

Monica E. Williams, PhD, MA

LECTURER | CRIMINOLOGIST | SOCIOLOGIST | RESEARCH SCIENTIST

PROFESSIONAL SUMMARY

Accomplished leader, specializing in Criminology, Sociology, and strategic partnership development. Demonstrated expertise in curriculum development, online and in-person instructional methods, and collaborative research initiatives.

SUCCESS HIGHLIGHTS

- **Extensive Teaching Experience:** Experience in university-level teaching, exceling in both in-person and online (synchronous and asynchronous) instructional environments.
- **Research Leader:** Successfully designed and implemented a study focused on programs for incarcerated parents and their children, collaborating with policy researchers and correctional practitioners.
- **Innovative Transitional Healthcare Research:** Currently leading a cross-functional team to compile a compendium on available transitional healthcare options for elderly individuals reentering society from U.S. prisons, ensuring a holistic approach to reentry issues.
- **Strategic Management:** Spearheaded a team of PhD-level and MD-level researchers in developing an impactful research agenda aimed at enhancing transitional healthcare for released elderly prisoners, influencing policy and practice in the field.
- **Grant Acquisition:** Successfully awarded key research grants, including a \$145,000 RAND Initiated Research grant as Co-Principal Investigator for a study on Programs for Incarcerated Parents, emphasizing capability in grant administration and funding acquisition.
- **Curriculum Developer:** Developed inclusive and engaging curricula for various sociology and criminology courses that incorporate current advancements in the field and foster student engagement and critical thinking.
- **Mentorship & Support:** Provided dedicated support to graduate students in writing and research, enhancing their academic performance through structured workshops and individualized feedback.
- **Collaborative Partner:** Established strong partnerships with diverse teams and stakeholders, demonstrating an ability to foster collaboration and achieve strategic goals across research initiatives.

EDUCATION

Doctor of Philosophy (PhD) in Sociology Texas A&M University

Dissertation: *A 21st Century Perspective on Prison Management and the Aging Process*

Committee: Holly Foster (chair), Joseph O. Jewell, Sarah Gatson, John Edens

Graduate Certificate in Women's and Gender Studies

Master of Arts (MA) in Criminal Justice Southern University at New Orleans

Bachelor of Arts (BA) in History University of New Orleans

COURSES TAUGHT: Intro to Criminal Justice, Race & Ethnicity, Research Methods, Criminology

RESEARCH INTERESTS

Aging & Life Course	Inequality and Inequity	Race, Class, & Gender	Corrections & Reentry
Intersectionality	Criminal & Social Justice	Social Movements	Community Engagement

TEACHING EXPERIENCE

Team Leader, University Writing Center Texas A&M University, College Station, TX 2018 – 2019

- Managed daily activities of the Writing Center team, developed timelines, and conducted performance reviews.
 - Key Achievements: Trained team members to improve writing knowledge and communication skills, in addition to Writing Consultant duties.
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Writing Consultant, University Writing Center Texas A&M University, College Station, TX 2016 – 2017

- Assisted students in professional and academic writing, conducting workshops, and providing individualized support.
- Key Achievements: Supported graduate students in thesis and dissertation preparation.

Lecturer, Department of Sociology Texas A&M University, College Station, TX 2016 – 2017

- Prepared and delivered lectures, tutorials, workshops, and seminars for various sociology courses.
- Developed curricula and course materials for multiple platforms and integrated advancements in the field into instructional content.
- Key Achievements: Provided impactful performance feedback to students, enhancing their assessment preparation.

Graduate Teaching Assistant Texas A&M University, College Station, TX 2015

- Prepared instructional materials and managed student assessments.
- Key Achievements: Advised students on readings and research skills.

Adjunct Professor, Dept of Criminal Justice Temple University, Philadelphia, PA 2003 – 2006

- Developed, delivered, and reviewed course materials and syllabi for various courses in the criminal justice and sociology departments.
- Fostered a classroom environment that encouraged student participation and learning.
- Organized assessments according to departmental regulations and provided additional support to students through consultation sessions.
- Offered constructive feedback on assignments and essay drafts to enhance student performance.

Graduate Instructor, Dept of Criminal Justice Temple University, Philadelphia, PA 2002 – 2003

- Developed and delivered course material and syllabi for undergraduate-level courses in criminology.
- Fostered an interactive learning environment that motivated student participation and critical thinking.
- Provided detailed feedback on assignments and facilitated discussions to deepen understanding of complex concepts.

PROGRAM, PROJECT, AND VENDOR MANAGEMENT EXPERIENCE

- *Head of Strategic Partnerships*, Lumina Strategic Insights, LLC 2026 - present
- *Consultant, Strategic Sourcing and Execution*, Advanced Clinical 2023 - 2025
- *Consultant, Clinical Vendor and Operations Management*, Advanced Clinical 2022 - 2023
- *Associate Director, Vendor Management and Strategy, Clinical Operations*, Taysha Gene Therapies, Inc. 2021 - 2022
- *Manager, Clinical Contracts and Budgets*, Juno Therapeutics (Celgene) 2017 - 2018
- *Consultant, Contracts and Outsourcing Management*, Multiple Clients 2014 - 2017
- *Business Manager, Contracts and Outsourcing*, Genentech, Inc. 2012 – 2014
- *Sr. Contracts Analyst*, Medtronic Vascular, Inc. 2009 – 2010
- *Contract Analyst*, Centocor, Inc. (Johnson & Johnson) 2005 – 2009

RESEARCH EXPERIENCE

Executive Director, IMPACT Social Research, 2026 – present

- *Strategic Vision & Growth*: Defined and executed the long-term research agenda, expanding the organization's influence within the public policy sector and social impact landscape.
- *Fundraising & Revenue Diversification*: Directed all business development and philanthropic efforts.
- *Executive Representation*: Acted as the primary spokesperson, translating complex social science data into actionable insights for policymakers, media outlets, and community stakeholders.

- *Research & Ethical Oversight*: Supervised and delivered rigorous, high-quality research projects while maintaining strict adherence to ethical standards and data privacy.
- *Operational & Team Leadership*: Managed daily operations, budget administration, and organizational Human Resources.

Research Consultant USA Today, 2022

- Served as subject matter expert on sociological and historical analyses for the Juneteenth project, focusing on race, inequality, and inequity.

Postdoctoral Research Fellow RAND Corporation, 2020 – 2022

- Led and collaborated on multiple research projects focused on programs for incarcerated parents, law enforcement qualifications, women's health during COVID-19, and aging inmates.
- Secured a \$145,000 grant from RAND Internal Research (RIR) to develop a comprehensive study on the impact of incarceration on families.
- Implemented strategies for disseminating research findings to academic, correctional, and policy-making audiences.

Senior Facilitator, Reentry and Transitional Healthcare Working Group ARCH Network, 2020 - 2026

- Led and managed a team of PhD-level and MD-level researchers in developing a research agenda specific to reentry and transitional healthcare for released elderly prisoners.
- Utilized project management, communication, and leadership skills to ensure a clear timeline and to establish specific house rules/regulations to encourage active participation in the development of a strategic plan to guide collaboration and manuscript(s) creation.

Team Leader, Aggie Research Leadership Program Texas A&M University, 2017 – 2018

- Ensured the effective planning and management of research on Aging in U.S. Prisons, while adhering to specified monitoring and evaluation procedures.
- Managed workload and performance of 6 undergraduate researchers to meet goals of assigned projects regarding the aging process in U.S. prisons.

Graduate Research Assistant Texas A&M University, 2014 – 2015, 2016

- Conducted literature reviews, prepared interview protocols, and led data collection for various sociological studies related to crime, law, and deviance.
- Contributed to scholarly manuscripts and presented findings at national conferences.

Graduate Research Assistant Temple University, 2001 – 2002, 2003 – 2004

- Prepared literature reviews and interview questions, collected data, and summarized results.
- Led project meetings specific to my contributions to the research projects.
- Prepared progress reports and managed work progress of undergraduate researchers.

RESEARCH ACTIVITIES

Research Projects in Process

- **Monica E. Williams.** *A Twenty-First Century Perspective on Prison Management and the Aging Inmate Population (working title)*. Lexington Books. Bloomsbury Publishers (formerly Rowman & Littlefield).
- Jozie R. Nummi and **Monica E. Williams.** "Propaganda, Protest, and Power: How News Media Delegitimized Collective Action in Ferguson." *British Journal of Sociology*.
- **Monica E. Williams.** "Existentialism and Aging Prisoners."
- Jozie R. Nummi and **Monica E. Williams.** 2026. "Community Engaged Research in Social Movements."
- **Monica E. Williams,** Amanda Emerson, Rose Onyeali, Ben Howell, Donald McInnes, and Rodlescia Sneed. "A Compendium of Transitional Health Services and Programs for Older Adults Reentering Society from U.S. Prisons."

- **Monica E. Williams.** “An Intersectional Analysis and Integrated Theory of Aging in US Prisons.”
- **Monica E. Williams.** “A National Survey of Policies and Programs for Aging Inmates in U.S. Prisons.”
- **Monica E. Williams.** “Intersectionality and the DuBoisian Approach to Collective Identity.”
- **Monica E. Williams.** “The Problem of Gender and Aging in American Prisons.”

Research Grant Funding

- RAND Initiated Research (Co-PI), “Programs for Incarcerated Parents” (2021) | \$145,000
- NIH/NIA Sponsored T32 Grant for Postdoctoral Research Fellows (2020 to 2022) | RAND Corporation | \$110,000 (\$55,000 per year)
- Sociology Research Travel Grant for Graduate Students (2018) | Texas A&M University | \$1,500
- Sociology Research Grant for Graduate Students (2018) | Texas A&M University | \$5,000
- Sociology Research Travel Grant for Graduate Students (2017) | Texas A&M University | \$2,500
- Summertime for Advancement in Research (STAR) Award (2017) | Texas A&M University | \$6,000
- Simmel Summer Research Grant (2016) | Texas A&M University | \$6,000

Publications

- Nummi, Jozie and **Monica E. Williams.** 2023. “Systemic Inequity and #BlackLivesMatter.” In Handbook of Communication and Prejudice Research, edited by Stephen M Croucher and Elvis Nshom. Edward Elgar Publishing.
- Onyeali, Rose, Ben Howell, Donald McInnes, Amanda Emerson, and **Monica Williams.** 2022. “The Case for Transitional Services and Programs for Older Adults Reentering Society: A Narrative Review of U.S. Departments of Correction and Recommendations.” International Journal of Prisoner Health.
- Barnes-Proby, Dionne, Celia Gomez, **Monica E. Williams,** Matt Strawn, and Isabel Leamon. 2022. “Programs for Incarcerated Parents: Preliminary Findings from A Pilot Survey.” RAND Corporation, Report on Incarcerated Parents.
- Rikard, R. V., & **Monica E. Williams.** 2016. “Aging Inmates.” In K. R. Kerley, H. Copes, S. De Li, J. Lane & S. F. Sharp (Eds.), The Encyclopedia of Corrections: Wiley Blackwell.
- **Williams, Monica E.,** & Rikard, R.V. 2004. “Marginality or Neglect: An Exploratory Study of Policies and Programs for Aging Female Inmates.” Women & Criminal Justice, 15 (3/4), 121-141.

Conference Presentations & Invited Talks

- Jozie R. Nummi and **Monica E. Williams.** 2026. “Media Framing and the Public Legitimacy of Protest: Evidence from Ferguson.” Purdue Northwest Days of Discovery, Hammond, IN.
- **Williams, Monica E.,** et. al. 2022. “FDA's Bioresearch Monitoring (BIMO) Updates FY2022.” Lunch & Learn. Taysha Gene Therapies, Inc.
- **Williams, Monica E.** 2021. Keynote Address. “Succeeding in Uncertain Times.” United 1st Steps Graduation Award Ceremony.
- **Williams, Monica E.** 2020. “A 21st Century Analysis of Aging in U.S. Prisons.” LEAP Brown Bag Seminar. RAND Corporation.
- **Williams, Monica E.** 2020. "An Intersectional Analysis and Integrated Theory of Aging in US Prisons." CRFR International Conference: Intersectionality, Families, and Relationships, Edinburgh UK (Cancelled - COVID-19).
- **Williams, Monica E.** 2019. “Aging Inmates and Prison Management.” Invited Lecture for Criminology Course SOCI 304, Texas A&M University, College Station, TX.
- **Williams, Monica E.** 2018. “Intersectionality and the DuBoisian Approach to Collective Identity.” American Sociological Association, Philadelphia, PA.
- **Williams, Monica E.** 2017. “The Collective Identity of Oppression.” Association of Humanist Sociology, Havana, Cuba.
- **Williams, Monica E.** 2016. “Amalgamated Trends: Program and Policy Implications for the Aging Male Inmate Population.” American Sociological Association, Seattle, WA.

- **Williams, Monica E.** 2016. “Marginality or Neglect Revisited: A 10-year Update on Policies and Programs for Aging Female Inmates.” Academy of Criminal Justice Sciences Annual Conference, Denver, CO.
- Rikard, R.V. and **Monica E. Williams.** 2006. “Testing the “Convergence of Trends”: A Longitudinal Analysis of the Factors Contributing to the Advent of the Aging Inmate Population.” Academy of Criminal Justice Sciences Annual Conference, Baltimore, MD.
- **Williams, Monica E.** and R.V. Rikard. 2003. “The Potentiality of a Special Population: Aging Female Inmates in America’s Correctional System.” American Society of Criminology Conference, Denver, CO.
- Auerhahn, Kathleen and **Monica E. Williams.** 2003. “Disparity in Homicide Sentencing.” American Society of Criminology Annual Conference, Denver, CO.
- **Williams, Monica E.** 2000. “Choices Facing Pregnant Inmates - Raising Children within Correctional Institutions.” Race, Gender, & Class Conference, New Orleans, LA.

Professional Development

- Fellow, RAND Summer Institute | RAND Corporation
- Fellow, Michigan Center for Urban African American Aging Research | University of Michigan
- Lechner Scholar | Texas A&M University
- Facilitator Training for Inside-Out Prison Exchange Program | Temple University

CERTIFICATIONS

- Responsible Conduct of Research Certification | CITI Program
- Social/Behavioral Research Certification | CITI Program
- Good Clinical Practices (GCP) Certification | CITI Program
- Six Sigma Green Belt (SSGB) Certification | Johnson & Johnson Center for Process Excellence
- Master Certificate in Project Management | Villanova University

PROFESSIONAL AFFILIATIONS

- Member, American Sociological Association
- Member, American Society of Criminology
- Member, Academy of Criminal Justice Sciences
- Member, Aging Research in Criminal Justice Health (ARCH) Network
- Patient Advisory Board Member & Scientific Research Committee Member, PCOS Challenge
- Member, Alpha Kappa Delta (International Sociology Honor Society)
- Member, Alpha Phi Sigma (Criminal Justice Honor Society)

TECHNICAL PROFICIENCIES

- **Software:** STATA, ArcGIS, ATLAS.ti, Qualtrics, SharePoint, MS Office, Canvas, Blackboard
- **Research Methodologies:** Qualitative and quantitative analyses, survey design, data visualization, cognitive interviews