

JERRY W. WASHINGTON, Ed.D.

Independent Researcher and Advisor · AI Readiness, Enablement, and Governance

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PROFESSIONAL SUMMARY

Independent advisor and researcher on AI readiness, enablement, and governance. Marine Corps veteran with 23 years of operational leadership and a USC Rossier Ed.D. in Organizational Change and Leadership. Designed and delivered an internal generative-AI training program at a mid-size insurer, sanctioned by the CFO and started in 2023, before most companies had an AI policy: 150 employees across five sessions, spanning frontline staff, managers, and executives. Author of six SSRN working papers and one book on generative AI, with combined downloads above 6,300 and citations in peer-reviewed literature. Current research synthesizes 131 sources across eight academic disciplines into a working framework on team coordination under pressure. Practice engagements range from executive briefings to fractional advisory retainers for K-12 districts, community colleges, workforce boards, and education-affiliated organizations.

AREAS OF EXPERTISE

Internal AI enablement program design · Instructor-led AI training (ChatGPT, Microsoft Copilot, Grammarly) · AI readiness diagnostics · AI governance for organizations and education systems · Organizational change and leadership · Team coordination under pressure · Sensemaking and meaning repair · Curriculum design and adult learning · Scoping review and research synthesis · Executive briefing and workshop facilitation · Fractional advisory retainer · Business continuity and operations · Higher education instruction · Workforce development · Veteran transition

CURRENT PRACTICE AND ROLES

Founder and Principal, Independent Practice

jerrywwashington.com · 2024 – Present · Remote, United States

- Translate published research on team coordination into AI readiness, enablement, and governance work for K-12 districts, community colleges, workforce boards, and education-affiliated nonprofits.
- Deliver four engagement formats: executive briefings, four-to-six-week organizational diagnostics, half- and full-day leadership workshops, and three-to-six-month fractional advisory retainers.
- Engagement materials anchor to a 131-source scoping review across eight academic disciplines, currently in preparation for journal submission to *Organizational Dynamics*.

Instructor, Division of Continuing Education

University of California, Irvine · 2025 – Present · Remote

- Teach Project Management Essentials for Facilities Professionals (SOCECOL X497.1) and Facilities Design and Space Planning (SOCECOL X499.1) to adult learners across facilities, operations, and capital-project roles.
- Built live AI tool walkthroughs into the curriculum, using Claude, ChatGPT, Gemini, and NotebookLM as part of professional-practice instruction.
- Fall 2025 evaluations: 3.44/4.0 instructor rating and 87.5% student recommendation rate.

Co-founder and Chief Community Officer

BoldTimers · 2025 – Present · Remote

- Co-founded a community and content platform for adults 50+ designing purpose-driven career transitions; partners include María Tomás-Keegan (Chief Coaching Officer) and Mel Ebenstein (CEO).
- Designed and delivered the platform's first AI training session in May 2026, establishing the cohort training model now planned across three sessions.

Founder and Editor

What Time Binds (Substack) · 2024 – Present · what-time-binds.com

- Publish weekly editorial work on meaning under pressure, covering AI, organizational coordination, and the work of teams making decisions in fast-changing environments. Research has been distributed in Harvard-curated SSRN eJournals.

EDUCATION

Doctor of Education (Ed.D.), Organizational Change and Leadership

University of Southern California, Rossier School of Education · 2023

Dissertation studied teacher self-efficacy in media literacy education. Closed with a formal recommendation that future research investigate the impact of generative AI on media literacy practice, a research arc continued in the publications below.

Graduate Certificate, Learning Design and Technology

University of Southern California, Rossier School of Education · 2021

SELECTED PUBLICATIONS

Book

Washington, J. W. (2023). *Simulated Realities: Generative AI and the Remanufacture of Professionalism*. Independent Publication.

Working Papers (SSRN) · Combined downloads: 6,300+

Washington, J. W. (2026). *Meaning Repair as Cognitive Infrastructure for High-Stakes Teams*. SSRN Working Paper. 53 pages. Scoping review synthesizing 131 sources across eight academic disciplines. In preparation for journal submission.

Washington, J. W. (2025). *The State of Democracy: A Factual and Analytical Review of Global Trends and Tipping Points*. SSRN Working Paper. 32 pages.

Washington, J. W., and Washington, T. (2025). *Technological Stewardship: Reframing Ethics, Perception, and Culture in Technology Design and Governance*. SSRN Working Paper. Presented at the University of Oxford Research Ethics Colloquium 2025.

Washington, J. W. (2023). *AI and Philosophy: Exploring the Complex Relationship between Worldviews and Technology Development*. SSRN Working Paper.

Washington, J. W. (2023). *Combating Misinformation and Fake News: The Potential of AI and Media Literacy Education*. SSRN Working Paper. 2,285 downloads.

Washington, J. W. (2023). *The Impact of Generative Artificial Intelligence on Writer's Self-Efficacy: A Critical Literature Review*. SSRN Working Paper. 86 pages. 3,400+ downloads. 23 citations.

SELECTED INVITED TALKS AND PRESENTATIONS

April 2026. *Bridging Worldviews: How Your AI Philosophy Shapes Your Professional Development*. Spark AI Lab Virtual Teaching Practice Roundtable.

2025. Technological Stewardship Beats Disruption: A Fit-First Model for Ethical AI. University of Oxford, Department of Continuing Education, Research Ethics Colloquium. With Tony Washington.

March 2023. The Qualitative Questionnaire in an Educational Leadership Doctoral Program: Benefits, Limitations, and Implications. University of South Florida, 6th Interdisciplinary Symposium on Qualitative Methodologies. With Maria D. Flowers.

PROFESSIONAL EXPERIENCE

Facilities and Business Continuity Manager

Auto Insurance Specialists (AIS), a Mercury Insurance Company · Cerritos, CA · 2017 – 2025

- Designed and delivered an internal generative-AI training program sanctioned by the CFO, beginning in 2023, before most companies had an AI policy: 150 employees across five sessions, spanning frontline staff, managers, and executives.
- Built and taught instructor-led courses on ChatGPT, Microsoft Copilot, and Grammarly GO, including a 4-hour professional-writing lab and an 8-hour prompt-engineering course covering prompt design, bias, ethical use, and advanced techniques.
- Created a 4-week applied course on AI for facilities project management: predictive analytics, decision-tree and Monte Carlo methods, and AI-assisted risk assessment, with weekly assignments, a capstone, and completion certificates.
- Delivered executive briefings on generative-AI productivity impact, grounded in McKinsey, Deloitte, RAND, and NBER/MIT research, and opened the rollout with a department needs-assessment survey to set training priorities.
- Co-designed the company's Alternate Worksite Plan in 2018; two years later it enabled a full-company remote transition in one week with zero business downtime when the pandemic arrived.
- Directed the systematic closure and consolidation of 23 office locations over six years, managing cross-functional teams through lease negotiations, construction close-outs, and workspace redesign.
- Reduced the yearly operating budget by \$80,000 through storage reduction and soft-services contract management across a 20-location, 200,000-square-foot portfolio.
- Trained 21 managers and team leads on office management and modernized 400+ workstations with sit-to-stand retrofits.

Facilities Project Planner and Business Continuity Coordinator

SCAN Health Plan · Long Beach, CA · 2016 – 2017

- Managed facilities operations and business continuity for corporate headquarters and satellite locations, including preventive maintenance scheduling, vendor-contract compliance, and the disaster-recovery testing program.

Master Sergeant (Retired), Combat Engineer

United States Marine Corps · 1993 – 2016 · United States and abroad

- Directed 300+ facilities, 3 million square feet of infrastructure, and 4,600 personnel across 30 locations in four countries in the final operational role, as Facilities Chief for 3rd Marine Logistics Group.
- Completed 23 years of active-duty service across multiple deployments; retired as Master Sergeant (E-8). Twice certified as an Operations and Tactics Instructor Chief through the Marine Corps Tactics and Operations Group.

CERTIFICATIONS AND AFFILIATIONS

Certifications: Associate Business Continuity Professional (ABCP); Certified Scrum Master (CSM); Project Management-Lean Process Certified; Continuous Process Improvement / Green Belt; IFMA Essentials of Facilities Management; 10-Hour OSHA Construction Safety and Health.

Affiliations: International Facilities Management Association (IFMA); Disaster Recovery Institute; Scrum Alliance; UC Santa Barbara Customer Experience Advisory Board; Still Serving, Inc. (Emeritus Board Member); Helping Homeless Companions (Board Member).