotechnic Group, Dissertation, George Washington University, 1997.
- Williams, R.C. (2019). "Ingepreneurship: A Trust Framework for Facilitating Trust in Urban Economic Growth and Socioeconomic Advancement." In P. Liargovas and A. Kakouris (Eds.), *Proceedings from the 14th European Conference on Innovation and Entrepreneurship ECIE 2019* (pp 1135 -1142). Reading, United Kingdom: Academic Conferences and Publishing International Limited. Retrieved from [http://academic-bookshop.com/ourshop/prod\\_6887159-ECIE-2019-Proceedings-of-the-14th-European-Conference-on-Innovation-and-Entrepreneurship-PRINT-VERSION.html](http://academic-bookshop.com/ourshop/prod_6887159-ECIE-2019-Proceedings-of-the-14th-European-Conference-on-Innovation-and-Entrepreneurship-PRINT-VERSION.html)

**Periodicals**

- Williams, R. "Computer System Software Conversion." Technical and Skills Training, V. 1, No. 2, August/September, 1990.
- Williams, R. Holman, W. "How a Baltimore, Maryland makerspace is encouraging institutional trust and community benefit." Bass Center for Transformative Placemaking's "Placemaking Postcards" blog series. December 2019
- Williams, R. "Top Workplaces are Like Nurturing Communities," Baltimore Sun, November 29, 2019
- Williams, R. "To Know Us is to Love Us: Developing a Culture of Data-Informed Inclusivity," Retrieved Online at <https://makethedata.org/>, December 6, 2019

**Research Reports**

- Williams, R. et. al. (2019) "Turning Makerspaces into Greater Places: Organizational Assessment and Economic Impact Study of Open Works." Retrieved Online at <https://www.greaterspacesandplaces.com/>
- Williams, R., Holman, W., Fuchs, J. (2020) "A Makerspaces' Rapid Response to the COVID-19 Pandemic." Retrieved Online at <https://www.greaterspacesandplaces.com/>
- Novello, A., Stettner, A., Williams, R., Wellington, L., & Katy, S. (2020) "Racial Equity and Advancing the Future of Manufacturing." Retrieved Online at [https://www.urbanmfg.org/wp-content/uploads/2020/07/UMA-TCF-Cohort-Launch-Commentary\\_Final.pdf](https://www.urbanmfg.org/wp-content/uploads/2020/07/UMA-TCF-Cohort-Launch-Commentary_Final.pdf)
- Stettner, A, Williams, R., (2021) "Industry and Inclusion: A Blueprint for Action." June 24, 2021 <https://www.urbanmfg.org/>

**Working Papers**

- Williams, R. "Accreditation and Institutional Community: Building Performance in an Excellence Framework"
- Williams, R., Holman, W., Fuchs, J. "Trust, Innovation Networks, and Supply Chains"
- Williams, R. "Creating Organizational Community in a World of Implicit Bias"
- Williams, R. & Imel, P. "Relationally Intelligent, Transcultural Automation and Innovation: A Learning-centric Strategy for Entrepreneurial Excellence in Underserved Businesses"

**PRESENTATIONS**

- Williams, R. "Faith Style and Leadership," Center for Congregations, Indianapolis, Indiana 2010.
- Williams, R. "Technology Acceptance Patterns: An Exploratory Study of the Adoption of Tablet Computer Technology by Classroom Teacher" CSU College of Business Professional Development Colloquium, 2015.
- Williams, R. Tate, Clarice, "Technology Acceptance Patterns: An Exploratory Study of the Adoption of Tablet Computer Technology by Classroom Teacher." Dr. Habtu Braha Information in Teaching and Learning Conference, 2015
- Williams, R. "Coppin-Open Works-PNC Collaborative." (Poster Session) 2018 Technically Baltimore Conference, October 10, 2018.
- Williams, R. Klugh, E. "Creating a University Driven Ingepreneurial Ecosystem in West Baltimore: A Strategy for Rust Belt Revitalization." 2016 Coalition of Urban Metropolitan Universities Conference, Washington, DC.
- Williams, R. "Ingepreneurship: A Trust Framework for Facilitating Urban Economic Growth and Socioeconomic Advancement." 14th European Conference on Innovation and Entrepreneurship, September 19-20, 2019, Kalamata, Greece
- Williams, R. "Maker Spaces and Economic Development." Bluefield State College (Faculty, Staff, Administration), March 5, 2019.
- Williams, R. "Maker Spaces and Economic Development." City of Bluefield Department of Economic Development, March 6, 2019
- Williams, R. Yousef, D. "Innovation and the Power of Transdisciplinary Collaboration." American Association for the Advancement of Science. Retrieved Online at <https://iie.aaas.org/itc-webinar>, March 25, 2021

**PRESENTATIONS (CONT.)**

- Williams, R. "The Role of the HBCU Innovation Center: From the Great Migration to Ingepreneurial Models for Socio-economic Advancement." (Moderator) CSU African American History Committee, April 18, 2019
- Williams, R. "Who Is A Maker? Equity & Making" (Moderator) 2019 Nation of Maker Conference (NOMCON), June 15, 2019
- Williams, R. "Everyone a Maker: The Impact of Diverse U.S. Maker Communities." (Panel Participant) 2019 Capital Hill Maker Faire, June 24, 2019
- Williams, R.C. (2019). "Turning Makerspaces Into Greater Places." 2019 New England Makers Summit, MakerspaceCT, Hartford, Connecticut
- Williams, R. et al. "COLLAB: Trust as a Sociotechnical Solution to an Economic Problem" Emerging Researchers National Conference, American Association for the Advancement of the Sciences, National Science Foundation, Historically Black College and University Making and Innovation Showcase, Washington DC, February 6-8, 2020
- Williams, R. "Makerspaces Sustainability" Nation of Maker Conference (NOMCON), June 5, 2020
- Williams, R & Holman, W. "A Makerspace's Rapid Response to the COVID-19 Pandemic: A Case of Open Works in Baltimore, Maryland, June 23, 2020
- Williams, R. "Pursuing Equity, Inclusion and Industrial Rebirth in the Age of COVID-19" The Century Foundation and the Urban Manufacturing Alliance, with support from the Lumina Foundation, June 25, 2020
- Williams, R. & Gregory, P "Diversified Culture: The Essential Element of Innovation" InBIA eBuilders Conference – Baltimore, Maryland, October 27, 2020
- Williams, R. et. al. (panel moderator) "Explicitly Centering Racial Equity in Workforce Training" The Century Foundation and the Urban Manufacturing Alliance, September 30, 2020
- Williams, R. et. al. (panel moderator) "Advancing Equity and Inclusion in Manufacturing Credentialing and Technology" The Century Foundation and the Urban Manufacturing Alliance, with support from the Lumina Foundation, December 15, 2020
- Williams, R. "A New Vision for Black Entrepreneurship: Know the Past...Design the Future," Coppin State University, Academic Affairs Division and the Division of Enrollment Management and Student Affairs in conjunction with the African American History Month Committee, February 12, 2021
- Williams, R. et. al. "Partnering to Build Race-Conscious Manufacturing Training Programs," The Century Foundation and the Urban Manufacturing Alliance, with support from the Lumina Foundation, March 22, 2021
- Williams, et. al. "Racial Equity and Advancing the Future of Manufacturing," 35th International Conference on Business Incubation (ICBI35), April 26, 2021
- Williams, R. et. al. "Cultivating a Culture of Trust and Collaboration," 35th International Conference on Business Incubation (ICBI35), April 29, 2021
- Williams, R. et. al. (panel member) "Industry and Inclusion: Racial Equity and Advancing the Future of Manufacturing," Innovation Research Interchange Conference, May 17-21, 2021
- Williams, R. et. al. (panel member) "What Do Trade and Manufacturing Have to Do with Racial Justice?" The Century Foundation, Groundwork Collaborative, and Urban Manufacturing Alliance (Virtual), June 24, 2021
- Williams, R. et. al. (panel member) "U.S. Manufacturing Priorities for the Biden Administration and 117th Congress," Information Technology & Innovation Foundation (ITIF) Conference (Virtual), June 29, 2021
- Williams, R. "How to Develop a Discipline-specific Applied Research Ecosystem for Social Impact." Coppin State University, College of Business Faculty Professional Development Brown Bag Presentation, September 17, 2021.
- Williams, R. et. al. (panel member) "Strategic Collaborations and Partnerships." American Association for the Advancement of Science. Retrieved Online at <https://iae.aaas.org/vis-2021>, September 20, 2021
- Williams, R. "Transdisciplinary Teams – What Works in Making, Invention, Innovation and Entrepreneurship." American Association for the Advancement of Science. Retrieved Online at <https://iae.aaas.org/itc-webinar>, October 1, 2021
- Williams, R. et. al. (panel member) "Leveraging university-based entrepreneurship centers to advance entrepreneurial outcomes for students, faculty, alumni and community stakeholders." American Association for the Advancement of Science. Retrieved Online at <https://iae.aaas.org/itc-webinar>, October 1, 2021

**SPONSORED RESEARCH**

- Role: Principal Organizer - 2016 Economic Inclusion Conference  
Funding Period: April 27, 2016

**SPONSORED RESEARCH (CONT.)**

- Role: Principal Investigator - Faculty Research Development Grant (Open Works Collaborative)  
Funding Period: July 1, 2017 -June 30, 2018
- Role: Principal Investigator - Turning Makerspaces Into Greater Places: An Organizational Assessment and Economic Impact Study  
Funding Period: July 1, 2018 -June 30, 2019
- Role: Principal Investigator - A Trust Framework for Facilitating Equitable Ingepreneurial Opportunity  
Funding Period: July 1, 2019 -June 30, 2020

**HIGER EDUCATION ADMINISTRATION****Founding Director, Center for Strategic Entrepreneurship ( December 2020 – Present)****Interim Dean, College of Business (July 2013 – July 2017)**

- Department of Accounting and Management Information Systems
- Department of Management and Marketing
- Department of Sport and Entertainment Management

**Director, B.S. Degree in Entertainment Management (2008 - 2013)**

Developed and implemented the degree program in entertainment management

*Concentrations:*

- Music Entertainment Management
- Motion Picture, Television, and Video Entertainment Management
- Casino and Gaming Entertainment Management

**Chair, Department of Management and Marketing (December 2011 - June 2013)**

- B.S. in Management Program (with Online Option)
- B.S in Marketing Program

**SELECT COLLEGE OF BUSINESS LEADERSHIP ACCOMPLISHMENTS****Accreditation, Assessment of Learning, and Awards**

- Acquired Accreditation Council of Business Schools and Programs (ACBSP) accreditation (no conditions, no notes)

**Accreditation, Assessment of Learning, and Awards (cont.)**

- College representatives were invited to present best practices in three of six standards at the 2016 ACBSP National Conference
- Established a culture of assessment by implementing dedicated “assessment days” each semester
- Identified as one of the “2015 Top 50 Small Business School Programs” by the Business Research Guide
- The Sport Management Program identified as one of the “2015 Top 20 Sport Management Programs” by the Business Research Guide

**Corporate , Governmental, and Community Relations**

- Times Community Services, Inc. Sponsors the COB Speaker Series each semester that has brought over 150 business leaders to campus over a three-year period
- Established the Economic Inclusion Conference at Coppin (EICAC) that brought over 350 representatives from government, corporations, community organizations, faculty, and students together in the 2016

**SELECT COLLEGE OF BUSINESS LEADERSHIP ACCOMPLISHMENTS (CONT.)**

- Established relationships with the Department of Commerce (DOC), Minority Business Development Office, Economic Development Agency, the United Patent and Trademark Office, and other federal agencies meeting directly with DOC Secretary of Commerce Penny Pritzker
- Developed a 12-week financial literacy program for New Psalmist Baptist Church
- Hosted a three-day conference on "Transformational Leadership in Higher Education" for 14 heads of institutions of higher education from Nigeria.
- Executed and Memorandum of Understanding with Open Works (34,000 sq. ft. community innovation space), establishing the College of Business as the first public HBCU to have such a relationship.
- Established a Memorandum of Understanding with The Greater Black Baltimore Chamber of Commerce for student career development.
- Established the first Dean's Advisory Board
- Developed the "College of Business Relationship Management Framework" known as "The Engagement Pyramid" developed by Gideon Rosenblatt, former Executive Director of Groundwire enabling the college to categorize all relationships by outcomes, while mapping them to stakeholders, the BG Model, and faculty research interests.

**Professional Development and Research Development**

- Established the COB Professional Development Committee
- Implemented an Individual Development Plan process for all faculty career coaching
- Increased faculty development efforts by establishing the Professional Development Committee
- Held Online Teaching Webinar for Faculty: Virtual Presence Inspire and Engage in the Virtual Classroom and Beyond
- Established "Faculty Research Interest Matrix" to encourage intra-college research collaboration and appreciation
- Established the "Data Works: Boots on the Ground Business Intelligence" including Community Walking Labs involving faculty, students, community, and corporate stakeholders

**Academic Innovation and Transformation**

- Developed the BG Model for Successful Academic Enterprise as a success framework for the College of Business strategic direction
- Established plans for the MOS certification pilot
- Facilitated the development of a comprehensive enrollment management plan
- Received approval for new Sport Management concentrations
- Received approval for the Certificate Program in Entrepreneurship and Innovation Management (including two new courses)
- Updated the College of Business website to reflect entrepreneurship emphasis
- Developed Economic Inclusion website, including "Student Innovation Pitch Tutorials"
- Established Coppin as an innovation hub by building its entrepreneurial ecosystem including:
  - Center for Strategic Entrepreneurship (CSE)
  - Data Works Program at Open Works
  - Certificate in Entrepreneurship and Innovation Management
  - Economic Inclusion Conference at Coppin EICAC
  - Global Entrepreneurship Week Activities
  - Community Walking Labs for Boots on the Ground Business Intelligence
  - The Business Innovation Showcase

**SELECT COLLEGE OF BUSINESS LEADERSHIP ACCOMPLISHMENTS (CONT.)****Student Achievement, Recognition, and Engagement**

- Students received Global Top 100 ranking for their company's BSG performance during the week of 18-Nov-13 through 24-Nov-13 by attaining a number one industry ranking for their team out of 4326 teams from 292 colleges/universities participating in the simulation world-wide
- Sport Management Students were recognized by the Baltimore Sun for #hastaglunchbag program to feed the homeless
  
- College of Business Student Team wins first place in the 2014 Proctor and Gamble Innovation Case Competition, besting UMBC, Towson, and Stevenson Universities
- Students participated in the Supplier Diversity and Inclusion Week which including shadowing with Mayor Stephanie Rawlins-Blake
- Established the Student Advisory Council consisting of student leaders from all COB student organizations and their advisors
- Facilitated the launch of the Business Leaders of the Future Program
- College of Business/Department of Natural Science Student Team won the Carnegie Mellon Alleghany Clean Technology Fan Favorite Award

**Internal Communication and Shared Governance Innovations**

- Established the Council of Committee Chairs
- Implemented the Dean's Update (Distributed frequently during each semester)
- Established the Next Level e-News Letter (Distributed bi-Annually)

**Fundraising**

The following organizations have made private donations for scholarships and programing since July 2013:

- Capital One Bank
- PRT Foundation
- Innovation Factory
- PNC Bank
- The Federal Reserve Bank

**Additional Areas of Competency**

- Qualitative Research
- Strategic Planning
- E-Learning
- Adult Learning
- Human Resource Development
- Curriculum Development
- Workforce Development
- Public Speaking
- Organization Development
- Instructional Design
- Leadership Development
- Management Development
- Staff Development

**CONSULTING and TRAINING (Partial list)**

**Bon Secour Hospital**  
**Baltimore, Maryland**  
Employee Engagement  
**Moore Business Communication Services**  
**Vernon Hills, IL 60061**  
Customer Handling Seminars (Analysis, Design, and Delivery)  
**Goucher College**  
Change Management

**AVSC International**  
**New York, NY**  
Strategic Planning  
**Organization Development Consultant**  
**The George Washington University, Washington, D.C.**  
**Office of Professional Development**  
**State of Maryland Department of Budget & Management**

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## **BOARD APPOINTMENTS**

- Baltimore City Career Connections
- City-Wide Business & Industry Advisory Board
- Greater Baltimore Committee Bridging the Gap Diversity Advisory Board
- Greater Mondawmin Coordinating Council Board
- Open Works Board of Directors
- Urban Manufacturing Alliance Board of Directors (President-elect & Chair)

## **PROFESSIONAL ASSOCIATIONS**

- American Council of Business Schools and Programs (ACBSP)
- International Business and Innovation Association (InBIA)
- Kappa Alpha Psi Fraternity Inc.
- Nation of Makers

## **PROFESSIONAL REFERENCES**

**Will Holman, Executive Director**  
Open Works  
1400 Greenmount Ave,  
Baltimore, MD 21202  
(410) 862-0424

**Dr. Sadie Gregory, Interim Dean  
and Professor of Economics  
(Former VPAA)**  
Coppin State University  
College of Business  
2500 W. North Avenue  
Baltimore, Maryland 21216  
410-951-1295

**Reginal Sheppard, CEO and Chief  
Technologist**  
USSi Technologies, Inc  
10440 Little Patuxent Parkway, Suite  
300  
Columbia, MD 21044  
Phone: 410-740-5600