

Kathryn D. Morgan

Department of Justice Sciences & Director of African American Studies
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CURRENT POSITION

January 1, 2013	Director, African American Studies Program College of Arts & Sciences University of Alabama at Birmingham
August, 2012 –Present	Affirmative Action & Diversity Officer College of Arts & Sciences University of Alabama at Birmingham
2003 – August, 2011	Program Director, MSCJ Program
1996 – 2006	Director of the Departmental Honors Program Department of Criminal Justice University of Alabama at Birmingham
1996 – Present	Associate Professor Department of Justice Sciences University of Alabama at Birmingham.
1991 – 1996	Assistant Professor, Department of Justice Sciences University of Alabama at Birmingham

PREVIOUS POSITIONS

1987-1988	Graduate Teaching Assistant, School of Criminology Florida State University Tallahassee, FL
1980-1990	Assistant Professor Department of Criminal Justice University of Tennessee at Chattanooga Chattanooga, TN
1978-1980	Felony Adult Probation Officer Jefferson County Probation Department Jefferson County (Beaumont) Texas
1976-1978	Instructor, Department of Sociology Lamar University, Beaumont, Texas

1975-1976

Graduate Research Assistant
Department of Sociology and School of Health Sciences
Texas Women's University, Denton, Texas

EDUCATION

PhD School of Criminology,
Florida State University (1991)
Dissertation: "An Analysis of Factors Influencing Probation
Outcome"
Dissertation Advisor: Gordon Waldo

M.A. Department of Sociology (1976),
Texas Woman's University

B.S. Department of Sociology (1975)
Texas Woman's University, Denton, Texas

HONORS AND AWARDS

2013 Outstanding Black Female Faculty Member
2001 Ellen Gregg Ingalls UAB National Alumni Award Finalist
1988 Phi Kappa Phi Honor Society, Florida State University
1997 ETA PHI BETA Hall of Fame Inductee
1998 SCLC "WOMAN OF DISTINCTION"
1995 Finalist, Outstanding Teaching Award, UAB
1987-1991 Patricia Harris Fellow, Florida State University
1985-1986 Leadership Chattanooga
1984 Outstanding Young Woman of America
1974 Breta Bell Scholarship Award, Texas Women's University
1972 Maureen Gallagher Scholarship Award, Texas Women's University

PUBLISHED WORK

Papers Published

- Morgan, K. (1993). "Factors Influencing Probation Outcome: A Review of the Literature." *Federal Probation*. 57(2):23-29.
- Morgan, K. (1996). "Factors Influencing Probation Outcome: A Review of the Literature." (Reprinted) *Criminal Justice: Concepts and Issues*. Edited by Chris Eskridge Los Angeles, CA: Roxbury Publishing Company.
- Morgan, K. (1996). "Factors Influencing Probation Outcome: A Review of the Literature." (Reprinted) *Contemporary Community Corrections*. 2nd Edition. Edited by Thomas Ellsworth Prospect Heights, IL: Waveland Press.
- Morgan, K. (1997). "Factors Influencing Probation Outcome: A Review of the Literature." (Reprinted) *Criminal Justice: Contemporary Literature in Theory and Practice*. Edited by Marilyn McShane and Frank Williams. Hamden, CT: Garland Publishing Company.
- Morgan, K. (2000). "Factors Influencing Probation Outcome: A Review of the Literature." (Reprinted) *Criminal Justice: Concepts and Issues*. Edited by Chris Eskridge Los Angeles, CA: Roxbury Publishing Company.
- Morgan, K. (2000). "Factors Influencing Probation Outcome: A Review of the Literature." (Reprinted) *Contemporary Community Corrections*. 3rd Edition. Edited by Thomas Ellsworth Prospect Heights, IL: Waveland Press.
- Morgan, K. (1994). "Factors Influencing Probation Outcome." *Journal of Criminal Justice*. 22 (4) 341-354.
- Smith, B. and K. Morgan. (1994). "Profiling The American Terrorist: A Methodological and Empirical Reassessment." *Studies in Conflict and Terrorism*. 17:39-57.
- Morgan, K. (1995). "Characteristics Associated with Successful Probation Outcome." *Journal of Offender Rehabilitation*. 22 (3/4): 141-153.
- Morgan, K. (1995). "A Study of Probation and Parole Supervision Fee Collection in Alabama." *Criminal Justice Review*. 20(1):44-55.
- Morgan, K. (1995). "Officer Attitudes about Supervision Fee Collection in Alabama." *Federal Probation*. 59(4):62-65.
- Morgan, K. & Belbot, B. (1997). "Liability Issues Affecting Probation and Parole Officers." *Journal of Criminal Justice*. . 25(3) July/August.
- Smith, B, Watkins, E. & Morgan, K. (1997). "The Effect Of Victim Participation On Parole Decisions: Results From A Southern State." *Criminal Justice Policy Review*. 8(1)
- Morgan, K. (2001). "Revenge, Retribution, and Rehabilitation". *Encyclopedia of Crime and Punishment*. Thousand Oaks, CA: Sage Publications.

- Morgan, K. & Smith, B. (2005). "Parole Decisions Revisited".
Journal of Criminal Justice. 33(3) May-June 277-287.
- Morgan, K. & Smith, B. (2005). "Victims, Punishment, and Parole: the Effects of Victim Participation on Parole Hearings". *Criminology and Public Policy*. 4(2) May, 901-929.
- Morgan, K. & Smith, B. (2008) "Impact of Race on Parole Release Decisions". *Justice Quarterly*. 25(2) 411-435.
- Morgan, K. (2013) Issues in Female Inmate Health: Results from a Southeastern State.
Women & Criminal Justice, 23:1–22, 2013
- Morgan, K. (2014) . Race Issues in Probation and Parole. *Encyclopedia of Criminology & Criminal Justice*. Edited by Gerben Bruinsma & David Weisburd. New York, NY: Springer-Verlag. pp 4251-4257.
- Morgan, K..(2015). The Pre-Sentence Report: An Important Evaluative Tool.
The Encyclopedia of Corrections. Edited by Kent Kerley. Beverly Hills, CA: Wiley-Blackwell. Expected publication date is September, 2015.

Published Book Reviews

- Morgan, K. Handbook of Probation. Loraine Gelsthorpe, & Rod Morgan. (2007). Portland, OR: Willan Publishing, Pp. 626 (paperback). *International Criminal Justice Review*. 19:3 (Sept 2009)

Published Manuscript

- Morgan, K. (2016) *Probation, Parole and Community Corrections Work in Theory and in Practice*. Durham, NC: Carolina Academic Press.

Manuscript in Progress

- America's Legacy of Shame: Wrongful Death Convictions in Alabama 1900-2000*.

Works in Progress

- McGrath, S. & Morgan, K. Testing the Social Disorganization Theory on Homicides by Census Block Groups in Birmingham, AL **In progress**
- Morgan, K. & McGrath, S. Factors Affecting Juvenile Homicide Clearance Rates. **In progress**.

Book Chapter

- Morgan, K. The Effect of Race on Probation and Parole Decision-making in *Handbook of Corrections* edited by Hayden Griffin.

RESEARCH GRANTS

- 1992 An Assessment of Probation and Parole Supervision Fee Collection Practices in Alabama “ Faculty Research Development Grant, University of Alabama at Birmingham. \$2000.
- 1998 Developing an Alabama Research Coalition" NATIONAL INSTITUTION OF JUSTICE \$150,000 PEER REVIEWED BUT NOT FUNDED.
- 1999 Characteristics of Felons on Probation and Predictors of Probation Outcome” National Institute of Justice. \$25,261. NOT FUNDED
- 2001 Characteristics of Probationers and Predictors of Probation Outcome National Institute of Justice. \$28,008. Not funded.
- 2007 Understanding Probation Recidivism: A New Look at an Old Problem.” National Institute of Justice. \$12,000 Not funded
- 2010 Female Inmate Healthcare, Faculty Development Grant. University of Alabama at Birmingham \$5000. Funded
- 2014 Trust in the Police: A Study with Criminal Justice Majors in Historically Black Public Universities. CAS Interdisciplinary Grant. \$30,000. Under Review

REVIEW EXPERIENCE

Journal of Criminal Justice
Criminology & Public Policy
Wadsworth/Belmont Publishing
Sage Publishing
Pearson/Prentice Hall
Justice Quarterly
Sociological Inquiry

DIRECTION OF HONORS AND THESIS RESEARCH

Undergraduate Honors Thesis Research

- Vu Huyhn (1996). “Adjudication and the Court Process.” Honors Thesis, University of Alabama at Birmingham.
- LaTangela Foster (1998). “Recidivism and Electronic Monitoring of Probationers.” Honors Thesis.
- Jessica Paris-Shoemaker. (2005). “The Relationship between Pre-Trial Release and Sentencing.” Honors Thesis.
- Jennifer Liwo (2005). “The Relationship Between Childhood Abuse and Delinquency and Crime.” Honors Thesis.
- Joel Kiser (2008). “The Effects of Race on Decisions to Seek the Death Penalty in Federal Capital Cases.” Honors Thesis
- Tiffany Allison (2010). “Victim and Offender-Related Characteristics and Their Effects on Parole Release Decisions” Honors Thesis
- Hugo Ramirez (2012). “Factors Influencing Parole Board Decisions in the Preliminary Stage of the Parole Release Process.” Honors Thesis.

Carlton Harris (2016). Honors Project: Uncovering Human Trafficking in Birmingham, AL. African American Studies Honors Program.

Graduate Directed Research: Area Papers

- Brian Cole. (1994). "A Sociological Perspective of Crime, Law, & Society. Graduate Area Paper.
- Heather Wilkerson (1997). "White Collar Crime: Before and After the Technological Revolution." Graduate Area Paper.
- Terry Horton. (1999) "Justifying Sentencing Outcomes." Area Paper.
- Liz Thomas (1999). "Juvenile Diversion." Area Paper.
- Amy Karlson (1999). "Federal Sentencing Guidelines: Do They Really Guide?" Area Paper.
- Catherine Porterfield (2000). "Why Women Leave: Attitudes of Active Duty Female Agents Toward Continued Service with the Air Force Special Investigations Unit." Area Paper.
- Cindy Roberts (2000). Federal Sentencing Guidelines & White Collar Offenders. " Area Paper.
- Helen Yu. (2000). "Gender Bias in Death Penalty Sentencing." Area Paper.
- Kelly Gouldthorpe (2002). "Project Exile."
- Ryan Schowebel (2003). "Counterfeiting U.S. Currency An Application of Rational Choice." Area Paper.
- Terry Harris (2004). "Judicial Discretion and White Collar Offenders." Area Paper.
- Jenni Crocker (2006). "Biometric Technology: An Innovative Approach to Curbing the Global Crime Problem." Area Paper.
- Katherine Simmons (2008). "Who's More Significant Your Parents or Your Friends?" A Study of Social Bond Theory and its Relationship to Delinquency Through the Influences of Parents, Peers, and School." Area Paper.
- Jonathan Duty (2008). "The Effects of Social Disorganization Variables on Homicide Rates." Area Paper
- Anna Neklyudova (2011). "The Impact of Prison Employment on Violence Reduction." Area Paper.
- Jamie Furman (2011). "An Evaluation of the Jefferson County Family Court Mentoring Program." Area Paper.
- Britney Moman (2012). "An Analysis of Juvenile Offender and Victim Homicides in Birmingham, Alabama."

Master's Thesis Research

- Erin Watkins (1996). "The Effect of Victim Participation on Parole Decisions in a Southeastern State." Committee Member.
- Hope Hairston (1997). "Sanctioning Terrorists: A Test of Structural-Contextual Theory." Committee member.
- Robert Grammer. "The Correlates of perceived Risk and Fear of Victimization Among urban Residents: An Exploratory Analysis." Committee member.
- Christie Ivie (2002). "Megan's Law as Symbolic Politics." Committee Member.
- Crystal Null (2009). "An Evaluation of the Jefferson County Mental Health Court." Committee Chair
- Omobolanle Atinuke Ene-Koruba (2011) "Characteristics of juvenile Domestic Violence Offenders and the Effect of Previous Convictions on Case Dispositions" Committee Chair
- LaToya Floyd Ledyard (2013). "The Effects of Incarceration on Motherhood." Committee Member

LaKeisha Martin (2014). "Terror on Campus: Analyzing Macro Level Factors of Colleges that Contribute to Forcible Rape."

Committee Member

Seth Lewis (2015-2016). Committee Chair

PhD Dissertation Research

Lynette Smith (2014) The Effect of Senior Transformational Leadership on Church Leaders. Educational Leadership Program.

Sharon Abrams.(2014) *Heroic African American Women: A Historical Case Study of Growth and Transformation in Early Childhood Education for African American Children in Alabama.* School of Education, University of Alabama at Birmingham.

SERVICE

UNIVERSITY SERVICE

Search Committees

Director of Core Curriculum Enhancement (2005)

Dean Search Committee, School of Social & Behavioral Science (2007)

Dean's Search Committee, College of Arts & Sciences (2013)

Search Committee for Director of the Honors College (2014)

All Faculty Search Committees (College of Arts & Sciences

Vice-President for Student Affairs (2015)

Vice-President for Equity, Diversity & Inclusion (2015)

Director, CAS Institute for Human Rights (2015)

Faculty Governance

- School of Social and Behavioral Sciences Faculty Affairs Committee (1993-1995; 1996-1998 2004-2006;) Committee Chair (2005-2007)
 - Sub-Committee To Develop Faculty Vacation And Sick Leave Policies
 - Subcommittee To Revise Faculty Procedures Manual
 - SBS Promotion & Tenure Committee (2000)
 - Sabbatical leave Committee
- Chair, Grievance Panel (2006)
- College of Arts & Sciences, Faculty Affairs member (2010-2013)
- President, African American Faculty Association (2013- Present)

Invited Speaker & Panel Participant

Student Orientation Faculty Panel

Athletic Department Faculty Panel (2013)

UAB Scholars Day (2013 & 2014))

B-MEN (Blazer Men Excellence Network)

College of Arts & Sciences Annual Colloquium (2013)

Police and Community Relations (2014)

Race, Crime & Policing (2014)

Mayors Empowerment Conference (2014)

Empowerment Birmingham Panel Participant

Other University & College Service

SBS Affirmative Action Officer – August, 2002 – 2005; 2006 – 2008)

Forensic Science Planning Institute Executive Committee

University Admissions Advisory Committee (1997-1999)

African-American Studies Advisory Committee (1997)

Undergraduate Program Council

- Core Curriculum Sub-Committee

- Semester Conversion Core Curriculum

Faculty Interviewer for Scholarship Candidates (1997)

Advisory Council, UAB Project Learn

Institute of Human Rights Leadership Group (2014)

President's Faculty Task force (2015)

President, African American Faculty Association (2013-2017)

DEPARTMENT SERVICE

Member, Executive Committee

Director of the Departmental Honors Program

Advisor, Alpha Phi Sigma

Advisor, Criminal Justice Student Organization (2003-2006)

COMMUNITY

Mayor's Empowerment Summit (Panel Participant)

S.P.E.A.K. UP Birmingham (Speaker)

Media Requests – Fox Six News (Ferguson)

Al.com (Death penalty)

BCRI- FBI Social Justice Conference Steering Committee

- Scholar Partner – Race, Policing, and Protest Project (Humanities in the Public Square project)

Summary of Leadership Experience and Responsibilities
Kathryn D. Morgan, PhD

2013 – Present Director of African American Studies, UAB

- Oversee the administration of the Program
- Hiring and managing Program faculty
- Managing the Program Budget
- Developing new course offerings
- Advising students
- Certifying students for graduation
- Developing a Strategic Plan for the Program
- Developing enrollment and retention strategies
- Developing assessment techniques
- Fundraising for Program Scholarships
- Since taking over the Program in 2013, several accomplishments:
 - Increased enrollment
 - Increased credit hour production by 70%
 - Created 7 new courses
 - Hired new faculty
 - Revised the curriculum (Approved by Faculty Senate)
 - Organized a student group
 - Developed partnerships with Birmingham Civil Rights Institute, Historic Ballard House, Center for Negro League Baseball Research, Sparkman Center for Global Health, & Birmingham Museum of Art
 - Reactivated the Shared Program with University of Alabama at Tuscaloosa
 - Initiated a Social Justice Lecture Series with the Department of Criminal Justice (First Speaker – Dawn Porter – *Gideon's Army* 10/14/2014)
 - Worked with other Departments to develop schedules for course offerings
 - Developed a strategic plan for the program
 - Organized an Advisory Board.
 - Developed an Honor's Program
 - Developed a Mentoring Program of Twenty Students from Birmingham City Schools & Lawson State Community College

2012-Present Affirmative Action and Diversity Officer, College of Arts and Sciences

- Oversee the search process for the 19 Departments in the College
 - Presently, there are 16 searches in the College – 7 are Department Chair Searches
- Serve as an ex-officio member of all College Search Committees.
- Serve as an ex-officio member of the College Promotion & Tenure Committee
- Serve as the Affirmative Action/Diversity Officer on all search committees
- Assist in the development of training materials for search committees
- Provide diversity training for search committees
- Monitor the search process & address issues that might arise
- Collect required demographic data for all searches
 - Provost Office recently adopted my system for the collection of voluntary demographic data
- Provide diversity reports for each search
- Sign Phase I Appointment paperwork to certify that the process was done correctly & followed policy
- Provide the Dean with monthly updates of active searches.
- Serve on the University group of Affirmative Action Officers (Vice-President of Equity & Diversity)
- Submit search composition information to the Vice-President for Equity & Diversity.
- Submit annual reports to the Dean and Vice-President of Equity and Diversity regarding hiring, terminations & promotions & tenure.
- Serve as a resource for Diversity related questions & issues

2003 – August, 2011 Program Director for the Justice Sciences Master’s Program.

- Oversee admissions into the program – Receiving application packets from the Graduate School; conducting a preliminary review of applications to determine if applicants have met admission criteria; scheduling faculty meetings with graduate faculty in the department to discuss applicants and make admission decisions; notify the Graduate School and the prospective student of the admission decisions and contingencies that must be met before being admitted into the program. Additional duties included:
 - Assessing the graduate program and entering data into the WEAVE system.
 - Reviewing the Graduate Program curriculum and making suggestions to the faculty for changes/ modifications in the curriculum or scheduling of classes.
 - Making recommendations to the Faculty regarding the awarding of graduate scholarships and assistantships.
 - Holding Graduate program Orientation for incoming students. Since becoming Program Director, I have implemented Graduate Student Orientation for incoming students. As a result of sharing my information with the Associate Dean of the Graduate School, the Graduate School now requires incoming graduate students to complete an online Orientation.
 - Tracking graduate students through the program to make sure that they are completing required courses, maintained the required GPA, and completed the necessary paperwork for the Graduate School.

- Coordinating Comprehensive Exams.
- Certifying students for graduation.
- Teaching in the Graduate Program. I have taught both required Theory courses; Research Methods, and Statistics. In addition, I have served on numerous Thesis Committees and served as Advisor for several Research Area papers.
- Exploring recruitment opportunities for potential graduate students.
- Working with other Academic Departments in scheduling elective graduate courses for students in my Department.
- Working with the Graduate School and Graduate Program Council to stay informed of changes in policies and procedures.
- Working with the Program Director in the MPA Program to develop a dual MSCJ/MPA degree.
- Serving on a committee, appointed by the Dean of the Graduate School to develop guidelines for the submission and review of Graduate Assistantship proposals.

1996 – 2010 Social and Behavioral Sciences Affirmative Action Officer.

Responsibilities included:

- attending Affirmative Action Committee meetings with the Vice-President for Equity and Diversity;
- monitoring job vacancies within the School and assisting Departments in finding various advertising venues in an effort to attract qualified minority candidates
- signing recruiting requests and reviewing Departmental advertisements;
- serving on Departmental search committees
- submitting annual reports to the Dean and Vice-President for Equity and Diversity.
- Serving on promotion and tenure committees
- Monitoring departmental recruitment and retention activities and making recommendation as needed.

1996 – 2006: Director of the Departmental Honor’s Program

- Recruited of students into the program
- Developed and taught the Honor’s Seminar,
- Worked with the University-wide Honor’s Program
- Worked with faculty mentors, and
- Scheduled Colloquiums for students’ presentations of their research.

2005 – 2007 Faculty Affairs Committee (Served two terms as an elected representative and appointed for a third term as Chair 2005-2007)

- Re-wrote the *Social and Behavioral Sciences Faculty Procedures Handbook*.
- Advised the Dean on student and faculty grievances
- Served as Chair of faculty/student grievances.
- Developed policies for dealing with faculty misconduct in scholarship and teaching overloads.
- Advised the Dean on issues related to tenure decisions

- Worked with the Provost's Office in making sure that the school policy handbook was compatible with the University policy manual.

2011-Present Elected member of the College of Arts & Sciences Faculty Affairs Committee

As Chair of the FAC, I led the effort to establish an SBS Advisory Panel to IRB eventually becoming a separate non-biomedical IRB Panel. This was a major accomplishment because it has facilitated the movement of protocols from the School of Social and Behavioral Sciences through the Institutional Review Board.

2008 ADVANCE Program

- Lunch and Learn Speaker
- Workshop Facilitator
- Steering Committee/Symposium Task Committee member

2008 Selected for UAB BLAZE Leadership Academy. The year-long program was designed to develop leadership in faculty and senior staff who have demonstrated leadership skills and potential.
Program duration: September, 2008 – May, 2009.

2011-2013 Elected Representative to CAS Faculty Affairs Committee

2011-2012 Executive Intern – Vice-President Office of Equity and Diversity

2012-2013 Committee Member – CAS Dean's Search Committee

2012-2017 President, UAB African American Faculty Association

2014 Committee Member, Dean of the Honor's College Search Committee

2014 Committee Member – Institute of Human Rights Leadership Committee

2014 Consultant, Major Field Test (Criminal Justice) Educational Testing Service