

Sandra R. Williamson-Ashe
Norfolk State University
Office of the Provost
The Ethelyn R. Strong School of Social Work

Education

Ed.D.	Higher Education Administration - George Washington University
MSW	Clinical SW (School Social Work Endorsement) - Norfolk State University
BS	Criminal Justice - University of North Carolina at Charlotte

Faculty Appointments

Norfolk State University, Norfolk, VA

2025 – Present	Full Professor, The Ethelyn R. Strong School of Social Work
2019 – 2025	Associate Professor, The Ethelyn R. Strong School of Social Work
2014 – 2019	Assistant Professor, The Ethelyn R. Strong School of Social Work

Tidewater Community College, Norfolk, VA

2009 – 2010	Adjunct Instructor, Human Services
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Saint Leo University, Chesapeake, VA

2009 – 2010	Adjunct Instructor, Social Work
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Administrative Appointments

Norfolk State University, 2023 - current

Academic Affairs Recruitment Coordinator

- ◆ Lead recruiter for faculty talent & HR liaison for Academics.
- ◆ Coordinate conference recruitment & HR processes/timelines for faculty vacancies.
- ◆ Assess & evaluate operational procedures.
- ◆ Propose & implement new/creative measures for efficiency.

Virginia Union University, 2009-2012

Vice President for Enrollment Management and Student Affairs

- ◆ Provide leadership, supervision, retention, and management, to the Division of Enrollment Management and Student Affairs. The reporting departments include admissions, residence life & housing, yearbook, career services, student integrity and conduct, counseling center, student center, health services, enrollment team, student activities and leadership, and University Church Relations. Oversight for twenty-six full-time, five part-time, five graduate assistants and fifty student workers with an annual budget of \$1.7 million.
- ◆ Serve as a member of the President's Executive Council and Cabinet.
- ◆ Supervise the operations and facilities management for the student center.
- ◆ Provide directions for the Enrollment of the campus and registration logistics.
- ◆ For 3 years, the largest freshmen classes in VUU history have been recruited.
- ◆ Secured \$50,000 grant from Dominion Virginia Power to implement a Six Sigma Certification Program.
- ◆ Developed and implemented the first freshman transitional program at VUU for retention and student engagement; Panther Preparation Program (P3). This program advocates peer coaching and mentoring, social and academic engagement, and leadership development.

- ◆ Developed handbook for Greek Life and created Greek Life 101 Leadership.
- ◆ Created graduate fellowship opportunities for spiritual programming.
- ◆ Established the CARE Team to develop and implement procedures for identifying students of concern or those with disruptive or harmful behaviors.

Norfolk State University, 2000–2009

2007 – 2009, *Associate Vice President for Student Affairs*

2002 – 2007, *Assistant Vice President/Special Assistant to the Vice President for Student Affairs*

2002 – 2008, *SA Division Deputy*

2000 – 2002, *Special Assistant to the Vice President for Student Affairs*

- ◆ Provided leadership, supervision, management, and support to departments within the Division of Student Affairs and the Vice President. These departments included financial aid, registration, admissions, residence life & housing, career services, counseling center, disability services, police, veteran's affairs, upward bound, student support services and activities, and international student and scholarly services. Facilitated staff training. Developed, implemented, and assisted with the design of programs that addressed student attrition, enhanced persistence, and advocated improved student life.
- ◆ Coordinated with the Office of University Advancement to raise \$158,000.00 in scholarship monies for the 2006 fiscal year to contribute to the annual staff fundraising campaign.
- ◆ SACSCOC Executive Leadership Team, lead for student services units.
- ◆ NCAA Division I recertification liaison for Executive Committee.
- ◆ Developed and designed the first residential program at NSU to provide first-year students with transitioning to college; Freshmen On-Campus Achieving Success (FOCAS).
- ◆ Established the first Student Life Enrichment Fund to aid in improving student residential life.
- ◆ Secured the first vendor gift of \$30,000.00 for residence life/housing.
- ◆ Orchestrated the approval and construction of a new residence life/housing administrative office.
- ◆ Served as the student affairs lead for the design and construction of a new 260,000 square foot 600 bed apartment style private-partnership residence hall constructed within a 9-month timeframe: \$32-million-dollar project.

Publications

Book Chapters

1. Williamson-Ashe, S. (December 2025). Addressing Empathy Deficits in College-age Students Utilizing Social Work Pedagogy Amid Social Shifts. J. Wadley (Ed.), *Contemporary Issues in Human Services: Special Topics for Clinical Practice, Public Health, and Social Justice*. Taylor & Francis Group, LLC. Publishing.
2. Williamson-Ashe, S. (2023). Othermothering to Belongingness for HBCU College Student Success. F. Khanare & B. Marina (Eds.), *Successful Pathways for the Well-Being of Black Students*. IGI Global Publishing. <https://www.igi-global.com/book/successful-pathways-well-being-black/306187#table-of-contents>
3. Williamson-Ashe, S. (2021) Millennial Leadership Advanced Through Empathy Education. A. Krenelka Chase (Ed.), *Millennial Leadership in Law Schools*. William S. Hein & Co., Inc. <https://home.heinonline.org/media/brochures/1006925.pdf?d=20240405>
4. Williamson-Ashe, S. (2020) A Distinct Set of Characteristics for Black Women in Higher Education/HBCU: Tortured by Slavery-Shaped by Intersectionality-Liberated into Othermothering. D. Hutchinson & L. Underwood (Eds.), *Intersectionality: Understanding Women's Lives and Resistance in the Past and Present*. Lexington Books. <https://rowman.com/ISBN/9781793613707/The-Intersectionality-of-Women%E2%80%99s-Lives-and-Resistance>
5. Williamson-Ashe, S. & Biore, C. (2019) An Integrated Principle-Based Approach of International Social Work Ethical Principles and Servant Leadership Principles. S. Marson & R. McKinney (Eds.), *The Routledge Handbook of Social Work Values and Ethics*. Routledge Publications. <https://www.amazon.com/Routledge-Handbook-Social-International->

Journal Articles

1. Ericksen, K. & **Williamson-Ashe, S.** (2021). High-Impact Educational Practices' Influence on the Emerging Values Model: Group Work Impact. *Journal of Effective Teaching in Higher Education*, 4 (1), 60-75. [Jeth.org/index.php/jethe/article/view/219/43](https://jeth.org/index.php/jethe/article/view/219/43).
2. Dinnerson, Q., **Williamson-Ashe, S.**, et al. (2020). © January 2021 Strengthening Community Partnerships: Preparing Social Work Students for the Profession. *The Field Educator* 10.2. <https://fieldeducator.simmons.edu/article/strengthening-community-partnerships-preparing-social-work-students-for-the-profession/#more-4815>
3. Ericksen, K. & Williamson-Ashe, S. (2019). Holistic Justice Instruction through High-Impact Educational Practices at HBCUs. *Journal of Urban Social Work* 3 (1), 100-114. <https://connect.springerpub.com/content/sgrusw/3/s1/s100>
4. Williamson-Ashe, Sandra Renea (2019) "Pedagogical Techniques that Provide Educational Value to Social Work Students through Bereavement Academics and Empathetic Advancements," *Journal of Human Services: Training, Research, and Practice*, 4 (1), Article 4. <https://scholarworks.sfasu.edu/jhstrp/vol4/iss1/4>
5. Williamson-Ashe, S. & Ericksen, K. (2019). Validating Social Work Student Value Theme Perceptions Using the Emerging Values Model. *Journal of Social Work Values and Ethics*, 16(1), 53-62. <https://jswve.org/volume-16/issue-1/>
6. Williamson-Ashe, S. & Ericksen, K. (2017). Social Work Student Perceptions of Group Work and the Presence of Value Themes that Correspond to Group Work Success. *Journal of Social Work Values and Ethics*, 14(2), 43-53. <https://jswve.org/volume-14/issue-2/>

Peer Reviewed Published Research Report

- Williamson-Ashe, S. (2024). Research: The Tropman Report 2024: Thinking Through Nonprofit Leadership (pp 20-23). The Forbes Funds. <https://forbesfunds.org/research-publications/>

Invited Reviewer

- S. Williamson-Ashe, *Reviewer for the Journal of Leadership Studies* (2020).

Professional Fellowships and Awards

1. **Scholarship Award**, ACE - The Virginia Network for Women in Higher Education Conference – Women of Color, Norrine Bailey Spencer Scholarship, 2012 Richmond, Virginia.
2. **Award**, Provost Leadership Award, **SANKOFA**, 2024.
3. **Award**, 2025 **Distinguished Nominee** for the **Zenobia L. Hikes Award** from Virginia Tech University recognized by the Future World Changers in the Academy (FWCA).

Refereed Conference Presentations

1. Williamson-Ashe, S. (2024) American Council on Education Virginia Network of Women in Higher Education, *Her Permission: From Demoralizing to Reframing*.
2. *Williamson-Ashe, S. (2023) Back Doctoral Network (BDN) Speaker, Othermothering to Belongingness for HBCU Student Success.*
3. Williamson-Ashe, S. & Fairfax, C. (2023) Robert C. Nusbaum Honors College Café student exploration & engagement using the Action Bound App activity & development for *Construction of an HBCU Community, NSU Landmarks*.
4. Williamson-Ashe, S. & Ericksen, K. (2020) Council on Social Work Education APM, Leading Critical Conversations: Diversity, Equity, & Inclusion-Title: “*Holistic Justice Instruction Using High Impact Educational Practices at an HBCU.*”

5. Williamson-Ashe, S. (2019) presentation acceptance at the 65th Annual National Association of Student Affairs Professionals (NASAP) Conference, Cultivating Student Success in Higher Education, Title: *"Pedagogical Techniques that Provide Educational Value to Students through Bereavement Academics."*
6. Williamson-Ashe, S. (2019) International Conference on the Global Status of Woman and Girls presentation on publication, *"A Distinct Set of Characteristics for Black Women in Higher Education/HBCU: Tortured by Slavery-Shaped by Intersectionality-Liberated into Othermothering."*
7. Sawyer, J., **Williamson-Ashe, S.**, Ericksen, K. (2018) co-presenter for Society for Social Work Research (SSWR), *"Student/Faculty Participatory Research Partnerships: Teaching Research through Student Engagement in Local Community Issues."*
8. Fairfax, C. & **Williamson-Ashe, S.** (2016) co-presentation at Council on Social Work Education Annual Conference, Technology in Social Work Education and Practice Track, Title: *"Teaching Competencies Online."*
9. Williamson-Ashe, S. (2016) presentation accepted, Title: *"The Exploration of Servant Leadership Characteristics Applied to Historically Black Colleges and Universities Presidential Leadership to Promote Ethical Behaviors and Organizational Growth,"* The International Conference on Management, Leadership and Strategic Development in St. Thomas, US Virgin Islands.
10. Williamson-Ashe, S., Beathea, C., & Shuttlesworth, A. (2015) co-presentation at the 88th Annual Virginia Social Science Association Meeting & Conference at Norfolk State University. Workshop - *Engaging on the Conversation: If These Walls Could Talk.'*

Invited Presentations

11. Williamson-Ashe, S. (2024) Black BRAND Women Who Lead Orientation Keynote Speaker, *Goal Setting & the Black Woman.*
12. Williamson-Ashe, S. (2023) Black BRAND Women Who Lead Mentorship Workshop Keynote Speaker, *S.M.A.R.T. & Intention Setting.*
13. Williamson-Ashe, S. (2022) Panelist and Presenter for the NSU Division of Student Affairs *"Courageous Conversations Maternity Mortality and Racism."*
14. Williamson-Ashe, S. (2022) NSU Inaugural Stith Retention Conference-panel presenter. *"A Calculated HBCU Deliberation."*
15. Williamson-Ashe, S. (2021, 2022) The Office of Academic Engagement. Virtual Academic Connection and Information Sessions.
16. Williamson-Ashe (2021) Keynote Speaker for the Virginia Association of School Social Workers-Tidewater Virginia Annual Conference: *"A Whole New World – Meeting the Challenge."*
17. Williamson-Ashe, S. (2019) CNU Round-Table guest speaker, *"Intersectional Approaches to Women's and Gender Studies, Inside and Outside of the Classroom."*

Research Awards

1. NSU, The Center for Teaching and Learning Summer Research Award, 2022.
2. NSU, The Office of Faculty Development, Summer Curriculum Development Award, 2015.
3. NSU, The Office of Faculty Development Summer Research Award, 2014.

Licenses & Certifications

1. **ACUE**, 2020/2021 Micro-Credential Online Teaching Practices Program & Fostering Lifelong Learning.
2. **CSWM**, 2024 *The Network of Social Work Management*
3. **DARE to LEAD Certification**, 2022 *Based on the Research of Brene Brown*
4. **CSWE Certified Site Visitor** 2021 & 2024, 2015 & 2022 EPAS.
5. **Certificate in Effective College Instruction**, 2020 *Association of College and University Educators.*
6. **Policy Practice Certification**, 2016 *CSWE Learning Academy.*
7. **Life Coach Training Institute Completion**, 2016 *International Association of Certified Coaches.*
8. **Certificate of On-Line Instruction (COI)**, 2014 *Learning Resources Network-LERN.*

9. **Student Leadership & Services, School Social Work Endorsement**, 1992, 1997, 2012.
Commonwealth of Virginia.
10. **Child Abuse & Neglect: Recognizing, Reporting, & Responding for Educators**, 2012 *Virginia Department of Social Services.*
11. **Academy of Certified Social Workers (ACSW)**, *National Association of Social Workers.*

Appointments, Honors, Elections

1. Elected Faculty Senate Representative for University President's **Executive Council**, 2023-2025
2. **Chair**, University Review Committee Grievance, 2023
3. **Chair**, School of Social Work Compliance Committee Appeals, 2023
4. **Co-Chair**, Tidewater Community College Transfer Advisory Board, 2022-2024
5. Robert C. Nusbaum Honors College **Senior Faculty Fellow**, 2022 appointment
6. Elected Faculty Senator & **Virginia State Faculty Senate Representative**-NSU, 2020-2023
7. Student Pathways Industry Collaborations and Alliances (SPICA) **Advisory Board**, 2023-current
8. Digital Faculty Evaluation Taskforce, 2022
9. Robert C. Nusbaum Honors College Liaison, Ethelyn R. Strong School of Social Work, 2020-current
10. University Budget Committee SSW Liaison Academic Affairs Subcommittee, 2018-2020
11. **Chair**, School of Social Work Retention Committee, 2015-current
12. Student Online Advisement & Retention (SOAR) **Leadership Team** 2017
13. NSU Enrollment Management Committee, 2016-2019
14. NSU Graduation Rate Task Force, 2015-2016
15. **Auxiliary Co-Chair**, University Budget Committee 2004 and 2008
16. RFP Evaluation Panel, Student Health Services 2001, Food Services 2004, Bookstore Services 2006, Student Center Construction Project 2007