

## **EUGENE A. PAOLINE III**

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### **EDUCATION**

Ph.D., Criminal Justice, University at Albany, State University of New York, 2000.

Dissertation Title: *Attitudes of Police: Implications for Police Culture*

Areas of Specialization: Policing, Administration of the Criminal Justice Process, Nature of Crime, Quantitative Methods, Systematic Social Observation

M.A., Criminal Justice, University at Albany, State University of New York, 1996.

M.S., Criminology/Criminal Justice, Florida State University, 1994.

B.S., Criminology/Criminal Justice, Florida State University, *Cum Laude*, 1991.

### **PROFESSIONAL EMPLOYMENT**

5/07 – Present Associate Professor, Department of Criminal Justice and Legal Studies, University of Central Florida.

8/01 – 5/07 Assistant Professor, Department of Criminal Justice and Legal Studies, University of Central Florida.

8/00 - 8/01 Assistant Professor, Department of Sociology, Anthropology, and Criminology, University of Northern Iowa.

1/99 - 5/00 Instructor, School of Criminal Justice, The University at Albany, State University of New York, Albany, New York

## **Professional Employment (cont.)**

- 1/96 - 1/99 Research Assistant, "Project on Policing Neighborhoods (POPEN)", Hindelang Criminal Justice Research Center, University at Albany, State University of New York, Albany, New York.  
Funding Sponsor: National Institute of Justice.  
Principal Investigators: Stephen D. Mastrofski, George Mason University; Roger B. Parks, Indiana University; Albert J. Reiss, Jr, Yale University; Robert E. Worden, University at Albany, State University of New York.
- 5/97 - 8/97 Field Supervisor, "Project on Policing Neighborhoods (POPEN)", St. Petersburg, Florida.
- 5/96 - 8/96 Field Supervisor, "Project on Policing Neighborhoods (POPEN)", Indianapolis, Indiana.
- 8/94 - 12/95 Instructor, School of Criminal Justice, The University at Albany, State University of New York, Albany, New York.

## **RESEARCH**

### **Journal Articles**

- Lambert, Eric G. and Eugene A. Paoline III (2008). "The Influence of Individual, Job, and Organizational Characteristics on Correctional Staff Job Stress, Job Satisfaction, and Organizational Commitment." *Criminal Justice Review*. 33(4): 541-564.
- Terrill, William, Eugene A. Paoline III, and Jason R. Ingram (2008). "Nonlethal Use-of\_Force Policy: Perceptions from the Front Line." *Law Enforcement Executive Forum*. 8(4): 7-19.
- Applegate, Brandon K. and Eugene A. Paoline III (2007). "Jail Officers' Perceptions of the Work Environment in Traditional Versus New Generation Facilities." *American Journal of Criminal Justice*. 31(2): 64-80.
- Terrill, William and Eugene A. Paoline III (2007). "Non-Arrest Decision Making in Police-Citizen Encounters." *Police Quarterly*. 10(3): 308-331.
- Paoline, Eugene A. III, and William Terrill (2007). "Police Education, Experience, and the Use of Force." *Criminal Justice & Behavior*. 34(2): 179-196.
- Terrill, William and Eugene A. Paoline III (2007). "Force Continuums: Moving Beyond Speculation and Toward Empiricism." *Law Enforcement Executive Forum*. 7(4): 27-31.

### **Journal Articles (cont.)**

- Lambert, Eric G., Eugene A. Paoline III, Nancy L. Hogan, David N. Baker (2007). "Gender Similarities and Differences in Correctional Staff Work Attitudes and Perceptions of the Work Environment." *Western Criminology Review*. 8(1): 16-31.
- Paoline, Eugene A. III, Eric G. Lambert, and Nancy L. Hogan (2006). "A Calm and Happy Keeper of the Keys: The Impact of ACA Views, Relations with Coworkers, and Policy Views on the Job Stress and Job Satisfaction of Jail Staff." *The Prison Journal*. 86(2): 182-205.
- Lambert, Eric G., Eugene A. Paoline III, and Nancy L. Hogan (2006). "The Impact of Centralization and Formalization on Correctional Staff Job Satisfaction and Organizational Commitment." *Criminal Justice Studies: A Critical Journal of Crime, Law and Society*. 19(1): 23-44.
- Lambert, Eric G., Nancy L. Hogan, Eugene A. Paoline III, and Alan Clarke (2005). "The Impact of Role Stressors on Job Stress, Job Satisfaction and Organizational Commitment Among Private Prison Staff." *Security Journal*. 18(4): 33-50.
- Paoline, Eugene A. III and William Terrill (2005). "The Impact of Police Culture on Traffic Stop Searches: An Analysis of Attitudes and Behavior." *Policing: An International Journal of Police Strategies & Management*. 28 (3): 455-472.
- Lambert, Eric G., Nancy L. Hogan, Eugene A. Paoline III, and David Baker (2005). "The Good Life: The Impact of Job Satisfaction and Occupational Stressors on Correctional Staff Life Satisfaction - An Exploratory Study." *Journal of Crime & Justice*. 28(2): 1-26.
- Lanier, Mark and Eugene A. Paoline III (2005). "Expressed Needs and Behavioral Risk Factors of HIV Positive Inmates." *International Journal of Offender Therapy and Comparative Criminology*. 49(5): 561-573.
- Bernard, Thomas J., Eugene A. Paoline III, and Paul Pare (2005). "Criminal Justice and General Systems Theory." *Journal of Criminal Justice*. 33(3): 203-211.
- Lambert, Eric G. and Eugene A. Paoline III (2005). "The Impact of Medical Issues on the Job Stress and Job Satisfaction of Jail Staff." *Punishment and Society*. 7(3): 259-275.
- McCluskey, John D., William Terrill, and Eugene A. Paoline III (2005). "Peer Group Aggressiveness and the Use of Coercion in Police-Suspect Encounters." *Police Practice & Research: An International Journal*. 6(1): 19-37
- Lambert, Eric G., K. Michael Reynolds, Eugene A. Paoline III, and R. Cory Watkins (2004). "The Effects of Work Stressors and Pay Perceptions on Jail Staff Job Satisfaction." *Journal of Crime & Justice*. 27(1): 1-32.

### **Journal Articles (cont.)**

Paoline, Eugene A. III and William Terrill (2004). "Women Police Officers and the Use of Coercion." *Women & Criminal Justice*. 15: 97-119.

Paoline, Eugene A. III (2004). "Shedding Light on Police Culture: An Examination of Officers' Occupational Attitudes." *Police Quarterly*. 7(2): 205-236.

Terrill, William, Eugene A. Paoline III, and Peter K. Manning (2003). "Police Culture and Coercion." *Criminology*. 41(4): 1003-1034.

Paoline, Eugene A. III and John J. Sloan III (2003). "Variability in the Organizational Structure of Contemporary Campus Law Enforcement Agencies: A National Level Analysis." *Policing: An International Journal of Police Strategies & Management*. 26(4): 612-639.

Paoline, Eugene A. III (2003). "Taking Stock: Toward a Richer Understanding of Police Culture." *Journal of Criminal Justice*. 31(3): 199-214.

Paoline, Eugene A. III, Stephanie M. Myers, and Robert E. Worden (2000). "Police Culture, Individualism, and Community Policing: Evidence from Two Departments." *Justice Quarterly*. 17(3): 575-605.

Reprinted in Chris W. Eskridge (ed.)(2004). *Criminal Justice Concepts and Issues: An Anthology*. Los Angeles, California: Roxbury Publishing Company.

### **Books**

Paoline, Eugene A. III. (2001). *Rethinking Police Culture: Officers' Occupational Attitudes*. New York, New York: LFB Scholarly Publishing Company LLC.

### **Book Chapters**

Terrill, William and Eugene A. Paoline III (Forthcoming). "Non-Lethal Force by Police: The Various Lenses by Which Appropriateness is Assessed." in Joseph B. Kuhns and Johannes Knutsson (Eds.), *Policing Around the World: Police Use of Force, Firearms, and Non-Lethal Weapons*. Westport, CT: Praeger-Greenwood-PSI.

Paoline, Eugene A. III and Suzanne G. Devlin (Forthcoming). "Hillsborough County, Florida." in Edward R. Maguire and William Wells (Eds.), *Implementing Community Policing: Lessons from Twelve Cities*. Prospect Heights, IL: Waveland Press, Inc.

Paoline, Eugene A. III. (2006). "The Myth of a Monolithic Police Culture." In Robert Bohm and Jeffrey Walker's *Demystifying Crime and Criminal Justice* (pp. 81-88). California: Roxbury Publishing Company.

### **Book Reviews**

Review of Edward R. Maguire (2003). *Organizational Structure in American Police Agencies: Context, Complexity, and Control* (Albany, New York: State University of New York Press), *Policing: An International Journal of Police Strategies & Management* (2006). 29(1): 182-184.

### **Research Reports**

Reynolds, Michael K., Eugene A. Paoline III, and Cory Watkins (2002). *Orange County Corrections Department Personnel Survey Report*. Report to the Orange County Jail Oversight Commission (Grant18-65-809). Orlando, Florida, University of Central Florida.

Paoline, Eugene A. III, Stephanie M. Myers, and Robert E. Worden (1999). *Police Culture, Individualism, and Community Policing: Evidence from Two Police Departments*. Report to the National Institute of Justice (Grant 95-IJ-CX-0071). Albany, NY: Hindelang Criminal Justice Research Center, University at Albany.

### **Grants & Contracts**

Co-principal Investigator (with William Terrill). "Assessing Police Use of Force Policy and Outcomes"; \$376,255 from the *National Institute of Justice* (Grant 2005-IJ-CX-0055), January, 2006 - December, 2007.

Co-principal Investigator (with Kenneth M. Reynolds and Cory Watkins). "Orange County Jail Personnel Study"; \$15,490 from the *Orange County Jail Oversight Commission*, November, 2001 - April, 2002.

### **Professional Conference Papers**

Paoline, Eugene A. III and Heidi S. Bonner. "Patrol Officers' Perceptions of Non-Lethal Force Policies: Assistance, Restrictiveness, and Guidance." Paper presented at the annual meeting of the American Society of Criminology, St. Louis, Missouri, 2008.

Terrill, William and Eugene A. Paoline III. "Assessing Police Use of Force Policy and Outcomes." Paper presented at the annual meeting of the National Institute of Justice Conference, Washington DC, 2008.

Terrill, William and Eugene A. Paoline III. "Police Use of Force Policy Types: Results from a National Agency Survey." Paper presented at the annual meeting of the American Society of Criminology, Los Angeles, California, 2006.

Applegate, Brandon K. and Eugene A. Paoline III. "Jail Staff Perceptions of the Work Environment: Traditional Versus Direct Supervision." Paper presented at the annual meeting of the Academy of Criminal Justice Sciences, Baltimore, MD, 2006.

- Terrill, William and Eugene A. Paoline III. "Police Discretion: Examining Inaction." Paper presented at the annual meeting of the American Society of Criminology, Toronto, Canada, 2005.
- Lambert, Eric G., Michael Bryant, Eugene A. Paoline III, and Nancy Hogan. "The Good Life: The Issue of Life Satisfaction for Correctional Staff and the Impact of Job Satisfaction and Occupational Stressors - An Exploratory Study." Paper presented at the annual meeting of the Midwest Criminal Justice Association, Chicago, IL, 2004
- Paoline, Eugene A. III. "Patrol Officer Background Characteristics, Occupational Attributes, and Police Culture." Paper presented at the annual meeting of the Academy of Criminal Justice Sciences, Las Vegas, NV, 2004.
- Lambert, Eric G. and Eugene A. Paoline III. "The Impact of Centralization and Formalization on Correctional Staff Job Satisfaction." Paper presented at the annual meeting of the Academy of Criminal Justice Sciences, Boston, MA, 2003.
- Paoline, Eugene A. III. "An Empirical Examination of Attitudinal Fragmentation in Police Culture." Paper presented at the annual meeting of the American Society of Criminology, Chicago, IL, 2002.
- Reynolds, Kenneth M., Paoline, Eugene A. III, and Cory Watkins. "Correctional Staff Perspectives on the Work Environment: A Multidimensional Assessment." Paper presented at the annual meeting of the American Society of Criminology, Chicago, IL, 2002.
- Paoline, Eugene A. III and John J. Sloan III. "Contemporary Campus Law Enforcement Agencies in the United States: Assessing Variability in Organizational Structures." Paper presented at the annual meeting of the American Society of Criminology, Atlanta, GA, 2001.
- Terrill, William, Paoline, Eugene A. III, and Peter K. Manning. "Police Culture and Coercion." Paper presented at the annual meeting of the American Society of Criminology, Atlanta, GA, 2001.
- Bernard, Thomas J. and Eugene A. Paoline III. "Criminal Justice and General Systems Theory." Paper presented at the annual meeting of the American Society of Criminology, San Francisco, CA, 2000.
- Worden, Robert E., Stephanie M. Myers, and Eugene A. Paoline III. "Dimensions of Patrol Officers' Performance and Behavior: Conceptualization and Measurement." Paper presented at the annual meeting of the American Society of Criminology, San Francisco, CA, 2000.
- Worden, Robert E., Stephanie M. Myers, and Eugene A. Paoline III. "Police Behavior and Police Performance: Theory and Measurement." Paper presented at the annual meeting of the American Society of Criminology, Toronto, Canada, 1999.

Paoline, Eugene A. III. "An Examination of Cultural Attitudes of Police." Paper presented at the annual meeting of the Academy of Criminal Justice Sciences, Orlando, FL, 1999.

Myers, Stephanie M., Eugene A. Paoline III, and Robert E. Worden. "Patrol Officers' Characteristics, Attitudes, and Performance." Paper presented at the annual meeting of the American Society of Criminology, Washington DC, 1998.

Paoline, Eugene A. III, Stephanie M. Myers, and Robert E. Worden. "Officer Background Characteristics and Outlooks." Paper Presented at the annual meeting of the American Society of Criminology, San Diego, CA, 1997.

### **Other Conference Participation**

Panel chair, "The Police Decision to Arrest, Cite, Warn, or Take No Action." Chaired at the annual meeting of the American Society of Criminology, Toronto, Canada, 2005.

Panel chair, "Issues in Police Culture, Ethics, and Stress." Chaired at the annual meeting of the Academy of Criminal Justice Sciences, Las Vegas, NV, 2004.

Panel chair, "Police Culture: Origins and Effects." Chaired at the annual meeting of the American Society of Criminology, Chicago, Illinois, 2002.

Discussant, "Police Culture and Behavior." Discussant at the annual meeting of the American Society of Criminology, Atlanta, Georgia, 2001.

Panel chair, "Statistical Issues in Data Analysis." Chaired at the annual meeting of the American Society of Criminology, San Francisco, California, 2000.

Panel chair, "Perspectives on Police Culture." Chaired at the annual meeting of the American Society of Criminology, Washington DC, 1998.

Discussant, "Perspectives on Police Culture." Chaired at the annual meeting of the American Society of Criminology, Washington DC, 1998.

### **Consulting**

Consultant, "National Study of Police Innovation," George Mason University, U.S. Department of Justice, December, 2002.

Conducted an organizational analysis site visit, in assessing police innovation, at the Hillsborough County Sheriff's Office (HCSO) in Hillsborough County, Florida.

Consultant, "National Study of Police Innovation," University of Nebraska at Omaha, U.S. Department of Justice, June, 2000.

Conducted an organizational analysis site visit, in assessing police innovation, at the Albany Police Department (APD) in Albany, New York

## TEACHING

### Courses Taught

At the University of Central Florida:

Foundations of Law Enforcement (Graduate class)  
Police Socialization and Culture (Graduate class)  
Police and Society  
Crime in America

At the University of Northern Iowa:

The Sociology of Policing  
Police Socialization and Culture

At the University at Albany, State University of New York:

Policing in a Free Society  
Introduction to the Nature of Crime & Its Control  
Ideology and Crime  
Systematic Social Observation  
Introduction to Criminal Justice Administration

## PROFESSIONAL SERVICE

Associate Book Review Editor for *Police Practice & Research: An International Journal* (2004-2006).

Ad hoc reviewing for *Justice Quarterly*, *Social Problems*, *Journal of Quantitative Criminology*, *Police Quarterly*, *Policing: An International Journal of Police Strategies and Management*, *Police Practice and Research: An International Journal*, *The Journal of Criminal Justice*, *Australian and New Zealand Journal of Criminology*, *Women and Criminal Justice*, *International Journal of Comparative and Applied Criminal Justice*, *Criminal Justice and Behavior*, and *Security Journal*.

## UNIVERSITY SERVICE

At the University of Central Florida:

Library Liaison, Department of Criminal Justice and Legal Studies, 2001-present.  
Member, Ph.D. Development Committee, Department of Criminal Justice and Legal Studies, 2001-2003; 2007-present.  
Member, Faculty Governance Committee, Department of Criminal Justice and Legal Studies, 2004-present.  
Member, Graduate Program Committee, Department of Criminal Justice and Legal Studies, 2005-present.

Member, Criminal Justice & Legal Studies Chair Search Committee, Department of Criminal Justice and Legal Studies, 2005-2007.

Member, Faculty Council, College of Health and Public Affairs (COHPA), 2003-2005; 2007.

Member, Research Coordination Committee, College of Health and Public Affairs (COHPA), 2005-present.

Member, COHPA Dean Search Committee, College of Health and Public Affairs (COHPA), 2007.

At the University of Northern Iowa:

Member, Master's Degree Development Committee, Department of Sociology, Anthropology, and Criminology, 8/2000-5/2001.

### **PROFESSIONAL MEMBERSHIPS**

American Society of Criminology  
Academy of Criminal Justice Sciences  
Southern Criminal Justice Association

### **REFERENCES**

Available upon request