

EARNEST J. UJAAMA, Ph.D.

Criminal Justice & Forensic Psychology Researcher | **AI, Algorithmic Justice, Law & Public Policy**

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PROFESSIONAL SUMMARY

Interdisciplinary researcher, consultant, and educator specializing in criminal justice, forensic psychology, AI, algorithmic bias, law, and public policy. Holds a Ph.D. in Criminal Justice (Law & Policy) and is completing a second Ph.D. in Forensic Psychology, with an approved dissertation examining racial bias in AI criminal risk-assessment tools and Black underrepresentation in AI development.

Skilled in qualitative and quantitative research, policy analysis, research design, expert interviews, thematic analysis, and academic writing, with current work focused on the human, institutional, and sociotechnical drivers of bias in AI-assisted criminal justice decisions.

CORE EXPERTISE

AI, Law & Technology: Artificial Intelligence • Algorithmic Bias • Algorithmic Justice • Responsible AI • AI Ethics • AI Governance • Criminal Risk Assessment • Technology Accountability • Algorithmic Fairness • Human-Centered AI • Sociotechnical Systems

Criminal Justice & Forensic Psychology: Criminal Justice Policy • Law & Public Policy • Forensic Psychology • Legal Psychology • Criminal Behavior • Risk & Threat Assessment • Sentencing • Pretrial Decision-Making • Terrorism & Extremism • Racial Disparities

Research & Analysis: Qualitative Research • Quantitative Research • Expert Interviews • Semi-Structured Interviews • Reflexive Thematic Analysis • Literature Review • Research Design • Comparative Analysis • Data Collection • Policy Analysis • Program Evaluation • Academic Writing

Data & Technology: Python • SQL • Natural Language Processing • Exploratory Data Analysis • Data Visualization • HTML • CSS • PHP • MySQL • WordPress • Divi • Microsoft Office • Google Workspace

DOCTORAL RESEARCH

Doctoral Researcher, AI, Criminal Justice & Forensic Psychology

Walden University | Ph.D. in Forensic Psychology | Dissertation Proposal Approved

Dissertation: *Racial Bias in AI Criminal Risk Assessment Tools and Black Underrepresentation*

Conducting qualitative doctoral research examining how the underrepresentation of Black professionals in artificial-intelligence development may contribute to racial bias in criminal risk-assessment tools used in the United States, particularly in sentencing and pretrial-release decision-making.

- Investigating how AI-development and criminal-justice stakeholders understand the relationship between development-team representation and racial-bias outcomes in criminal risk-assessment technologies.
- Examining the human, institutional, and sociotechnical mechanisms through which bias may enter, persist, and be reinforced within AI-assisted criminal justice systems.
- Grounding the study in Critical Race Theory and Algorithmic Justice Theory to analyze structural inequality, historical data, development practices, technological design, power, and accountability.
- Employing a qualitative expert-interview methodology using semi-structured interviews with professionals in artificial intelligence, criminal justice, forensic psychology, and law.

- Applying reflexive thematic analysis to identify and interpret patterns involving representation, fairness, algorithmic design, institutional decision-making, and justice outcomes.
- Examining the potential influence of training-data selection, proxy variables, fairness metrics, design-team composition, corporate opacity, and governance structures on algorithmic outcomes.
- Focusing on criminal risk-assessment systems used in U.S. sentencing, pretrial release, and recidivism-related decision-making.
- Exploring implications for AI developers, legal practitioners, policymakers, criminal-justice professionals, and organizations concerned with equitable, transparent, and accountable AI.

Research Focus: Algorithmic Bias • Criminal Risk Assessment • Algorithmic Justice • Responsible AI • AI Governance • Racial Disparities • Technology Accountability • Criminal Justice Policy • Forensic Psychology • Qualitative Research

PROFESSIONAL EXPERIENCE

Consultant | Self-Employed

2021 to Present

- Conduct independent criminal-justice, law, policy, and interdisciplinary research.
- Research criminal justice policy and issues involving law, forensic psychology, technology, and public institutions.
- Analyze academic, legal, policy, and interdisciplinary source materials using critical and comparative research methods.
- Conduct literature synthesis and issue analysis involving criminal justice, public policy, race, technology, and institutional decision-making.
- Maintain an active research focus on artificial intelligence, algorithmic bias, criminal risk assessment, and technology-mediated criminal justice decisions.
- Apply interdisciplinary expertise spanning criminal justice, law and policy, forensic psychology, education, AI, and social-science research.

Student Researcher | Walden University

2015 to 2020

Doctoral research on presidential crime-control rhetoric and Black criminalization across multiple U.S. presidential administrations

- Conducted extensive literature review and interdisciplinary research on criminal justice, public policy, political rhetoric, race, and criminalization.
- Identified gaps in prior scholarship and developed research questions addressing presidential crime-control rhetoric.
- Collected and analyzed research data using doctoral-level social-science research methods.
- Interpreted findings within broader criminal justice, political, historical, and public-policy contexts.
- Prepared, presented, and successfully defended dissertation research, methodology, findings, conclusions, and final analysis.
- Published the completed doctoral dissertation through Walden University ScholarWorks.

Tutor | Self-Employed

2013 to 2015

Academic and higher-education preparation support for low-income, first-generation, East African, and international students

- Tutored students preparing for college and higher-education admission.
- Assisted students with graduate-school selection and application preparation.
- Reviewed and proofread personal statements and academic application materials.
- Supported students navigating higher-education expectations and academic advancement.

Youth Counselor | University of Washington / Franklin High School

2012 to 2013

- Supported low-performing and underrepresented high-school students preparing for college.
- Assisted students with academic preparation and higher-education readiness.
- Worked in an educational environment focused on expanding access and opportunity for students historically underrepresented in higher education.

SELECTED PUBLICATIONS & SCHOLARSHIP

A Felon and A Democrat: The 160-Year War on Black Americans

2026

Book-length comparative analysis examining structural continuity in racial hierarchy across U.S. political history, including a sustained comparison of the presidencies of Andrew Johnson and Donald Trump.

Modern Black Codes: Presidential Crime Control Rhetoric and Black Criminalization

2021

Doctoral Dissertation, Walden University

Research examining presidential crime-control rhetoric and Black criminalization through a criminal justice, law, and public-policy framework.

Walden University ScholarWorks: scholarworks.waldenu.edu/dissertations/10190

EDUCATION

Doctor of Philosophy (Ph.D.), Forensic Psychology (In Progress)

Expected Fall 2027

Walden University

Specializations: Legal Psychology; White Supremacy, Terrorism, and Extremism

Dissertation Proposal: Successfully defended and approved

Dissertation: Racial Bias in AI Criminal Risk Assessment Tools and Black Underrepresentation

Theoretical Frameworks: Critical Race Theory; Algorithmic Justice Theory

Methodology: Qualitative expert interviews; semi-structured interviews; supplementary qualitative survey; reflexive thematic analysis

Doctor of Philosophy (Ph.D.), Criminal Justice

2021

Walden University

Specialization: Law & Policy. Graduate concentration included policy analysis, public policy and program evaluation, criminology, research theory, qualitative research, quantitative research, and criminal justice policy.

Master of Science (M.S.), Forensic Psychology

2023

Walden University

Specialization: Terrorism. Graduate study included criminal behavior, forensic psychology research, psychology of terrorism, culture and psychology, homeland security, violence, risk assessment, and threat assessment.

Master of Philosophy (M.Phil.), Criminal Justice

2020

Walden University

Master of Arts in Education (M.A.Ed.)

2015

Antioch University Seattle

Specialization: Social Justice. Graduate study included leadership and reform, curriculum studies, inquiry and research, diversity and equity, and anti-racist education.

Bachelor of Arts (B.A.), Near Eastern Studies <i>University of Washington, Seattle</i> Specialization: Culture and Civilization. Minors: Human Rights and Diversity.	2013
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AI & TECHNOLOGY EDUCATION

Generative AI for Business Applications <i>University of Texas at Austin Post-Graduate Certificate</i>	2026
Ethics and Foundations in AI <i>Walden University Post-Graduate Certificate</i>	2026
Rapid Web Development with CMS <i>University of Washington Professional Certificate</i>	2011

ADDITIONAL GRADUATE & RESEARCH CERTIFICATIONS

JD-Next Law School Assessment <i>ABA-Approved 8-week Program</i>	(In Progress) 2026
Doctoral Student Researchers Basic Course <i>Collaborative Institutional Training Initiative (CITI)</i>	2020
Protecting Human Research Participants <i>National Institutes of Health, Office of Extramural Research</i>	2015
Terrorism and Counterterrorism: Comparing Theory and Practice <i>University of Leiden, Netherlands</i>	2014
History of Terrorism <i>Birmingham-Southern College</i>	2014

HONORS

National Society of Leadership and Success <i>Recognized as an exemplary student</i>	2020
Golden Key International Scholar Laureate Honor Society	2018
University of Washington Office of Minority Affairs and Diversity Merit Award <i>Academic Success and Achievement</i>	2012

PROFESSIONAL MEMBERSHIPS

American Psychological Association (APA)	Since 2022
American Psychology-Law Society (AP-LS)	Since 2022