

# Natasha Williams

## RESEARCH INTERESTS

My primary research interests are organizational development, theory, culture, and behavior, and the ways in which organizational culture creates and/or impedes the ability of an organization to improve its productivity and performance and develop innovative solutions to wicked problems. I am also interested in public sector leadership development, and how senior leadership behaviors create and/or impede the development of an organizational culture that fosters innovation in the public sector.

## EDUCATION

D.P.A. in Public Sector Management (Political Science), 2021 – Valdosta State University (expected).

*Working Dissertation Title: Does Organizational Culture Matter in Public Sector Innovation?*

*An Exploration of the Organizational Culture of Innovation Award Winning Agencies in Georgia*

Graduate Certificate in Leadership & Ethics (Siegel Institute), 2015 – Kennesaw State University.

M.P.A. in Public Management (Public Administration), August 1996 – Georgia State University.

B.A. in Journalism (Communication), December 1992 – Georgia State University.

## PROFESSIONAL CERTIFICATIONS

Certified Research Administrator, 2013 – Present

## NCURA SERVICE

### POSITIONS HELD

Chair, Hospitality Committee, 2014 – 2016

Member, President's Task Force on Diversity & Inclusion, 2018 – present

### MENTORING EXPERIENCE

2019 – 2020. NCURA Region III Mentor  
Mentee: Kimberly Johns, University of Florida.

2018 – 2019. NCURA Region III Mentor  
Mentee: Angela Garvin, Emory University

### CONFERENCE PRESENTATIONS

2020. Williams, Natasha. “*Catalyzing Research by Developing A Faculty Fellows Program.*” NCURA Pre-Award Research Administration Conference, Puerto Rico.

2019. MacKinnon, Shanta, Laneika Musalini, Natasha Williams. “*Do You See What I See? Diversity in Research Administration.*” NCURA Region III Spring Meeting, Hollywood Beach, FL.

2019. Williams, Natasha and Derick Jones. “*Managing Up, Down, & Side to Side: How to Lead at Work When You Aren't the Boss.*” NCURA FRA/PRA Research Administration Conference, Las Vegas, NV.

2019. Williams, Natasha and Derick Jones. “*Oh, The Places We'll Go! Diversity & Inclusion in the Sponsored Programs Office.*” NCURA Financial Research Administration Conference, Las Vegas, NV.

2018. Williams, Natasha. “*Herding Cats & Putting Out Fires: Strategies for Catalyzing & Encouraging Research Activity When Your Faculty Are Less Than Willing.*” NCURA Region III Spring Meeting, Savannah, GA.

## NCURA PUBLICATIONS

### **Book Chapter**

Williams, Natasha and Jones, Derick. *Career Development: How Do We Get There from Here? in Sponsored Research Administration: A Guide to Effective Strategies and Recommended Practices*. Washington, DC: National Council of University Research Administrators (NCURA). 2018.

### **Journal Article**

Williams, Natasha. "Diversity Matters: Promoting Workplace Diversity in Research Administration," *NCURA Magazine*, 51:4, pp.6. 2019.

## APPOINTMENTS

Associate Director: Kennesaw State University, Office of Research, April 2019 to Present.

Assistant Director: Kennesaw State University, Office of Research, July 2014 – March 2019.

Managing Officer: Georgia State University, Office of Sponsored Proposals & Awards, May 2012 – June 2014.

Manager: Georgia Department of Public Health, March 2010 – February 2012.

Finance Manager: Emory University, Winship Cancer Institute, November 2008 – February 2010

## GRANTS

IREX Iran/Iraq Research Administration Training Grant

Stark, Natasha Williams. International Research and Exchanges Board (IREX), \$44,648 USD, 09/01/2017 -- 02/28/2018.

## WORK EXPERIENCE

### *Associate Director*

- Strategically partner with the Director for Research Development & Strategic Initiatives to:
  - Develop systematic strategic processes to capitalize on federal, state, and foundation opportunities to grow the University's externally funded research programs and increasing its scholarly, economic, and social relevance
  - Develop the 5-year Research Development/Strategic Initiatives strategic plan
  - Create and implement support services, policies, and procedures for research development
- Spearhead the development and delivery of 10 topical workshops per year training over 200 faculty annually on grant writing, grant seeking, and grants management skills
- Provide coaching and training to the university community on seeking grant funding, helping them to understand funder expectations and parameters, grant application processes, implementation requirements, and internal review processes
- Identify opportunities that match faculty research interests and the strategic interests and priorities of Kennesaw State University
- Disseminate information to appropriate university faculty, staff, and community partners about potential sponsored program opportunities

### *Assistant Director*

- Led the OOR strategic initiative to upgrade the division's grants management system software delivering a best in class system at \$70,000 under budget.
- Leveraged strategic relationships with hundreds of colleagues and customers throughout the university to implement thorough evaluations of college and departmental needs and make necessary service level adjustments.
- Trained and provided relevant information to members of the broader research community, enhancing proposal development expertise, resulting in a 10% increase external proposal submissions.
- Strengthened departmental capacity by mentoring and training staff, further increasing content knowledge and expertise to ensure consistency of proposal development and submission.
- Partnered with the College of Engineering, College of Computing and Software Engineering, and Bagwell College of Education to develop a cohesive college research plan that aligns with and further supports overall vision of the Office of Research and the University.
- Identified current and future grant funding needs using a combination of searches and curating (via Pivot, Grants Resource Center, Foundation Center, etc.), agency listservs, and social media. Based on findings, established grant funding priorities; ensured needs and priorities reflected and/or complemented the mission and goals of the University and its departments.

### *Managing Institutional Officer*

- Managed a sponsored research portfolio of 120 research grant awards, representing more than \$20 million in federal, state, and foundation funding.
- Provided ongoing technical assistance and guidance to faculty and administrators, successfully developing and preparing 100+ proposals per year.
- With a keen eye, carefully reviewed hundreds of applications, proposals and awards, pairing with industry standards to ensure 100% compliance with funding institutions and agencies. Monitored regulatory and financial compliance through coordination with IRB, IACUC, Biosafety, and research financial officers.
- As primary point of contact for 11 web-based proposal and application submission systems, ensured and maintained consistency of program data.
- Met regularly and worked closely with financial officers to carefully develop crucial fiscal and programmatic reporting procedures to meet senior management and sponsor requirement.

### *Manager*

- Served as the Principal Investigator (PI) on the State of Georgia Preventative Health & Health Services Block Grant (PHHS)
- Strategically partner with public health professionals and community stakeholders to plan, coordinate, monitor, and evaluate the delivery of public health services to various population groups
- Ensure that PHHS Block Grant activities and programs were aligned with the needs of the service population
- Regularly report to the Centers for Disease Control on the activities and achievements of the PHHS Block Grant
- Led a team of program managers to ensure compliance and positive overall performance. Accomplished this by developing trainings to streamline department-wide knowledge base.
- Maintained key relationships with external grant managers and program officers. Monitored goals, program development, and ensured compliance with all applicable OMB circulars and other federal regulations.
- Using PeopleSoft methods and platform, gathered vital financial and non-financial program data for quarterly reporting to internal and external parties.
- Served as liaison to funding agencies (CDC, HRSA, NIH, WIC), internal and external constituents, state and local government agencies, civic groups, news media, and other private and public groups, keeping parties abreast of pertinent funding developments.
- Played a lead role in the selection, interview, hiring, and on boarding of support staff.

### *Finance Manager*

- Analyzed problems/issues of diverse scope and determine solutions.
- Managed highly complex trials to ensure compliance with institutional and sponsor guidelines, and strategically partnered with investigators, clinical research coordinators, and ancillary departments to identify all the costs associated with a research study.
- Negotiated the clinical trial budget with the sponsor and/or contract research organization to cover all of Emory's costs to conduct the study.
- Reviewed and interpreted the Prospective Reimbursement Analysis (PRA) to ensure all billable items and services needing to be billed to the grant are included on the PRA and in the study budget.
- Performed a detailed analysis of industry clinical trial accounts for invoicing, accounts receivable, and accounts payable.
- Performed audits on complex trials and closed accounts when analysis required an in-depth evaluation.

### **UNIVERSITY SERVICE**

2019 – Present. Kennesaw State University Staff Senate.

2019 – Present. Kennesaw State University Campus Services Advisory Committee.

2016 – 2018. Kennesaw State University Institutional Biosafety Committee.

### **MEMBERSHIPS / AFFILIATIONS**

American Society for Public Administration

National Council of University Research Administrators

National Forum for Black Public Administrators