

JAMILLAH BOWMAN WILLIAMS, J.D., Ph.D.

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202-662-4234

ACADEMIC APPOINTMENT

GEORGETOWN UNIVERSITY LAW CENTER

Associate Professor, June 2015-present

Research Interests: Antidiscrimination Law, Employment Law, Social Psychology, Empirical Methods

Courses: Employment Discrimination, Employment Law, Contemporary Bias and Law

RELATED EMPLOYMENT EXPERIENCE

THE AMERICAN BAR FOUNDATION, CHICAGO, IL

Visiting Scholar, August 2014 – June 2015

PAUL HASTINGS, LLP, CHICAGO, IL

Associate, Employment Law Department, October, 2011 – August, 2014

EDUCATION

STANFORD UNIVERSITY DEPARTMENT OF SOCIOLOGY

Ph.D. Degree, December 2013

STANFORD LAW SCHOOL

J.D. Degree, June 2011

UNIVERSITY OF MICHIGAN

M.A. Degree, Higher Education, April 2005

GEORGETOWN UNIVERSITY

B.S. Degree in Business Administration, McDonough School of Business, May 2003

PUBLICATIONS

Williams, J.B. (*in progress*). Elusive Inclusion: Antidiscrimination Law vs. a "Business Case" for Diversity.

Williams, J.B. (*in progress*). Status Processes and Organizational Inequality: Do Diversity Strategies Hurt or Help Racial-Ethnic Inclusion?

Williams, J.B. (*in progress*). Implicit Bias and Accountability: The Role of Diverse Hiring Committees

Bowman, J. (2013). Status Processes and Inequality in Organizations: The Social Psychology of Inclusion. *Doctoral Dissertation (December 6, 2013)*.

Ammons, B., Bowman, J. & Mourad, R. (2008). Who Are Our Students? Cluster Analysis as a Tool for Understanding Community College Student Populations. *Journal of Applied Research in the Community College*, 15(2), 35-47. Received Best Paper Award, Michigan Association for Institutional Research, 2005.

SELECTED PRESENTATIONS

“Contemporary Bias and the Call for Cultural Competence among Student-Athletes.” Presented at Georgetown University, March 20, 2016.

“School Discipline and Policing: The Intersection of Implicit, Explicit, and Structural Bias.” Presented at Georgetown University Law Center, November 16, 2015.

“The Social Psychology of Inclusion: Antidiscrimination Law and the Business Case for Diversity.” Job Talk Paper presented at Georgetown University Law Center, January 13, 2015.

“Antidiscrimination Law and Legal Practice: Advice for Big Law Attorneys.” Presented at Paul Hastings, LLP, Chicago, IL, July 2013.

“The Persuasive Effects of Different Cases for Diversity.” Paper presented at the Research Group on Legal Diversity Conference, Northwestern Law School, May 11-12, 2012.

“Race and Group Process in the Twenty First Century.” Presented at the Fellows of the American Bar Foundation Development Campaign for the Research Center on Diversity and Law, Chicago IL, September 15, 2011.

“Diversity, Antidiscrimination Law and the New Organizational Inequality.” Paper Presented at Duke Law School, Durham, NC, May 20, 2011.

“Status Processes and Organizational Inequality: The Social Psychology of Inclusion.” Paper presented at the American Sociological Association Annual Meeting, Atlanta, GA, August 16, 2010.

“Organizational Diversity Logics and Racial Inequality: Can Law Promote Social Change?” Paper presented at the Law and Society Annual Meeting, Chicago, IL, May 27, 2010.

“Diversity in the Legal Profession: The Law Student’s Role in Reform and Social Change.” Poster presented at Stanford Leading Matters Student Leaders Forum, Chicago, IL, April 17, 2010 and Building a Better Legal Profession National Conference, April 4, 2009.

SELECTED HONORS

RESEARCH GRANTS

National Science Foundation, Dissertation Improvement Grant, \$7,324

Stanford Institute for Research in the Social Sciences, A-REP Research Grant, \$800

Stanford VPGE, Diversity Dissertation Research Opportunity grant, \$2,000

Stanford Institute for Research in the Social Sciences, EDGE-SBE Research Grant, \$2,000

Stanford Humanities and Sciences, Graduate Research Opportunity Grant, \$3,500

Stanford Department of Sociology, Sociology Research Opportunity Grant, \$2,500

FELLOWSHIPS

National Science Foundation/American Bar Foundation, Doctoral Fellow, August 2008-July 2011
Diversifying Academia Recruiting Excellence, Doctoral Fellow, August 2009-July 2011
NAACP Legal Defense Fund, Earl Warren Civil Rights Training Scholarship, 2007-2010
Joint Program in Survey Methodology, Competitive Short Course Fellowship, February 2010
Stanford Law School, Professor John B. Hurlbut Scholarship, 2007-2008
Stanford Department of Sociology, Graduate Fellowship, 2005-2007
Inter-University Consortium for Political and Social Research, Summer Graduate Fellow, 2007
Summer Institute for Survey Research, Rackham Fellow, 2004
University of Michigan, School of Education Graduate Fellowship, 2003-2004

AWARDS

National Center for Institutional Diversity, Exemplary Diversity Dissertation Award, 2013
Stanford Department of Sociology, Barbara and Sandy Dornbusch Award in Social Psychology, 2010
Black Community Services Center, Graduate Student of the Year, 2007
Georgetown University, Robert Duffy Award, Most outstanding graduating scholar athlete, 2003
NCAA, Division I All American Track & Field, 2000, 2001

PROFESSIONAL SERVICE

Editorial Board, Neighborhoods, Communities and Urban Marginality, 2016-present
Peer Reviewer, Law and Society Association, John Hope Franklin Prize Committee, 2016
Peer Reviewer, Law and Social Inquiry, 2015

PROFESSIONAL ASSOCIATIONS

American Bar Association, August 2007-present
Law and Society Association, August 2008-present
American Sociological Association, 2005-present
Association of Black Sociologists, 2005-present
Chicago Bar Association, November 2011-2014
National Employment Law Council, 2012 – 2014