

Sadé S. Williams

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EDUCATION

University of Delaware | *Ph.D. in Education*

Concentration: Sociocultural & Community-Based Approaches | Expected 2027*

Temple University | *M.A. in Sociology*

Concentration: Race and Ethnicity | May 2022

Middlebury College | *B.A. in Sociology/Anthropology*

Certificates: Theater, African American Studies

RESEARCH AREAS

Sociology of Education; College Access and Equity in Higher Education; Race, Ethnicity, and Educational Inequality; Black Cultural Studies; Black Feminist Thought; Gender and Sexuality Studies; Social and Cultural Elites; Afrofuturism and Speculative Thought

AWARDS AND FELLOWSHIPS

University of Delaware Graduate Scholar Award (2023-2025)

National Women's Studies Association Women of Color Leadership Project Fellowship (2023)

Temple University First Summer Research Initiative Grant (2019)

Institute for the Recruitment of Teachers Associate Fellowship (2016-2017; 2022-2023)

Creating Connections Consortium Undergraduate Fellowship (2013-2014)

Leadership Alliance Research Fellow, Columbia University (2013)

Anna Harvin-Grant Undergraduate Student Paper Writing Competition, 3rd Place (Morehouse College) (2012)

RELEVANT TEACHING EXPERIENCE

Adjunct Professor, Social and Behavioral Sciences

Cheyney University of Pennsylvania | Cheyney, PA | 2020-2023

Responsible for creating a syllabus in accordance with Cheyney University guidelines. Responsible for holding office hours and maintaining communications with students throughout the semester. Maintaining accurate documentation of course records to justify the grades submitted, and any other duties directly related to the course as assigned by the department head or program director.

Courses Taught: *RSO 201: Introduction to Sociology, RSO 202: Introduction to Sociocultural Anthropology, RSO 231: Urban and Suburban Social Trends, RSO 236: Sociology of Culture and Personality, RSO 301: Social Stratification*

Teaching Assistant, Sociology

Temple University | Philadelphia, PA | 2017-2022

Served the university in a variety of roles as either assistant, co-teacher, or instructor-of-record in classes and/or labs. Lead discussions, conducted office hours, grading and provided feedback. Maintained accurate documentation of course records to justify the grades submitted, submitted student grades in accordance with University policy, and any other duties directly related to the course as assigned by the department head or program director. Performed administrative functions that enable classes to run more efficiently.

Courses Taught: *SOC 8211: Multivariate Statistics, AAS 0829: Historical Significance of Race, SOC 08511: Gender in America, SOC 3261: Research Design & Methods*

After School Teacher/Programming Assistant

Mercer County Boys & Girls Club | Lawrence, NJ | 2016-2017

Responsible for the everyday function of employment skills, college access, and culinary programs. Helps develop and implement program curriculum, which fosters the clubs goals and mission. Responsible for all administrative, leadership, and creative tasks associated with their program.

Summer Instructor, Sociology & Personal Development Courses

Princeton University Preparatory Program | Princeton, NJ | 2018-2021

Instructed courses during the Princeton University Preparatory Program's (PUPP) 7-week summer intensive college preparatory program and weekly after school sessions. Courses detailed a combination of important areas of development – an introduction to sociology, writing/research in the social sciences to rising High School juniors, the college application process with rising seniors, and personal development and community responsibility with the rising sophomores. Assisted in organizing a student summer research symposium at Princeton University to help students develop academic conference skills.

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After-School Instructor

Princeton University Preparatory Program | Princeton, NJ | 2016-2017

Assembled with a cohort of students weekly at their high school, and maintained case notes on each student's needs and performance during the school year. Attended extracurricular events with students and provided supplementary coursework.

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Teaching Assistant

Princeton University Preparatory Program | Princeton, NJ | 2015

Served as a Teaching Assistant during the summer college preparatory program. Assisted in instructing basic collegiate level courses as well as supplementary, experiential learning.

Student Professor

Middlebury College | Middlebury, VT | 2015

Instructed a January Term course at Middlebury College. Co-taught an interdisciplinary course that utilized critical race as well as sociological theoretical framework to assist in understanding classroom pedagogy with Tara Affolter, Ph.D.

***Courses Taught:** EDUC 0501: Make Room: Teaching August Wilson, THEA 0700: Black Playwrights and Activism*

RELEVANT RESEARCH EXPERIENCE

Research Assistant to Dr. Jarett Haley

University of Delaware | Newark, DE | 2025-Present

Collaborated on a research team investigating the impacts of anti-DEI legislation on graduate and undergraduate students' experiences in racial/ethnic student organizations; facilitated interviews and photovoice data collection, analyzed qualitative data using QDAS and manual coding, and contributed to conference presentations and peer-reviewed manuscripts.

Researcher

Center for Research Use in Education (CRUE), University of Delaware | Newark, DE | 2023-2025

Actively involved in the Collaboration, Research, Equity, and Action Together in Education (CREATE'd) project, working specifically with the Education Knowledge Broker Network. Conducted literature reviews and summaries on professional development platforms (asynchronous and synchronous) to support network goals. Researched and evaluated online tools (LinkedIn, Mighty Networks, Eventbrite) for community engagement and collaboration. Developed reports, meeting outlines, and Knowledge Brokering 101 materials, including video content, to enhance network understanding and participation. Supported event planning and contributed to strategic planning and outreach through regular updates to leadership.

Research Assistant to Dr. Rosalie Rolón-Dow

University of Delaware | Newark, DE | 2023-2025

Analyzed data on microaggressions and microaffirmations experienced by racially minoritized students in predominantly white institutions (PWIs). Collaborated on conference presentations and publications targeting inclusive educational leadership audiences; lead coding, synthesis, and conceptual framework

refinement. Supported knowledge translation for practitioner-facing platforms focused on inclusive educational practices.

Research Assistant to Dr. Laurie Essig

Middlebury College | Middlebury, VT | 2013–2014

Researched cultural and sociological narratives of love and marriage for the book *Love, Inc.* Conducted cross-disciplinary literature reviews and contributed to historical analysis and content editing for the book: *Love, Inc.: Dating Apps, the Big White Wedding, and Chasing the Happily Everafter* (2019).

Research Assistant to Dr. Carla Shedd

Columbia University | New York, NY | 2013

Conducted participant observation in New York City family courts and coded ethnographic field notes. Anonymized data and assisted with refining interview protocols for research on juvenile justice and racialized punishment. Data collected for this project appears in the upcoming book, *When Protection and Punishment Collide: America's Juvenile Court System and the Carceral Continuum*.

PRIOR PROFESSIONAL POSITIONS

Interview Facilitator

StoryCorps | Philadelphia, PA | 2025-Present

Facilitate in-person and virtual StoryCorps interviews with participants across partner organizations, welcoming individuals and guiding conversations across social and political differences. Manage audio recording equipment and digital platforms, support interview archiving and data entry, edit recordings for broadcast consideration, and represent StoryCorps through public-facing outreach and community engagement.

Diversity, Equity, and Inclusion (DEI) Programming Assessment

Kidsbridge Tolerance Center | Ewing, NJ | 2016-2022

Designed and implemented inclusive training modules, evaluation tools, and staff development programs across K-12 and higher education settings. Measured learning outcomes and equity impacts of anti-bias and belonging initiatives through culturally responsive assessment strategies. Supported the development of public-facing materials and policy recommendations for student support, conduct, and inclusive education.

Appointed School Board Member

Trenton Public School District | Trenton, NJ | 2017-2020

Adopted policies under which the school district operates and oversees the budget; approved and made appropriate adaptations to the curriculum; assisted with hiring and evaluating the district superintendent; represented the public during contract negotiations; and served as a communications link between the community and the school system; assisted with the yearly planning of multi-million dollar budgets for upcoming school years; supported negotiations with union members and community partners; and provided support on behalf of the school district during legal arbitrations.

Admission Counselor

Rider University | Lawrenceville, NJ | 2015-2016

Territory Manager for NJ counties: Hudson, Passaic, Essex, and Union. Presented on behalf of the office of admissions. Interviewed and counseled prospective students and their families. Educational Opportunity Program of NJ applicant processing, review, and recruitment. Coordinated on-campus group visits. Coordinated multicultural recruitment efforts and served as a liaison with Multicultural Student Affairs.

Annual Giving Affiliate Manager/Supervisor,

Middlebury College | Middlebury, VT | 2012–2014

Worked closely with College Advancement Staff as well as Alumni relations staff to strategize best ways to fundraise utilizing alumni self-reported data. Helped troubleshoot explanations for Phonathon fundraising deficits, and effectively assisted in executing a plan to compensate for such deficits.

Robert W. Woodruff Library Archives Intern

Spelman College | Atlanta, GA | 2012

Sponsored by the Mellon Foundation and served to familiarize students from historically underrepresented backgrounds with the archival science field and archival research skills. Created media based tutorials to instruct about ways to conduct archival research.

PUBLICATIONS

Haley, J. D., Williams, A., Williams, S., & Quick, A. *Graduate Students navigating the impacts of anti-DEI laws on their experiences in racial/ethnic graduate student organizations*. Manuscript under review at AERA Open.

CONFERENCE PRESENTATIONS (SELECTED LIST)

*Williams, S. (2026, May). *Access, Belonging, and Exchange: Spelman College and the History of HBCU–HWI Domestic Exchanges*. SAI Annual Conference, Queen’s University Belfast, Belfast, Northern Ireland.

*Haley, J. D., Williams, A., Williams, S., & Quick, A. (2026, April). *Students navigating the impacts of anti-DEI laws on their experiences in racial/ethnic graduate student organizations*. Paper presented at the American Educational Research Association (AERA) Annual Meeting.

Rolón-Dow, R., & Williams, S. (2025, April). *Racial microaggressions – Responses and effects: Undergraduate student stories of experiences on campus residential spaces* [Conference presentation]. American Educational Research Association (AERA) Annual Meeting, Boulder, CO.

Williams, S. (2024, November). *Echoes of resistance: Harnessing the classical texts of Black women scholars to guide modern social justice and liberation work*. Paper presented at the National Women’s Studies Association Annual Conference, Detroit, MI.

Williams, S. (2024, September). *Afrofuturism and Sankofa as methodology in Black education research*. Paper presented at the Association for the Study of African American Life and History Conference, Pittsburgh, PA.

Williams, S. (2024, August). *Afrofuturist methodology in Black education research*. Paper presented at the Association of Black Sociologists Annual Meeting, Montreal, Canada.

Williams, S. (2024, August). *Black students’ college choices between HBCUs and PWIs*. Roundtable at the American Sociological Association Annual Meeting, Montreal, Canada.

Williams, S. (2023, September). *The legacy of Octavia Butler: Afrofuturism, critical fabulation, and imagining Black futures*. Paper accepted for presentation at the Association for the Study of African American Life and History Annual Conference, Jacksonville, FL.

Williams, S. (2023, August). *Classical Black sociology: A historical analysis of reflexivity in classical Black sociological works*. Paper presented at the Association of Black Sociologists Annual Conference, Philadelphia, PA.

Williams, S. (2022, October). *Like a bridge: The utilization of critical fabulation to conceptualize Black epistemology*. Paper presented at the Association of Black Sociologists Annual Conference, Chicago, IL.

Williams, S. (2020). *I made it out... Now what? Low-income students' relationship with their home communities after their return from highly selective colleges*. Paper accepted for presentation at the Association of Black Sociologists Annual Conference (Postponed due to COVID-19).

Williams, S. (2019). *Exploring Afrocentricity, Black feminist thought, and Afrofuturism as key intersecting theoretical frameworks for constructing Black epistemologies*. Paper accepted for presentation at the Association of Black Sociologists Annual Conference (Postponed due to COVID-19).

Williams, S. (2019, March). "You've got a friend in me": *Afrocentricity, Black feminist thought, and Afrofuturism as key intersecting theoretical frameworks for constructing Black epistemologies*. Paper presented at the Eastern Sociological Society Annual Meeting, Boston, MA.

Williams, S. (2014, May). *50 shades of grey, a love story: Neo-liberal, racist, anti-feminist bondage*. Paper presented at the Middlebury College Gender, Sexuality, and Feminist Studies Research Presentations, Middlebury, VT.

Williams, S. (2012, July). *Am I who I say I am or what they say I am? Identity construction in juvenile courtroom proceedings*. Paper presented at the Leadership Alliance National Symposium, Stamford, CT.

Williams, S. (2012, October). *Menace II Society: The truth or a menace to society?* Paper presented at the Morehouse College and Emory University SouthEastern Undergraduate Sociology Symposium, Atlanta, GA. (Awarded 3rd Prize Paper).

INVITED LECTURES & SYMPOSIA

Workshop: Peddie School DEI Day. "From Hip Hop to TikTok: Exploring the origins, culture, and lineage of language in America." Lawrenceville, NJ (February 2023)

Interview: WVON 1690AM/IHeart Radio app. "The New Little Mermaid movie and the surrounding controversy: When Ariel is Black", Chicago, IL (September 2022)

Workshop: Peddie School DEI Day. "Identity Puppetry Workshop" Lawrenceville, NJ (September 2022)

Organizer and Moderator: New Jersey Future Educators Association. "Black Teachers Matter Panel", Ewing, NJ (February 2022)

Lecture: "Sharpening the Saw: Tools for radical self-care in academic spaces." Cheyney University of Pennsylvania Freshman Forum (April 2022).

Lecture: "Antiracism and Afrofuturism: How we tell Black history shapes how we imagine Black futures." Cheyney University of Pennsylvania Freshman Forum (October 2021).

Lecture: "The Elephant in the Room: A Black Feminist Perspective on Language and Rap" Middlebury College. Funded by the Middlebury Anderson Freeman Resource Center. (April 2019)

Moderator: "Rituals, Spells, and Other Ways of Healing", National Women's Studies Conference, Atlanta, GA (November 2018).

Lecture: "Implementing Intersectional Pedagogy Utilizing the Works of Black Women Playwrights" Funded by the Middlebury College Department of Educational Studies and Middlebury College Anderson Freeman Resource Center (November 2017)

VOLUNTEER & SERVICE ACTIVITIES

Sanctuary Farm

African People's Education Defense Fund

Both Hands Facilitator

Philadelphia, PA (2022-present)

Philadelphia, PA (2018-2022)

Trenton, NJ (2016-2017)

UNIVERSITY ORGANIZATIONS

Black Graduate Student Association
Education Graduate Student Association

Newark, DE 2023-present
Newark, DE 2023-present

SKILLS

Research Design & Analysis • Microsoft 365 • Google Workspace • Qualitative & Quantitative Methods • Mixed Methods • SPSS • R • STATA • NVivo • Dedoose • Data Visualization • Public Speaking • Public-Facing Communication • Program Evaluation & KPI Reporting • Inclusive Training & Facilitation • Hybrid & Virtual Instruction Facilitation • BrightSpace/D2L • Canvas • Blackboard

MEMBERSHIPS & AFFILIATIONS

Kidsbridge Center Education Board
Philadelphia NAACP
The American Educational Research Association
The Leadership Alliance
The Institute for the Recruitment of Teachers
The National Women's Studies Association
The American Sociological Association
The Association of Black Sociologists
The Sociology of Education Association
The Eastern Sociological Society
The American Studies Association
The Black Women Studies Association