

CURRICULUM VITAE

Ronald Coleman Williams, Ph.D.

2024 USM Regents Faculty Award Recipient for
Excellence in Public Service.

<https://www.linkedin.com/in/ronaldcwilliamsphd/>

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:

Coppin State College, Baltimore, Maryland

Department of Management and Marketing

Associate Professor of Management

Fall 1996 - present

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TEACHING EXPERIENCE (CONT.)

Undergraduate Experience (cont.):

Course Responsibility:

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

Graduate Experience:

Loyola College, Baltimore, Maryland

The Sellenger School of Business

Master of Business Administration Program

Adjunct Faculty

Course Responsibility: Managing in the 21st Century

The Johns Hopkins University, School of Continuing Studies

Division of Business and Management Graduate Programs

Lead Faculty (Core Curriculum, M.S. in Information and Telecommunications)

Directed Fieldwork Advisor (M.S. in Applied Behavioral Science)

Adjunct Faculty

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 and online 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

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Book Chapters

- Williams, R., Covington, E., Tate, C, Innovation-Centric Organizational Community (IOC): What Works for the Emerging Workforce," *Sustainability and the Future of Work and Entrepreneurship for the Underserved*. IGI Global Publications 2022
- Williams, R., Holman, W., "Local Lessons During a Global Crisis: Inclusive Entrepreneurial Solutions to Supply Chain and Production Deficits. *Sustainability and the Future of Work and Entrepreneurship for the Underserved*. IGI Global Publications, 2022
- Williams, R., Lucas, T. "Trust Works: An Ingepreneurial Paradigm for Equitable Access to Entrepreneurial Opportunity." *Socio-Economic Disparities, Vulnerable Communities, and the Future of Work and Entrepreneurship*. IGI Global Publications, 2023

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
- Stettner, A, Williams, R., (2021) "Industry and Inclusion: A Blueprint for Action." June 24, 2021 <https://www.urbanmfg.org/>
- Williams, R., Stanton, K., Tate, C. (2024) "Making the Future: A New Assessment Framework for Local Production." Retrieved Online at <https://www.greaterspacesandplaces.com/>

Working Papers

- Williams, R. "Accreditation and Institutional Community: Building Performance in an Excellence Framework"
- Williams, R. "Creating Organizational Community in a World of Implicit Bias"

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

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.

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PRESENTATIONS (CONT.)

- Williams, R. "Ingpreneurship: 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
- Williams, R. "The Role of the HBCU Innovation Center: From the Great Migration to Ingpreneurial 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://iie.aaas.org/vis-2021>, September 20, 2021

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- Williams, R. “Transdisciplinary Teams – What Works in Making, Invention, Innovation and Entrepreneurship.” American Association for the Advancement of Science. Retrieved Online at <https://iie.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://iie.aaas.org/itc-webinar>, October 1, 2021
- Williams, R. et. al. (panel member) Entrepreneurship Opportunities at Coppin State College, Anne Arundel Community College, February 22, 2022
- Williams, R. et. al. (panel member) Social Infrastructure Panel Discussion Post COVID Workforce – Smart, Diverse, and Mobile, Maryland Economic Development Conference, April 25, 2022
- Williams, R. et. al. (panel moderator) Maryland HBCU Panel Discussion, Economic Inclusion Conference @ Coppin, April 27, 2022
- Williams, R. Trauma-Informed Approaches, Industry and Inclusion Community College Cohort, The Century Foundation and Urban Manufacturing Alliance Webinar, May 24, 2022
- Williams, R. Making a Change in Economic and Workforce Opportunity, Nation of Makers Virtual NomCon, June 9, 2022
- Williams, R. et. al. (panel member), HBCUs as Entrepreneurial Change Agents, 11th Annual Deshpande Conference on Innovation, Entrepreneurship in Higher Education, June 15, 2022
- Williams, R. et. al. (panel member) HBCUs as Entrepreneurial Change Agents, 12th Annual Deshpande Symposium: Innovation and Entrepreneurship in Higher Education, Cleveland, Ohio. June 16, 2022
- Williams, R. Improving DEI in American Manufacturing, MAGNET Fireworks Conference, Ohio Manufacturing Exchange Program, June 23, 2022
- Williams, R. et. al. What does it mean to be an excellent researcher? Coppin State University, University Day, August 15, 2022
- Williams, R. Overcoming Relational Deficits and Building Sustainable Partnerships, Nation of Makers Virtual NomCon, June 27, 2022
- Williams, R. Academic Entrepreneurship: Turning Research into Revenue, Mid-Atlantic Innovation Extension Partners, iCorp, September 29, 2022
- Williams, R. et. al. Reducing Minority Community Poverty Levels in Focus Areas: Educational and Political System, Incarceration and Unemployment, Wealth Diversity Summit 2022, Reginald F. Lewis Museum, October 1, 2022
- Williams, R. et al. Leveraging university-based entrepreneurship centers to advance entrepreneurial outcomes for students, faculty, alumni and community stakeholders. International Business Innovation Association, October 6, 2022
- Williams, R et. al. (panel member) HBCUs as Entrepreneurial Change Agents, 2022 HBCU Entrepreneurship Conference Hosted by Bowie State University: Building 21st-Century Entrepreneurial Ecosystem, October 6, 2022
- Williams, R. et. al. (panel member) Ecosystem Approaches to an Inclusive Workforce: Designing Impactful Credentialing Programs. National Council for Workforce Education Conference, October 13, 2022
- Williams, R. DEIB in Manufacturing. Industry and Inclusion National Convening, The Century Foundation, November 3, 2022
- Williams et. al. How can Baltimore leverage the untapped talent of entrepreneurs to create new businesses, and social enterprises and engage other young people in positive outcomes? The Baltimore Together Summit, November 22, 2022

SPONSORED RESEARCH & PROGRAMS

- Role: Principal Organizer - 2016 Economic Inclusion Conference
Funding Period: April 27, 2016
- Role: Principal Investigator - Faculty Research Development Grant (Open Works Collaborative)
Funding Period: July 1, 2017 -June 30, 2018

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SPONSORED RESEARCH & PROGRAMS (CONT.)

- 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
- Role: Principal Investigator – Making the Future: A New Assessment Framework for Local Production
Funding Period: January 2021 – June 30, 2024
- Role: Principal Investigator – Excellence in Entrepreneurial Learning (EXCEL) Research Project
Funding Period: October 1, 2022 -September 30, 2024

EDITORIAL BOARD

Editorial Advisory Board. *Sustainability and the Future of Work and Entrepreneurship for the Underserved*. IGI Global publications, 2022

Editorial Advisory Board. *Socio-Economic Disparities, Vulnerable Communities, and the Future of Work and Entrepreneurship*. IGI Global publications, 2023

HIGHER 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

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)
- 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

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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 three years
- Established the Economic Inclusion Conference at Coppin (EICAC) that brought over 350 representatives from government, corporations, community organizations, faculty, and students together in 2016
- 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

Corporate, Governmental, and Community Relations (continued)

- 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's 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)

Academic Innovation and Transformation (cont.)

- 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)
 - Certificate in Entrepreneurship and Innovation Management
 - Community Walking Labs for Boots on the Ground Business Intelligence
 - Data Works Program at Open Works
 - Economic Inclusion Conference at Coppin EICAC
 - The Business Innovation Showcase
 - Global Entrepreneurship Week Activities

Student Achievement, Recognition, and Engagement

- Students received a 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 worldwide
- 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 included 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 Allegheny 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 programming since July 2013:

- Capital One Bank
- Innovation Factory
- The Federal Reserve Bank
- PRT Foundation
- PNC Bank
- The Annie E. Casey Foundation

Additional Competencies

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

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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

BOARD APPOINTMENTS

- Baltimore City Career Connections
- City-Wide Business & Industry Advisory Board
- Smart Garment District Advisory Board Co-chair
- Greater Baltimore Committee Bridging the Gap Diversity Advisory Board
- Greater Mondawmin Coordinating Council Board
- Baltimore Tech Hub Manufacturing Workgroup Co-Chair
- Open Works Board of Directors
- Urban Manufacturing Alliance Board of Directors (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

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