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EDUCATION

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

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

8/15 – Present Professor, Department of Criminal Justice, University of Central Florida.

8/07 – 8/15 Associate Professor, Department of Criminal Justice, University of Central Florida.

8/01 – 8/07 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.

1/96 - 1/99 Research Assistant, “Project on Policing Neighborhoods (POPAN),” Hindelang Criminal Justice Research Center, University at Albany, State University of New York, Albany, New York. National Institute of Justice (Grant 95-IJ-CX-0071).

5/97 - 8/97 Field Supervisor, “Project on Policing Neighborhoods (POPAN),” St. Petersburg, Florida.

5/96 - 8/96 Field Supervisor, “Project on Policing Neighborhoods (POPAN),” Indianapolis, Indiana.

RESEARCH

Journal Articles

- Paoline, Eugene A. III, Jacinta M. Gau, and William Terrill (Forthcoming). "Race and the Police Use of Force Encounter in the United States." *British Journal of Criminology*.
- Lambert, Eric G., Jill Gordon, Eugene A. Paoline III, and Nancy L. Hogan (Forthcoming). "Workplace Demands and Resources as Antecedents of Jail Officer Perceived Danger at Work." *Journal of Crime & Justice*.
- Terrill, William and Eugene A. Paoline III (2017). "Police Use of Less Lethal Force: Does Administrative Policy Matter?" *Justice Quarterly*. 34(2): 193-216.
- Lambert, Eric G., Nancy L. Hogan, and Eugene A. Paoline III (2016). "Differences in the Predictors of Job Stress and Job Satisfaction for Black and White Jail Staff." *Corrections: Policy, Practice and Research*. 1(1): 1-19.
- Paoline, Eugene A. III, Eric G. Lambert, and Nancy L. Hogan (2015). "Job Stress and Job Satisfaction among Jail Staff: Exploring Gendered Effects." *Women & Criminal Justice*. 25 (4): 339-359.
- Terrill, William and Eugene A. Paoline III (2015). "Citizen Complaints as Threats to Police Legitimacy: The Role of Officers' Occupational Attitudes." *Journal of Contemporary Criminal Justice*. 31(2): 192-211.
- Paoline, Eugene A. III, William Terrill, and Michael T. Rossler (2015). "Higher Education, College Degree Major, and Police Occupational Attitudes." *Journal of Criminal Justice Education*. 26(1): 49-73.
- Terrill, William, Michael T. Rossler, and Eugene A. Paoline III (2014). "Police Service Delivery and Responsiveness in a Period of Economic Instability." *Police Practice & Research: An International Journal*. 15(6): 490-504.
- Ingram, Jason R., Robert R. Weidner, Eugene A. Paoline III, and William Terrill (2014). "Supervisory Influences on Officers' Perceptions of Less Lethal Force Policy: A Multilevel Analysis." *Policing: An International Journal of Police Strategies & Management*. 37 (2): 355-372.
- Ingram, Jason R., Eugene A. Paoline III, and William Terrill (2013). "A Multilevel Framework for Understanding Police Culture: The Role of the Workgroup." *Criminology*. 51(2): 365-397.
- Terrill, William and Eugene A. Paoline III (2013). "Less Lethal Force Policy and Police Officer Perceptions: A Multisite Examination." *Criminal Justice & Behavior*. 40(10): 1109-1130.
- Terrill, William and Eugene A. Paoline III (2013). "Examining Less Lethal Force Policy and the Force Continuum: Results from a National Use of Force Study." *Police Quarterly*. 16(1): 38-65.

Journal Articles (cont.)

- Gau, Jacinta M., William Terrill, and Eugene A. Paoline III (2013). "Looking Up: Explaining Police Promotional Aspirations." *Criminal Justice & Behavior*. 40(3): 247-269.
- Paoline, Eugene A. III and Eric G. Lambert (2012). "Exploring Potential Consequences of Job Involvement Among Jail Staff." *Criminal Justice Policy Review*. 23(2): 231-253.
- Paoline, Eugene A. III, William Terrill, and Jason R. Ingram (2012). "Police Use of Force and Officer Injuries: Comparing Conducted Energy Devices (CEDs) to Hands and Weapon Based Tactics." *Police Quarterly*. 15(2): 115-136
- Paoline, Eugene A. III and Eric G. Lambert (2012). "The Issue of Control in Jail: The Effects of Professionalism, Detainee Control, and Administrative Support on Job Stress, Job Satisfaction, and Organizational Commitment Among Jail Staff." *American Journal of Criminal Justice*. 37(2): 179-199.
- Terrill, William and Eugene A. Paoline III (2012). "Conducted Energy Devices (CEDs) and Citizen Injuries: The Shocking Empirical Reality." *Justice Quarterly*. 29(2): 153-182.
- Lambert, Eric G. and Eugene A. Paoline III (2012). "Exploring Potential Antecedents of Job Involvement: An Exploratory Study Among Jail Staff." *Criminal Justice & Behavior*. 39(3): 264-286.
- Paoline, Eugene A. III and William Terrill (2011). "Police Use of Force: Varying Perspectives." *Journal of Crime & Justice*. 34(3): 159-162.
- Paoline, Eugene A. III and William Terrill (2011). "Listen to Me: Police Officers' Views of Appropriate Use of Force." *Journal of Crime & Justice*. 34(3): 178-189.
- Lambert, Eric G. and Eugene A. Paoline III (2010). "Take This Job and Shove it: An Exploratory Study of Turnover Intent Among Jail Staff." *Journal of Criminal Justice*. 38(2): 139-148.
- 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.
- Lambert, Eric G., Nancy L. Hogan, Eugene A. Paoline III, and Michael T. Stevenson (2008). "I Want to Know and I Want to be Part of It: The Impact of Instrumental Communication and Integration on Private Prison Staff." *Journal of Applied Security Research*. 3(2): 205-229.
- 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.

Journal Articles (cont.)

- 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.
- 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.
Reprinted in Peter B. Kraska and John J. Brent (eds.)(2011). *Theorizing Criminal Justice: Eight Essential Orientations*. Long Grove, Illinois: Waveland Press, Inc.
- 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.

Journal Articles (cont.)

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

Grants & Contracts

- Co-principal Investigator (with Robert E. Worden, Sarah J. McLean, Christopher J. Harris, and KiDeuk Kim). "Police Early Intervention Systems: The State of the Art"; \$486,485 from the *National Institute of Justice* (Grant 2013-IJ-CX-0018), January, 2014 - Dec, 2016.
- 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 - May, 2010.
- 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.

Books

Paoline, Eugene A. III and William Terrill (2014). *Police Culture: Adapting to the Strains of the Job*. Durham, NC: Carolina Academic Press.

Reviewed (by Frank Fuller & Howard Smith) in *Criminal Justice Review*. 26(2): 464-465.

Reviewed (by Michael J. Jenkins) in *Rutger's Criminal Law and Criminal Justice Books*. July, 2014.

Reviewed (by Colin Atkinson) in *Policing and Society: An International Journal of Research and Policy* (forthcoming).

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

Reviewed (by John Crank) in *Criminal Justice Review*. 26(2): 285-286.

Book Chapters

Terrill, William, Eugene A. Paoline, III, and Jacinta M. Gau (2016). "Three Pillars of Police Legitimacy: Procedural Justice, Use of Force, and Occupational Culture." In M. Deflam (Ed.), *The Politics of Policing: Between Force and Legitimacy* (59-76). Bingley, UK: Emerald.

Paoline, Eugene A. III and John J. Sloan, III (2013). "Community- Oriented Policing (COP) on College Campuses: New Directions?" In Bonnie Fisher and John J. Sloan (Eds.), *Campus Crime: Legal, Social, and Policy Perspectives* (pp. 324-342). Springfield, IL: Charles C. Thomas, LTD.

Terrill, William and Eugene A. Paoline III (2010). "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* (pp. 6-13). Westport, CT: Praeger-Greenwood-PSI.

Paoline, Eugene A. III and Suzanne G. Devlin (2009). "Hillsborough County, Florida." In Edward R. Maguire and William Wells (Eds.), *Implementing Community Policing: Lessons from 12 Cities*. Washington, DC: U.S. Department of Justice.

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.

Encyclopedia Entries

Paoline, Eugene A. III (2014). "Police Culture." In J. Bruinsma and D. Weisburd's (eds). *Encyclopedia of Criminology and Criminal Justice*. New York: Springer.

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

Terrill, William, Eugene A. Paoline III, and Jason Ingram (2011). *Assessing Police Use of Force Policy and Outcomes*. Final Report to the National Institute of Justice (Grant 2005-IJ-CX-0055). Washington, DC: U.S. Department of Justice.

Research Reports (cont.)

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.

Invited Presentations

Paoline, Eugene A. III. "Conducted Energy Devices (CEDs) and Injuries." Department of Criminology, University of South Florida, Orlando, Florida, January, 2012.

Terrill, William and Eugene A. Paoline III. "Conducted Energy Devices (CEDs) and Injuries: An Empirical Examination." National Institute of Justice Conference, Washington, DC, June, 2010.

Paoline, Eugene A. III. "A Multimethod Study of Police Use of Force." College of Health and Public Affairs, University of Central Florida, Orlando, Florida, October, 2008.

Terrill, William and Eugene A. Paoline III. "Assessing Police Use of Force Policy and Outcomes." National Institute of Justice Conference, Washington, DC, June, 2008.

Professional Conference Papers

Paoline, Eugene A. III and Jacinta M. Gau. "Police Occupational Culture: Testing the Monolithic Model." Paper presented at the annual meeting of the Southern Criminal Justice Association, Savannah, GA, 2016.

Paoline, Eugene A. III, Robert E. Worden, Sarah J. McLean, and Julie Krupa. "Varieties of Police Early Intervention: The Structure of Contemporary EI Systems." Paper presented at the annual meeting of the American Society of Criminology, Washington, DC, 2015.

Lambert, Eric G., Eugene A. Paoline III, Nancy Hogan, James B. Wells, Kevin I Minor, and Marie Griffin. "Correlates of Role Strain Among Jail Staff." Paper presented at the annual meeting of the American Society of Criminology, Washington, DC, 2015.

Paoline, Eugene A. III and William Terrill. "Citizen Complaints as Threats to Police Legitimacy: The Role of Officers' Occupational Attitudes." Paper presented at the annual meeting of the Academy of Criminal Justice Sciences, Orlando, FL, 2015.

Professional Conference Papers (cont.)

Lambert, Eric, Eugene A. Paoline III, Nancy Hogan, Kevin I. Minor, James B. Wells, and Shannon Barton-Bellessa. "Correlates of Perceived Dangerousness among Jail Staff." Paper presented at the annual meeting of the Academy of Criminal Justice Sciences, Orlando, FL, 2015.

Paoline, Eugene A. III, Eric Lambert, Nancy Hogan, Marie Griffin, and Bitna Kim. "A Career and Life Stage Analysis of Jail Staff Outcomes." Paper presented at the annual meeting of the Academy of Criminal Justice Sciences, Orlando, FL, 2015.

Terrill, William, Eugene A. Paoline III, and Michael Rossler. "Higher Education and Police Officers' Perceptions of their Work Environment." Paper presented at the annual meeting of the American Society of Criminology, Atlanta, Georgia, 2013.

Weidner, Robert, Jason Ingram, Eugene A. Paoline III, and William Terrill. "Supervisory Influences and Less-Lethal Force Policies: Examining the Sergeant-Officer Attitudinal Relationship." Paper presented at the annual meeting of the Academy of Criminal Justice Sciences, New York, NY, 2012.

Terrill, William and Eugene A. Paoline III. "Police Use of Force Practices and Policies: A Multi-City Examination." Paper presented at the annual meeting of the American Society of Criminology, Philadelphia, Pennsylvania, 2009.

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. "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.

Professional Conference Papers (cont.)

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

Author meets critics, author (with William Terrill), “Police Culture: Adapting to the Strains of the Job.” Conducted at the annual meeting of the Academy of Criminal Justice Sciences, Orlando, FL, 2015.

Roundtable co-chair & discussant (with William Terrill), “Police Use of Force: Various Perspectives from a Special Issue of the Journal of Crime & Justice.” Chaired at the annual meeting of the American Society of Criminology, Washington, DC, 2011.

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, “The Role of Community Policing in the Occupy Movement – Tampa Police Department (TPD), Tampa, Florida,” American University, Office of Community Oriented Policing Services, January, 2014.

Certified Study Reviewer, “Crime Solutions,” Office of Justice Programs, U.S. Department of Justice, April, 2011 – present.

Consultant, “National Study of Police Innovation - Hillsborough County Sheriff’s Office (HCSO), Hillsborough County, Florida,” George Mason University, U.S. Department of Justice, December, 2002.

Consultant, “National Study of Police Innovation - Albany Police Department (APD), Albany, New York,” University of Nebraska at Omaha, U.S. Department of Justice, June, 2000.

TEACHING

Courses Taught

At the University of Central Florida:

- Seminar in Criminal Justice Theory (Doctoral class)
- Police Socialization and Culture (Doctoral class)
- Foundations of Law Enforcement (Graduate class)
- Police Socialization and Culture (Masters class)
- Police and Society
- Crime in America
- Emergent Issues in Criminal Justice: Police Socialization and Culture (Scholars Track)

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

Teaching Development

Workshop: *Designing a Meaningful Early Assignment to Document Academic Activity*. Faculty Center for Teaching and Learning, University of Central Florida, 2015.

Workshop: *How to Create a Culturally Sensitive Learning Environment*. Faculty Center for Teaching and Learning, University of Central Florida, 2014.

Workshop: *Using Gradebook to Prepare Final Grades*. Faculty Center for Teaching and Learning, University of Central Florida, 2014.

Workshop: *Ethics in the Scholarship of Teaching and Learning*. Faculty Center for Teaching and Learning, University of Central Florida, 2013.

Workshop: *Nonverbal Communication*. Faculty Center for Teaching and Learning, University of Central Florida, 2013.

Workshop: *Turnitin.com*. Faculty Center for Teaching and Learning, University of Central Florida, 2012.

Workshop: *Capturing Narrated Powerpoints*. Faculty Center for Teaching and Learning, University of Central Florida, 2012.

Workshop: *101 Tips for Teaching Large Classes*. Faculty Center for Teaching and Learning, University of Central Florida, 2006.

Dissertation and Thesis Committees

Chair, Laurie A. Gould, *Perceptions of Risk and Need in the Classification and Supervision of Offenders in the Community Corrections Setting*, University of Central Florida, Public Affairs Ph.D. Program, 2008.

Committee Member, Robert Lord, *Falling Behind in Pay: A Longitudinal Test of Equity Theory Among Florida Municipal Police Agencies' Salaries by Metropolitan Statistical Areas for the Years 2000-2011*, University of Central Florida, Public Affairs Ph.D. Program, 2016.

Dissertation and Thesis Committees (cont.)

Committee Member, Erika J. Brooke, *Military and Combat Experience Among Prison Inmates*, University of Central Florida, Public Affairs Ph.D. Program, 2015.

Committee Member, William T. Cail, *The Effect of Video Surveillance Cameras on Less Lethal Police Use of Force Decisions*, University of Central Florida, Public Affairs Ph.D. Program, 2014.

Committee Member, David A. Rhinehart, *The School Resource Officer in Public Schools: A Deterrent Effect on Juvenile Crime*, University of Central Florida, Public Affairs Ph.D. Program, 2011.

Committee Member, Michael E. Miller, *Examining the Effectiveness of Taser Use by Police*, University of Central Florida, Public Affairs Ph.D. Program, 2008.

Chair, Matthew Ceriale, *Early Intervention Systems in Review*, Undergraduate Honors in the Major Thesis, University of Central Florida, Criminal Justice, 2016.

Committee Member, Thiago Coelho, *Citizens Policing the Police: An Evaluation of Citizens' Recording Police Officer and Wiretapping Laws*, Undergraduate Honors in the Major Thesis, University of Central Florida, Legal Studies, 2013.

Committee Member, Evelyn Botero, *The Effects of Distress on Motivation in the Police Force*, Undergraduate Honors in the Major Thesis, University of Central Florida, Psychology, 2007.

Committee Member, Paul A. Sanchez, *Coming of Age: A Look at Minimum Age Requirements in Professional Sports*, Undergraduate Honors in the Major Thesis, University of Central Florida, Legal Studies & Criminal Justice, 2005.

PROFESSIONAL SERVICE

Editorial Board for *Journal of Crime & Justice* (2010 - present) and *Race and Justice: An International Journal* (2014 – present)

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

Ad hoc reviewer for:

Criminology

Justice Quarterly

Social Problems

Journal of Experimental Criminology

Journal of Quantitative Criminology

Journal of Research in Crime and Delinquency

Crime & Delinquency

Police Quarterly

Policing: An International Journal of Police Strategies and Management

Police & Society

Police Practice and Research: An International Journal

The Journal of Criminal Justice

Australian and New Zealand Journal of Criminology

Women and Criminal Justice

Ad hoc reviewer for (cont.):

Gender Issues

Race and Justice: An International Journal

International Criminal Justice Review

International Journal of Comparative and Applied Criminal Justice

Journal of Crime & Justice

Criminal Justice and Behavior

Criminal Justice Review

Criminal Justice Policy Review

American Journal of Criminal Justice

Security Journal

Public Administration Review

International Journal of Occupational Medicine and Environmental Health

Media Interviews for:

Orlando Sentinel (Orlando, Florida), “New Documents Detail Bizarre Deputy-Involved Shooting as Investigation Continues,” December 23, 2016.

Austin American-Statesman (Austin, Texas), “Austin Use-of-Force Cases Highlight Gap in Police Review,” December 16, 2016.

Orlando Sentinel (Orlando, Florida), “Orlando Police Change Policy of Officers Shooting into Moving Vehicles,” September 8, 2016.

Orlando Sentinel (Orlando, Florida), “Taser Use Down at Orlando Police Department, Other Local Agencies,” June 7, 2016.

FOX35 News (Orlando, Florida), “Some Call for More Women in Policing,” November 23, 2015.

Orlando Sentinel (Orlando, Florida), “UCF Professor to Study How Orlando Cops Use Force,” November 10, 2015.

The Daytona Beach News-Journal (Daytona Beach, Florida), “No One in Florida Tracks Police Shootings,” November 7, 2015.

The Huffington Post, “All Over the Country, Kids are Getting Shocked with Tasers and Sprayed with Chemicals in School,” April 3, 2015.

Let’s Talk About It (Miami, Florida), “A 16-year old Shot by the NYPD and a Community Outraged,” March 13, 2013.

The Daytona Beach News-Journal (Daytona Beach, Florida), “Tasers in Schools a ‘Non-Issue’,” September 4, 2012.

Central Florida Future/UCF Newspaper (Orlando, Florida), “Stun Gun Use Protects Officers, Harms Suspects,” June 20, 2012.

Media Interviews for (cont.):

Poughkeepsie Journal (Poughkeepsie, New York), “Two Men Die: Do Tasers Kill?,” June 17, 2012.

Orlando Sentinel (Orlando, Florida), “Man’s Death Spurs More Questions on Police Taser Use,” June 2, 2012.

WESH2 News (Orlando, Florida), “Study Looks at Stun Gun Injuries,” May 30, 2012.

Omaha World-Herald (Omaha, Nebraska), “Police Zapped Man, 79, with Taser,” May 23, 2012.

TBO.com & WFLA8 News (Tampa, Florida), “Pregnant Mother Hit with Stun Gun, Claims Excessive Force,” May 5, 2012.

Tampa Bay Times (Tampa, Florida), “Experts say Trooper’s Use of Taser on Woman Raises Questions,” February 18, 2012.

The Journal Times (Racine, Wisconsin), “Proof of Insurance—Local Law Enforcement Agencies Have Varying Plans on New Law,” October 8, 2011.

Public Affairs Today/UCF TV (Orlando, Florida), “Police Culture,” November 12, 2010.

UNIVERSITY SERVICE

At the University of Central Florida:

University Level

Member, Downtown Academic Programs Committee, 2015-2016.

Member, COACH Strategy Subcommittee on Departmental Leadership, 2016-present.

Member, Associate Dean in the College of Graduate Studies Search Committee, 2016.

College Level

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

Member, Research Coordination Committee, College of Health and Public Affairs (COHPA), 2005-2009.

Member, COHPA Dean Search Committee, College of Health and Public Affairs (COHPA), 2007 - 2008.

Member, COHPA Research Incentive Award Committee, College of Health and Public Affairs (COHPA), 2010.

Member, COHPA Teaching Incentive Award Committee, College of Health and Public Affairs (COHPA), 2011 - 2012.

Member, COHPA Research Council, College of Health and Public Affairs (COHPA), 2014-2016.

Chair, COHPA Research Incentive Award Committee, College of Health and Public Affairs (COHPA), 2015.

Member, COHPA Research Incentive Award Committee, College of Health and Public Affairs (COHPA), 2016.

Member, COHPA Graduate Council Committee, College of Health and Public Affairs (COHPA), 2016-present.

Department Level

Library Liaison, Department of Criminal Justice, 2001-present.

Member, Ph.D. Development Committee, Department of Criminal Justice, 2001-2003; 2007-2013.

Member, Faculty Governance Committee, Department of Criminal Justice, 2004-present.

Member, Graduate Program Committee, Department of Criminal Justice, 2005-2016.

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

Member, Graduate Affairs Committee, Department of Criminal Justice, 2008-present.

Member, Faculty Search Committee, Department of Criminal Justice, 2009-2010.

Member, Faculty Search Committee, Department of Criminal Justice, 2012-2013.

Chair, Ph.D. Police Concentration Area Committee, Department of Criminal Justice, 2014-present.

Member, Ph.D. Core Curriculum Committee, Department of Criminal Justice, 2014-present.

Member, Doctoral Program Committee, Department of Criminal Justice, 2014-2016.

Member, Doctoral Admissions Committee, Department of Criminal Justice, 2014-present.

Member, Criminal Justice Chair Search Committee, Department of Criminal Justice, 2014.

Chair, Faculty Search Committee, Department of Criminal Justice, 2014-2015.

Member, Faculty Search Committee, Department of Criminal Justice, 2015-2016; 2016-2017.

Chair, Graduate Admissions Committee, Department of Criminal Justice, 2016-present.

Chair, Graduate Program Committee, Department of Criminal Justice, 2016-present.

Member, Criminal Justice Bylaws Committee, Department of Criminal Justice, 2016-present.

At the University of Northern Iowa:

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

AWARDS & HONORS

2016 Scroll & Quill Society Member, University of Central Florida

2014 Research Incentive Award (RIA), University of Central Florida

2007 Research Incentive Award (RIA), University of Central Florida

2006 Teaching Incentive Program (TIP) Award, University of Central Florida

PROFESSIONAL MEMBERSHIPS

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

REFERENCES

Available Upon Request