

Cedric Williams, Ph.D.

Education

- 2013-2019 **Fuller Graduate School of Psychology, Pasadena, CA**
- Ph.D., Clinical Psychology (Summer, 2019)
- 2012-2016 **Fuller Theological Seminary, Pasadena, CA**
- M.A., Theology (Fall, 2016)
- 2013-2015 **Fuller Graduate School of Psychology, Pasadena, CA**
- M.A., Clinical Psychology (Spring, 2015)
- 2009-2012 **Lincoln Christian University, Normal, IL**
- M.A., Spiritual Formation (Fall, 2012)
- 2005-2008 **Illinois State University, Normal, IL**
- B.S., Communication Studies (Summer, 2008)

Clinical & Consulting Psychology Experience

- 2018-Present **Founder & Chief Executive Officer**
Legacy Consulting & Research Group LLC, Normal, IL

Cedric Williams, Ph.D., is a consulting psychologist who integrates psychological principles and leader development models to help individuals, teams, and organizations move toward occupational thriving. Dr. Williams has experience in individual and organizational assessment, learning and education, social science research, executive coaching, and consulting. His research interests include multicultural competence, resilience, occupational thriving, and leadership. Dr. Williams currently serves as the Domain Leader for Diversity and Inclusion for the American Psychological Association's Division 13, Society of Consulting Psychology.

- Provides psychoeducational workshops and trainings on the topics of multicultural competence, resilience, occupational thriving, well-being, and leadership.
 - Provides research and program evaluation, survey construction, data collection, and statistical analysis for teams and organizations.
 - Provides talent/career assessments for individuals, teams, and organizations.
 - Provides Leader Development training that includes, coaching, enhancing emotional intelligence, interpersonal communication skills, and cognitive agility.
- 2019-2020 **Post-Doctoral Clinical Psychology Fellow**
The Antioch Group, Inc., Peoria, IL
Supervisor: Steven Hamon, Ph.D.
- Provides clinical and forensic assessments, individual and couples psychotherapy for adults on a weekly basis.
 - Clients present with a wide range of presenting concerns to include mood and anxiety disorders, personality disorders, academic

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concerns, alcohol and substances abuse, family of origin and identity concerns, and forensic concerns.

2018-2019

Clinical Psychology Doctoral Internship

Illinois State University Student Counseling Center, Normal, IL

Supervisor: Kimberly Hays, Ph.D., Charles Titus Boudreaux, Ph.D., Jenni Thome, Ph.D.

- Provided clinical assessments, individual, and group psychotherapy to undergraduate and graduate students on a weekly basis
- Client presented with a variety of mood and anxiety related concerns, personality disorders, academic concerns, eating and body image issues, alcohol and substances abuse, family of origin and identity concerns, exercise and performance issues, and suicidality
- Provided coach consultation services for Division I athletic teams. Specifically, addressing team dynamics and problem-solving strategies. Attended team practices to provide visible presence of student counseling services support.

2016-2018

Pre-Internship Extern

Registered Psychological Assistant (PSB94023016)

Rose City Counseling Center, Pasadena, CA

Supervisor: Colleen Warnesky, Psy.D.

400 direct client-contact hours for individual or couples therapy

720 total hours

- Met with 10-15 patients weekly providing psychodynamic psychotherapy to low-to-moderate income residents of the Greater Los Angeles County in a Community Mental Health Setting.
- Completed 1 hour of individual supervision and 1 hour of group supervision on a weekly basis.
- Participated in weekly 1.5hour Didactic Trainings that focus on foundational topics of psychoanalytic theory.

2016-2017

Neuropsychological and Forensic Assessment Clerk

Patton State Hospital, Patton, CA

Supervisors: Dr. David Glassmire, Ph.D. ABPP (Forensic), Dr. Allen Kilian, Ph.D., Dr. Dominique Kinney, Ph.D.

131 client-contact hours for Neuropsychological and Forensic Testing

650 total hours

- Conducted neuropsychological and psychological testing in order to determine patient's competency to stand trial, cognitive functioning, intelligence, and refine diagnoses to assist and inform clinical treatment.
- Administered the following tests throughout the course of the training year to answer the specific referral question(s): MMPI-2F, PAI, WAIS-IV, WASI II, WRAT4, ILK, Mac-CAT-CA, RBANS, NAB, DCT, M-FAST, Rey-15, DASA, Rorschach, TOMM, MCMI III, and NEO-PI-R.
- Authored weekly notes and test summaries that were utilized in courtroom settings.

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- Participated in weekly group supervision, individual supervision, and case conferences which focused on the practice of forensic assessment.

2015-2016

Practicum II Extern

Aurora Las Encinas Hospital, Pasadena, CA

Supervisor: Dr. Jill Hitselberger, Psy.D.

255 client-contact hours for individual and group therapy

389 total hours

- Met with 10-12 clients weekly: provided Cognitive Behavioral Therapy in individual and group settings for patients with Substance-Related, Mood, Anxiety, Schizophrenia Spectrum, and Personality Disorders.
- Completed weekly psychosocial assessments, which were reviewed by a multidisciplinary staff to assist with treatment planning and therapeutic goals.
- Participated in weekly group and individual supervision with licensed clinical psychologist.
- Participated in weekly case conferences with a multidisciplinary medical staff to conduct collaborative case conceptualization.

2014-2015

Practicum I Extern

El Monte Police Department Community Relations, El Monte, CA

Supervisors: Gloria Lainez, LMFT; Yanet Gamboa, LMFT.

150 client-contact hours for individual, couple, family, and group therapy

315 total hours

- Met with 8-10 clients weekly: provided Cognitive Behavior Therapy and Trauma Focused-Cognitive Behavior Therapy for individuals, couples, families, and group.
- Completed weekly S.O.A.P notes utilizing Cognitive Behavioral Therapy case conceptualization.
- Participated in weekly group supervision and an additional weekly case consultation group with Fuller Graduate School of Psychology faculty.
- Conducted group therapy and psychoeducation for parents of at-risk juveniles of East Los Angeles who were court mandated to participate in manualized skill building group for parents.

2013-2014

Practicum Clinical Trainee

Fuller Psychological & Family Services, Pasadena, CA

Supervisors: Stephen Simpson, Ph.D., Rebecca Burnside, M.A.

14 client-contact hours for individual therapy

50 total hours

- Met with 1 client weekly: provided insight-oriented, Rogerian Client-Centered therapy in a University Counseling Center.
- Completed weekly progress reports, treatment plans, and chart review in order to apply informed treatment based on the supervisor guided humanistic case conceptualization.
- Participated in weekly group supervision, case conceptualization, and intervention planning.

Research Experience

- 2019-Present **Legacy Lab:** As the CEO of Legacy Consulting & Research Group LLC I developed a social-scientific research lab that focuses on multicultural competence, resilience, leader development and issues related to diversity, equity, and inclusion. The Legacy Lab has representatives from Columbia University, Virginia Commonwealth University, University of Illinois, and the University of Southern Indiana.
- 2018-2019 **Program Evaluation:** *Racial Microaggression Bystander Training.* This research project focuses on evaluating the efficacy of the Racial Microaggression Bystander Training that is conducted at Illinois State University.
- Dissertation Proposal Date: May 25, 2017
 - Data Colloquium Date: November 16, 2017
 - Dissertation Defense Date: March 29, 2018
- 2018 **Program Evaluation:** *Project Rebound.* This research project focused on evaluating the efficacy of University College's Project Rebound Program. Project Rebound is designed to help students that were placed on academic probation increase the Grade Point Averages in order to remain at the university.
- 2016-2018 **Doctoral Dissertation:** *Positive Interpersonal Relationships, Psychological Well-Being, and Occupational Thriving: An exploration of vocation and relationships.* This research project focuses on the components of occupational thriving and psychological well-being.
- Dissertation Proposal Date: May 25, 2017
 - Data Colloquium Date: November 16, 2017
 - Dissertation Defense Date: March 29, 2018
- 2013-2016 **Master's Thesis:** *The Effect of Hopefulness on Marital Satisfaction Within the Context of Brief Intensive Restoration Therapy.* This research project focused on contributing to the literature of Restoration Therapy. This research project emphasized the significance of the variables of hopefulness and commitment within the dyadic relationship.

Teaching Experience

- 2021-Present **Assistant Professor and Director of the Doctor of Marriage and Family Therapy Program**
Fuller Graduate School of Psychology and Marriage and Family Therapy
- Teaches courses on Multicultural Competence, Assessment and Psychotherapy, and Marketing and Private Practice Development
 - Responsible for leading, sustaining, and developing the DMFT program. Responsible for fostering a learning environment that has an ethos of clinical proficiency and cohesion.
- 2019-Present **Multicultural Competence: A Leader Development Experience**

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- Provide psychoeducational training concerning multicultural competence and humility, diversity, and inclusion in the work environment.
- Facilitated brave and open discussions in which participants voiced their perspectives concerning the need for multicultural competence and humility within their organization.
- Participants will be able to identify individual choices that will co-create positive change within the work environment to enhance work performance.

2018-2019

Man to Man: Co-Facilitator, Illinois State University

- Facilitated discussions with an all-male cohort on healthy and toxic masculinity with undergraduate and graduate students
- Discussions focused on masculinity development, power dynamics, resilience building, relationships, and accountability to violence prevention

2018

Voices of Discovery: Co-Facilitator, Illinois State University

- Facilitated dialogues on race, ethnicity, gender, and other multicultural factors with undergraduates majoring in Social Work
- Implemented group development activities to provide a safe and open environment for discussions about social constructs and personal perspectives on multicultural issues

Selected Presentations

Williams, C. (2021, February). *Brick by Brick: Developing Sustainable Diversity, Equity, and Inclusion Initiatives in Organizations*. Presentation at American Psychological Association, Division 13, Society of Consulting Psychology Mid-Winter Conference.

Abdulrehman, R., Brancu, M., Bowers-Evangelista, A., Somjee, L., Williams, C. (2021, February). *Conversations You Cannot Ignore About Racism in the Professional World: Improving Insight Through Difficult Conversations*. Presentation at APA Division 13, Society of Consulting Psychology Mid-Winter Conference.

Williams, C. (2020, August). *Multicultural Competence: An Introduction*. Presentation and Webinar, Normal, IL.

Williams, C. (2020, July). *Living Black*. Presentation and Media Interview for WGLT Radio Station, Normal, IL.

Williams, C. (2020, July). *Multicultural Competence*. Presentation for Eastview Christian Church, Normal, IL.

Williams, C. (2020, Jul). *Multicultural Competence and the Church*. Presentation and videocast with World Vision, Auburn, WA.

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Williams, C. (2020, June). *Multicultural Competence*. Presentation for Radiant Church, Nashville, TN.

Williams, C. (2020, June). *Multicultural Competence*. Presentation for Bloomington Police Department, Bloomington, IL.

Williams, C. (2020, June). *Diversity, Equity, and Inclusion*. Presentation for Seattle Pacific University, Seattle, WA.

Williams, C. (2020, April). *Psychologist as Leader*. Presentation for Fuller Graduate School of Psychology, Pasadena, CA.

Williams, C. (2020, April). *Resilience in Practice*. Presentation for Cornerstone Christian Academy, Bloomington, IL.

Williams, C. (2019, November). *Forensic Psychology and Schizophrenia*. Presentation for University of Southern Indiana, Evansville, IN.

Williams, C. (2020, April). *Meaning-Making*. Presentation and “Conversing Podcast” with Dr. Mark Labberton, President of Fuller Theological Seminary, Pasadena, CA.

Williams, C. (2020, March). *Diversity, Equity, and Inclusion*. Presentation for Sharp Media and Marketing, Normal, IL.

Williams, C. (2020, February). *Resilience at Work*. Presentation and Discussion for Illinois State University Student Affairs Division.

Williams, C. (2020, February). *The Question of Privilege*. Presentation and Discussion for Society of Consulting Psychology Mid-Winter Conference.

Williams, C. (2020, February). *Ready, Launch, Go: 5 Lessons Learned from starting a consulting firm as an Early Career Professional*. Presentation and Discussion for Society of Consulting Psychology Mid-Winter Conference.

Williams, C. (2019, November). *Careers in Psychology*. Presentation for University of Southern Indiana, Evansville, IN.

Williams, C. (2018, December). *Race and Theology*. Presentation for Cornerstone Christian Academy, Bloomington, IL.

Williams, C. (2018, December). *Feel Better Workshop: Managing Anxiety*. Presentation for University Scholars Program, Illinois State University, Normal, IL.

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Williams, C. (2018, November). *The Structured Clinical Interview*. Presentation for School of Communication, Communication 228, Interviewing, Illinois State University, Normal, IL.

Williams, C. (2018, November). *Assisting Veterans in an Educational Environment*. Skype Presentation for Academic Advisors at Fuller Theological Seminary, Pasadena, CA.

Williams, C. (2018, October). *Racial Microaggression Bystander Training*. Presentation for University College Faculty and Staff, Illinois State University, Normal, IL

Williams, C. (2018, October). *Racial Microaggression Bystander Training*. Presentation for Department of Educational and Administration Foundations, Illinois State University, Normal, IL

Williams, C. (2017, August). *Warriors and scholars: A leadership manifesto for a new generation of Military Officers*. Presentation at United States Army National Guard Officer Candidate School, Camp San Luis Obispo, CA.

Williams, C. (2017, January). *Read for your life: The door of education and exploration*. Presentation at Kings Village Community Center, Pasadena, CA.

Williams, C. (2016, May). *Service and sacrifice: A life of leadership*. Presentation at Oak Lawn Memorial Gardens, Covina, CA.

Williams, C. (2016, February). *Humility in leadership: The art of listening to soldiers*. Presentation at 223rd Regional Training Institute United States Army, Camp San Luis Obispo, CA.

Selected Publications

Banks, B. M., Adams, D. F., Williams, C., & Pina, D. (2020). Preliminary Investigation of Efforts to Improve Awareness of Racial Microaggressions on Campus. *Journal of Underrepresented and Minority Progress*, 4(1), 20-43.

Williams, C. & Powless, M. D. (2020). Ranger up. In Sachs, M. L., Tashman, L. S., & Razon, S. (Eds.), *Performance excellence: Stories of success from the real world of sport and exercise psychology* (pp. 141-143). The Rowman and Littlefield Publishing Group, Inc.

Williams, C. (2020, June) Dear Leader: The time is now. 10 thoughts on how to respond. *Legacy Consulting & Research Group Blog*. www.legacycrg.com/blog

Williams, C. (2020, June) Now is the time: 10 thoughts for pastors to help their congregations understand racial reconciliation. *Legacy Consulting & Research Group Blog*. www.legacycrg.com/blog

Williams, C. (2020, June) I run with Maud. *Legacy Consulting & Research Group Blog*. www.legacycrg.com/blog

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Williams, C. (2020, May) Bird Watching While Black: Authority, Influence, and Racism. *Legacy Consulting & Research Group Blog*. www.legacycrg.com/blog

Williams, C. (2020, May) Positive Interpersonal Relationships at Work. Thrive. *Legacy Consulting & Research Group Blog*. www.legacycrg.com/blog

Williams, C. (2020, April) Resilience: Before, during, and after a crisis. *Legacy Consulting & Research Group Blog*. www.legacycrg.com/blog

Williams, C. (2020, April) What is Occupational Thriving? *Legacy Consulting & Research Group Blog*. www.legacycrg.com/blog

Williams, C. (2020, March) Our Legacy: Research. Train. Assess. Thrive. *Legacy Consulting & Research Group Blog*. www.legacycrg.com/blog

Williams, C. (2020, July). *Living Black*. Presentation and Media Interview for WGLT Radio Station, Normal, IL.

Occupational Experience

2021-Present	Assistant Professor and Director, Doctor of Marriage and Family Therapy Program <i>Pasadena, CA</i>
2017-Present	Founder & CEO, Legacy Consulting & Research Group LLC <i>Normal, IL</i>
2002-Present	United States Army Infantry Officer (USAR) <i>Ft. Benning, GA, Ft. Hood, TX, Baghdad, Iraq</i> <ul style="list-style-type: none">• See Below.
2016-2018	Group Practice Psychotherapist Registered Psychological Assistant (PSB94023016) <i>Rose City Counseling Center, Pasadena, CA</i> Supervisor: Colleen Warnesky, Psy.D. 400 direct client-contact hours for individual or couples therapy 720 total hours <ul style="list-style-type: none">• Currently meets with 10-15 patients weekly providing psychodynamic psychotherapy to low-to-moderate income residents of the Greater Los Angeles County in a Community Mental Health Setting.• Currently completes 1 hour of individual supervision and 1 hour of group supervision on a weekly basis.• Participates in weekly 1.5 hour Didactic Trainings that focus on foundational topics of psychoanalytic theory.
2007-2012	Associate Director of Young Adults <i>Eastview Christian Church, Normal, IL</i>

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- Provided care and mentorship of over 2000 students at Illinois State University over a five-year period. Primary role was to create relevant spiritual based curriculum for college-age students and to provide college students a safe environment to express feelings and issues regarding diversity issues, relationships, vocational, and spiritual discernment.

2006-2008

Child Advocate and Educator

Catholic Charities, Bloomington, IL

- Provided classroom instruction and mentorship for at-risk children in the foster care and juvenile probation system. Primary role was to provide education on life skills, communication, and anger management. Additional responsibilities included providing classroom instruction on interpersonal relationships to juvenile offenders at the McLean County Juvenile Detention Center and local high schools and middle schools in McLean County, Illinois.

Military Experience

2018-Present

**3rd Brigade, Great Lakes Division, 84th Mission Training Command
Observer/Coach Trainer**

Fort Sheridan, IL

- Observer/Coach Trainers are responsible for evaluating operational military unit's tactics, techniques, and procedures.

2017-2018

**1st Brigade, Pacific Division, 75th Mission Training Command
Observer/Coach Trainer**

Garden Grove, CA

- Observer/Coach Trainers are responsible for evaluating operational military unit's tactics, techniques, and procedures.

2015-2017

2-223rd RTI Officer Candidate School Instructor

San Luis Obispo, CA

- Officer Candidate Instructors are responsible for training and evaluating United States Army Officer Candidates. Instructors teach basic Army skills and assess candidate's potential as future Army officers.

2014-2015

1-160th Infantry Battalion Assistant Operations Officer

Inglewood, CA

- Battalion Assistant Operations Officer are responsible for planning and coordinating the 700-soldier Infantry Battalion's current and future operations. They are also responsible for writing and publishing orders and plans.

2014-2015

1-160th Infantry Battalion Ranger School Assessment Lead Instructor

Inglewood, CA

- Responsible for planning and coordinating training for Ranger School candidates. The Lead instructor is the subject matter expert on the selection and assessment of Ranger School candidates.

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- 2014 **United States Army Ranger School**
Fort Benning, GA
- Leadership course that trains volunteers to lead soldiers when they are physically, mentally, and emotionally exhausted. Less than one percent of the total military population is Ranger qualified.
- 2013-2014 **California National Guard Infantry Company Commander**
San Pedro, CA
- Commander of a 100-soldier Infantry Company. Responsible for leading, training, developing, and sustaining a combat force. Responsible for developing leadership, cohesion, and tactical and technical proficiency.
- 2012-2013 **Illinois National Guard Recon Scout Sniper Platoon Leader**
Chicago, IL
- Responsible for the training and well-being of a 28-soldier Scout Platoon in order to meet the Battalion Commander's intent.
- 2010-2011 **Illinois National Guard Infantry Rifle Platoon Leader**
Bartonville, IL
- Responsible for the training, formation, and tactical exercises for a 39-soldier infantry platoon.
- 2009 **United States Army Officer Candidate School**
Fort McClellan, AL
- Military Course that develops junior officers to become platoon leaders.
- 2005-2009 **United States Army IRR, Infantryman**
- 2002-2005 **United States Army Enlisted Infantryman**
Fort Benning, GA, Fort Hood, TX, Baghdad, Iraq
- Enlisted Infantry soldier who conducted over 300 combat missions in Baghdad, Iraq.

Professional Affiliations

American Psychological Association
Society of Consulting Psychology (Division 13), Executive Board Domain Leader for Diversity & Inclusion
National Society of Collegiate Scholars

Honors and Awards

2015-2016 Arch Hart Scholarship Essay and Award Winner, Fuller Graduate School of Psychology