

# DR. LINDA F. WILLIAMS, DSW

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## EDUCATION

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**DSW** Capella University, Doctor of Social Work July 2019  
School of Public Service Leadership  
Magna Cum Laude

*Dissertation*

Emergent Voices: Reintegration and Desistance from the Perspectives  
of Formerly Criminal Justice-Involved Individuals

*Committee*

Dr. Robin Ersing, Ph.D. (chair)  
Kelley Reinsmith-Jones, PhD  
Tom Chalmers McLaughlin, PhD

**Ph.D.** Capella University, Criminal Justice<sup>1</sup>

*Completed Courses*

- PC 502 Professional Writing for Graduate Learners
- HS 812 Cognitive-Affective Bases of Behavior
- HS 817 Social Systems
- HS 818 Scope of Human Services
- HS 827 Juvenile Delinquency
- HS 831 Psychopathology: Assessment and Treatment
- HS 861 Dual Diagnosis Problems: Mental Illness and Addictive Disorders
- HS 871 Marriage and Family Systems
- HS 883 Adult Criminal Justice System
- HS 5006 Survey of Research Methodology
- HS 8113 Advanced Study in Research Methods
- HS 8200 Principles of Forensic Counseling
- HS 8212 History of the Juvenile Criminal Justice System
- HS 8512 Organizational Assessment & Program Evaluation in Non-Profit Organizations
- HS 9994 Doctoral Comprehensive Examination I

**MSW** Western Michigan University, Social Work Dec 2000  
Advanced Clinical Practice  
Summa Cum Laude

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<sup>1</sup> Degree not completed due to exhausted educational funding. When I later applied to complete Comprehensive Examination II and the dissertation, university policy prohibited it, requiring that I start from scratch. At that time, I chose the Doctor of Social Work program, into which the Criminal Justice courses were transferred.

*Concurrent with Masters of Social Work*  
Graduate Certification  
Specialty in Alcohol and Drug Abuse (SPADA)

**BA** Calvin University, Organizational Leadership  
Summa Cum Laude

May 1997

*Thesis*

To Preach Liberty to the Captives: Prison Outreach-A Spiritual Responsibility  
Applied Research<sup>2</sup>

## **TEACHING EXPERIENCE**

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**University of Phoenix**, Grand Rapids, Michigan  
**Adjunct Professor**, Human Services and Psychology

Oct 2005 to Sep 2011

Instructed Bachelor of Science classes in Human Services and Psychology. Included online, in-classroom, and independent study. Presented course content, assessed learning competencies, and integrated experiential activities to facilitate the development of critical thinking and learning competencies using:

1. Socratic Methodology
2. Collaborative Learning
3. Experiential Learning
4. Blackboard

Assessed student learning competencies, provided feedback on assignments, and addressed meta-cognitive challenges. Ensured academic rigor per accreditation requirements. Implemented syllabus revisions as necessary to meet accreditation standards. Evaluated, graded, and recorded grades and attendance.

### *Courses Taught*

- BSHS 311 Models of Effective Helping
- BSHS 321 Communication Skills for the Human Services Professional
- BSHS 351 Technology in Human Services
- BSHS 361 Child Development
- BSHS 371 Adult and Family Development
- BSHS 401 Case Management
- BSHS 421 Cultural Diversity and Special Populations
- BSHS 431 Dependency and Addictions
- BSHS 451 Program Design and Proposal Writing
- BSHS 461 Building Community in Organizations
- BSHS 481 Working with Groups
- PSY 280 Human Growth and Development

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<sup>2</sup> More on what resulted from this report under Research Experience, below.

- PSY 355 Motivational Processes in Human Psychology
- PSY 425 Chemical Dependency in The Workplace

## TEACHING PHILOSOPHY

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New millennium classrooms are multigenerational and multicultural. Failure to leverage the richness of this diversity is a missed opportunity to empower diverse perspectives. By interacting with, and drawing out, a wealth of generational and cultural experiences, I leverage interactivity to encourage students to take an active part in the learning process. I become more of a facilitator than just a lecturer. It makes the process fun for me and adds a deeper dimension to my methodology by bringing relevance and real-world scenarios to the process.

### *Mission*

Learning should extend beyond curricular goals and objectives. My mission is to create educational experiences that *perpetually* impact student outcomes beyond the classroom. When a student walks away having learned about themselves, realized, and embraced their values, and mastered the meaningful application of the material, my mission is accomplished.

### *Methodology*

Through Socratic methodology, critical thinking, technology, and facilitation, students enjoy taking ownership of their learning experience and are motivated to pursue academic and personal excellence.

## RESEARCH EXPERIENCE

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### **Emergent Voices: Reintegration and Desistance from the Perspectives of Formerly Criminal Justice-Involved Individuals**

Capella University, Minneapolis, MN

2019

Advisor: Dr. Robin Ersing, Ph.D.

Website: <https://www.emergentvoices.com>

Recidivism should not be used as a measurement of program effectiveness. Human agency and self-determination should not be ignored in criminal justice research. Desistance from criminal activity occurs as a *progression*. It is not a static event. An individual could be at any point in the desistance progression. The data evidenced multiple turning points leading to the desistance decisions of the participants. Psychosocial maturity, implications of trauma on arrested development, age, and life course experience all inform positionality in the desistance progression.

### **To Preach Liberty to the Captives: Prison Outreach-A Spiritual Responsibility**

Applied Research

1997

Calvin University

Advisors: Jeannette Taylor and Deborah Kiekoover

### *Outcomes from the Research Report*

- Co-wrote the Prison Fellowship New Initiative Grant
- This resulted in a \$750,000 award to the partnership of Hope Network, Exodus Correctional Ministries, and Prison Fellowship.
- The grant funded Exodus Life Change, Kent County's one-stop reentry program based on the research recommendations.
- Currently, the Michigan Prisoner Reentry Initiative (MPRI) is reflective of the applied research recommendations.

### **PUBLICATIONS**

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#### *Books*

Williams, L. F. (2017). *Whose Apple is it, Anyway: Empowering Purpose to Achieve Your God-Ordained Destiny* (2nd ed.). Whose Apple Press, LLC.

Williams, L. F. (2020). *Whose Apple is it, Anyway: The Journal*. Whose Apple Press, LLC.

Williams, L. F. (2020). *Burnout: The New Mental Health Crisis*. Whose Apple Press, LLC.

### **PRESENTATIONS AND INVITED LECTURES**

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#### **Network for Social Work Management Forward Thinking Summit**

June 2021

Impact Talk - The Reintegration Missing Link and the Legacy of Victimization

#### **Annual Barefoot Mastermind Christian Life Coach Conference**

September 2013

Seminar - Transference and Countertransference in the Coaching Relationship

### **PROFESSIONAL ASSOCIATIONS**

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#### **American Psychological Association**

Full Member

2021 to Present

### **HONORS AND AWARDS**

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#### **Sigma Alpha Pi National Leadership Honor Society**

2022

Alumni are invited to join based on their academic achievements and leadership potential. This invitation-only honor society is the largest accredited leadership society in the nation. Its 1.5 million members belong to over 700 chapters.

**Book Excellence Award Finalist** 2017  
Literary Excellence Incorporated recognized *Whose Apple is it, Anyway: Empowering Purpose to Achieve Your God-Ordained Destiny* was selected "for its high-quality writing, design and market appeal."

**Alpha Kappa Mu Honors Society - Mu Omicron Chapter** 1992  
Alpha Kappa Mu honor sorority is a member of the Association of College Honor Societies, the Nation's only certifying agency for college and university honor societies.

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## PROFESSIONAL AFFILIATIONS

### **Whose Apple Dynamic Coaching and Consulting**

Trauma Resilience Consultant

Founder and CEO

2010-Present

#### *Mission Statement*

Facilitating Trauma-Resilient and Trauma-Informed Organizations through Coaching, Consulting, and Speaking.

#### *Trauma Resilience Consulting*

- Trauma Resilience Support Systems
- Trauma-Informed Diversity, Equity, and Inclusion
- Emotional Intelligence Support for Trauma Survivors
- Trauma-Informed Executive Leadership

#### *Team Support Services*

- Team Trauma Resilience Coaching
- Emotional Intelligence (for Emotional Trauma Survivors)
- Team Burnout Prevention

#### *Qualifications*

- Member of the American Psychological Association (APA)
- Trained in Advanced Clinical Psychotherapy
- Lived-Experience in Trauma Survival
- 10-Years in Labor-Management Leadership
- 37-Years in Federal Public Administration

#### *Seminar and Presentation Offerings*

- Extinguishing Burnout: How To Root Out Burnout Before It Happens 7 Mistakes And Pitfalls to Avoid
- Guidance For New Millennium Leadership: Resistant Personality Types
- Too True To Tell: The CEO Guide To Trauma & Abuse in The Workplace

## **United States Department of Agriculture-Food and Nutrition Service**

Public Administration | Award-Winning Change Agent | National Contract Negotiations

September 1987 – July 2017

Retired

### *Accomplishments*

- Oversaw compliance for nutrition assistance programs with an annual budget of over \$70 million.
- Performed financial management of a budget above \$6 million. This included issuing fund allocations for 7 federal nutrition assistance programs administered by six states in Midwest Regional V.
- Conducted program reviews, issuing recommendations and findings related to adherence to federal regulations and General Accounting Office guidelines.
- Developed the following software programs that were incorporated into national database systems.
  - The Authorization Kit Automated Program (AKAP) tracked multi-level authorization processes on over 1,000 authorizations annually as it facilitated accuracy and increased process efficiency by 33%.
  - The compliance Action Management System (CAMS) tracked compliance actions from initiation to final determination and increased efficiency as it automated compliance letters and follow-up reports.
  - Call Order Tracking System: After participating in the pilot of the Store Visit Contract, established the database that formed the basis for the national system now in use in FNS offices nationwide.

## **National Treasury Employees Union (NTEU)**

Chapter 237 President | National Partnership Council | National Negotiator

September 1987 – July 2017

### *Accomplishments*

- Within 3-years, increased membership by 75%, and turned a historically adversarial labor and management culture into a thriving partnership of mutual respect, honest communication, and alliance.
- Negotiated the largest reorganization in agency history affecting over 100 employees and involving national field office closures. Won full-time telework option for employees, reduced disruption to work-life, and maintained standard performance requirements for teleworkers.
- Analyzed national policy and reengineering processes and procedures for compliance with federal labor laws and negotiated national contracts. Member of the national negotiation team.
- Authored national policy affecting USDA employees in 7 Regional Offices with jurisdiction over 50 states including Guam and American Samoa.
- Negotiated national collective bargaining agreements resulting in increased telecommuting allowances, increased maximum employee performance awards from \$700 to over \$1,000, and negotiated the largest reorganization in agency history.

- Incorporated interest-based bargaining theory in problem-solving and analysis of complex issues as related to increased efficiency in service delivery and increased competition for scarce resources among program areas. This resulted in upgraded equipment and software for field offices and reduced communication challenges due to incompatibility issues.

## **VOLUNTEER SERVICE**

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### **Capella University's Career Mentoring Program**

Student Mentor

Minneapolis, Minnesota

April 2020 to Present

### **The Network for Social Work Management**

International Mentor

Los Angeles, California

September 2018 to June 2019

### **Every Child Has a Story**

Board Member

Huntsville, Alabama

September 2017 to January 2019

## **SOCIAL MEDIA**

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Website: <https://bit.ly/3JkLEVB>

Website: <https://bit.ly/3tlbgM8>

LinkedIn: <https://bit.ly/2H0MuIS>

Facebook: <https://bit.ly/3qfz8Pp>

Twitter: <https://bit.ly/3iidqG4>

Instagram: <https://bit.ly/3u30QjK>

YouTube: <https://bit.ly/3MZpYAA>