

**NATALIE TODAK, Ph.D.**

J. Frank Barefield, Jr. Department of Criminal Justice  
University of Alabama at Birmingham  
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**Education**

- 2017            Ph.D., Criminology & Criminal Justice, Arizona State University
- 2012            M.S., Criminal Justice, Bowling Green State University
- 2010            B.A., Psychology, University of California, San Diego

**Continuing Education**

- 2025            Graduate Certificate, Applications of Mixed Methods Research, University of Alabama at Birmingham

**Current Academic Positions**

- 2022–            Associate Professor, J. Frank Barefield, Jr. Department of Criminal Justice, University of Alabama at Birmingham
- 2025–            Deputy Editor, *Justice Quarterly*

**Prior Academic Positions**

- 2017–2022      Assistant Professor, J. Frank Barefield, Jr. Department of Criminal Justice, University of Alabama at Birmingham
- 2016–2017      Research Assistant for Lois James, College of Nursing, Washington State University
- 2012–2017      Research Assistant for Michael D. White, School of Criminology & Criminal Justice, Arizona State University
- 2011–2012      Research Assistant for Philip M. Stinson, Criminal Justice Program, Bowling Green State University

## Research Areas

*Policing; Qualitative Research Methods; Mixed Research Methods*

## Published Research

### *Peer-Reviewed Journal Articles*

1. Elliott, Anna, Heith Copes, and Natalie Todak (online first). Accounting for police whistleblowing. *Crime and Delinquency*.
2. Somers, Logan, Natalie Todak, Scott Mourtgos and Ian Adams (online first). Through thick & thin: Comparing traditional qualitative analysis and natural language processing techniques using narrative data from police officers. *Justice Quarterly*.
3. Todak, Natalie, Jessica Huff, and Logan Lavender (online first). Work-life balance & career advancement for women in policing: A mixed methods study. *Feminist Criminology*.
4. Marier, Christopher, Natalie Todak, Daniel Baker, and Heather Ondercin (online first). Assessing the effect of gender and diversity on traditional police culture. *Policing: A Journal of Policy and Practice*.
5. Somers, Logan and Natalie Todak (online first). A content analysis of police officers' views towards their work assignments and self-efficacy. *Journal of Crime and Justice*.
6. Todak, Natalie and Katharine Brown (online first). How did they do it? Success factors for women pursuing positions on elite police specialty units. *Women and Criminal Justice*.
7. Todak, Natalie and Logan Somers (2025). A tutorial on mixed methods research for policing scholars. *The Police Journal: Theory, Practice, and Principles*, 98(2) 426 – 441.
8. Todak, Natalie, Renee Mitchell, & Rachel Tolber (2024). “Well boys, welcome to the new law enforcement”: Reactions to women on elite specialty units. *Women & Criminal Justice*, 34(6) 400 – 418.
9. Todak, Natalie (2024). The final frontier: Police culture for women in men’s spaces. *Policing: An International Journal*, 47 (4) 545 – 561.
10. Todak, Natalie, Janne Gaub, & Michael D. White (2024). Testing the evidentiary value of police body-worn cameras in misdemeanor court. *Crime & Delinquency*, 70 (4) 1249 – 1273.
11. Todak, Natalie (2023). “A panel of good ol’ boys”: Women navigating the police promotions process. *American Journal of Criminal Justice*, 48(4), 967 – 983. Presidential

Issue for the Southern Criminal Justice Association 2022 Annual Meeting. Guest Editor: Cathy Marcum.

12. Huff, Jessica & Natalie Todak (2023). Promoting women police officers: Does exam format matter? *Police Quarterly*, 26 (2) 169 – 193.
13. Lavender, Logan & Natalie Todak (2022). Exploring the value of mentorship for women police officers. *Policing: An International Journal*, 45 (6) 1064 – 1081.
14. Beaton, Blake, Natalie Todak, & John Shjarback (2022). The benefits and supervisory styles of women police leaders. *Feminist Criminology*, 17 (5) 619 – 640.
15. Lavender, Logan & Natalie Todak (2021). Investigating the impact of organizational factors on correctional officer health and wellbeing. *Criminal Justice Studies*, 34 (4) 361 – 379. Hayden Smith (Ed.) Special Issue on Correctional Officer Wellness & Resiliency.
16. Todak, Natalie, Lindsay Leban, & Benjamin Hixon (2021). Are women opting out? A mixed methods study of women police officers' interest in promotion. *Feminist Criminology*, 16 (5) 658 – 679.
17. Gaub, Janne E., Natalie Todak, & Michael D. White (2021). The distribution of police use of force across patrol and specialty units: A case study in body-worn camera impact. *Journal of Experimental Criminology*, 17 (4) 545 – 561.
18. Magny, Obed & Natalie Todak (2021). Emotional intelligence in policing: A state-of-the-art review. *Policing: An International Journal*, 44 (6) 957 – 969.
19. Todak, Natalie, Lindsay Leban, & Lois James (2021). Citizen attitudes towards the public release of police body-worn camera video footage. *Police Practice & Research*, 22 (7) 1760 – 1776.
20. Nix, Justin, Natalie Todak, & Brandon Tregle (2020). Understanding body-worn camera diffusion in U.S. policing. *Police Quarterly*, 23 (3) 396 – 422.
21. Griffin, Marie, Eric Lambert, Nancy Hogan, Natalie Todak, & John Hepburn (2020). A gendered career stage model to explore turnover intent among correctional officers. *Prison Journal*, 100 (3) 332 – 354.
22. Gaub, Janne E., Natalie Todak, & Michael D. White (2020). One size doesn't fit all: The deployment of police body-worn cameras to specialty units. *International Criminal Justice Review*, 30 (2) 136 – 155.
23. Todak, Natalie & Janne E. Gaub (2020). Predictors of police body-worn camera acceptance: Digging deeper into officers' perceptions. *Policing: An International Journal*, 43 (2) 299 – 313.

24. James, Lois, Natalie Todak, & Joanne Savage (2020). Unnecessary force by police: Insights from evolutionary psychology. *Policing: A Journal of Policy & Practice*, 14 (1) 278 – 291.
25. Todak, Natalie & Katharine Brown (2019). Policewomen of color: A state-of-the-art review. *Policing: An International Journal*, 42 (6) 1052 – 1062.
26. Todak, Natalie & Michael D. White (2019). Expert officer perceptions of de-escalation in policing. *Policing: An International Journal*, 42 (5) 832 – 846.
27. Shjarback, John A. & Natalie Todak (2019). The prevalence of female representation in supervisory and management positions in American law enforcement: An examination of organizational correlates. *Women & Criminal Justice*, 29 (3) 129-147.
28. Todak, Natalie, Michael D. White, Lisa M. Dario, & Andrea R. Borrego (2018). Overcoming the challenges of experimental research: Lessons from a criminal justice case study involving TASER exposure. *Evaluation Review*, 42 (3) 358-385.
29. Todak, Natalie & Lois James (2018). A systematic social observation study of police de-escalation tactics. *Police Quarterly*, 21 (4) 509-543.
30. White, Michael D., Natalie Todak, & Janne E. Gaub (2018). Examining body-worn camera integration and acceptance among police officers, citizens, and external stakeholders. *Criminology and Public Policy*, 17 (3) 649-677.
31. James, Lois & Natalie Todak (2018). Prison employment and post-traumatic stress disorder: Risk and protective factors. *American Journal of Industrial Medicine*, 61 (9) 725-732.
32. Wallace, Danielle, Michael D. White, Janne E. Gaub, & Natalie Todak (2018). Body-worn cameras as a potential source of de-policing: Testing for camera-induced passivity. *Criminology*, 56 (3), 481-509.
33. Todak, Natalie, Janne E. Gaub, & Michael D. White (2018). The importance of external stakeholders for police body-worn camera diffusion. *Policing: An International Journal*, 41 (4) 448-464. Charles M. Katz & Michael D. White (Guest Eds.) NACOLE's Special Issue on Trends in Police Accountability.
34. Todak, Natalie, Jessica Huff, & Lois James (2018). Investigating perceptions of race and ethnic diversity among prospective police officers. *Police Practice & Research*, 19 (5) 490-504.
35. White, Michael D., Janne E. Gaub, & Natalie Todak (2018). Exploring the potential for police body-worn cameras to reduce violence in police-citizen encounters. *Policing: A Journal of Policy and Practice*, 12 (1), 66-76. Matthew Hickman and Abi Dymond (Guest Eds.) Special Issue on Police Body-Worn Cameras.

36. White, Michael D., Natalie Todak, and Janne E. Gaub (2017). Assessing citizen perceptions of body-worn cameras after encounters with police. *Policing: An International Journal*, 40 (4), 689—703.
37. James, Lois, Ross Bindler, Natalie Todak, & Kenneth Daratha (2017). The impact of weight status on school age children’s daytime sleepiness. *Health Behavior and Policy Review*. 4 (5), 446—453.
38. Todak, Natalie (2017). The decision to become a police officer in a legitimacy crisis. *Women & Criminal Justice*. 27 (4), 250—270.
39. James, Lois, Natalie Todak, & Suzanne Best (2017). The negative impact of prison work on sleep health. *American Journal of Industrial Medicine*, 60 (5), 449—456.
40. Gaub, Janne E., David Choate, Natalie Todak, Charles M. Katz, & Michael D. White (2016). Officer perceptions of body cameras pre- and post-deployment: A study of three police departments. *Police Quarterly*, 19 (3), 275—302. Special Issue on Police Body-Worn Cameras.
41. Todak, Natalie, Gabriel T Cesar, & Brooks Louton (2015). Forensic reporting of TASER exposure: An examination of situational and exposure characteristics. *Journal of Forensic and Legal Medicine*, 35, 4-8.
42. Stinson, Philip M., Natalie Todak, & Mary Dodge (2015). An exploration of crime by policewomen. *Police Practice and Research*, 16 (1), 79-93.
43. Stinson, Philip M., John Liederbach, Steven L. Brewer, & Natalie Todak (2014). Drink, drive, go to jail? A study of police officers arrested for drunk driving. *Journal of Crime and Justice*, 37 (3), 356-376.
44. Wang, Xia, Carter Hay, Natalie Todak, & William Bales (2014). Criminal propensity, social context, and recidivism. A multilevel analysis of interactive relationships. *Criminal Justice and Behavior*, 41 (3), 300-317.

*Book Chapters, Book Reviews, and Encyclopedia Articles*

1. Todak, Natalie and Tanya Maisenholder (2026). The business case for women in policing. In Geoffrey Alpert, Kyle McLean, Ian Adams, and Roger Dunham (eds.) *Critical Issues in Policing*, 9<sup>th</sup> Edition.
2. Brown, Katharine & Natalie Todak (2022). Policing and gender. Henry Pontell (Ed.), Laura Huey, and Richard Bennett’s (Senior Eds.) *Oxford Research Encyclopedia of Criminology and Criminal Justice*. Oxford University Press.

3. Todak, Natalie, Susan Boyd, Rachel Tolber, & Renee Mitchell (2022). Finding a way to survive: A critical examination of elite policewomen's accounts of their success. Joseph Schafer & Richard Myers (Eds.) *Policing in an Era of Crisis and Reform: Leadership & Management Issues for the Future*. Palgrave, pg. 175-199.
4. Todak, Natalie (2021). Review of Matthew Vaz's "Running the numbers: Race, police, and the history of urban gambling" (2020, University of Chicago Press). *Law & Society Review*, 55 (2), 367-368.
5. Todak, Natalie, Justin Nix, Kyle McLean, and Cory Haberman (2021). The LEADS Academics program: Building sustainable police-research partnerships in pursuit of evidence-based policing in the United States. Eric Piza and Brandon Welsh (Eds.) *The Globalization of Evidence-Based Policing: Innovations in Bridging the Research-Practice Divide*. Routledge.
6. White, Marshall Lorraine, and Natalie Todak (2021). Queer methods in criminology: Three key questions. J.C. Barnes & David R. Forde (Eds.) *The Encyclopedia of Research Methods and Statistical Techniques in Criminology and Criminal Justice*. Wiley.
7. Todak, Natalie & Madison March (2020). De-escalation in policing: Preliminary answers to key questions. In McLean, Alpert, and Dunham (Eds.) *Critical Issues in Policing*, 8<sup>th</sup> Edition. Waveland Press.
8. White, Michael D., Janne E. Gaub, & Natalie Todak (2020). Implement a body-worn camera program. In Charles M. Katz and Edward R. Maguire (Eds.) *Transforming the Police: Thirteen Key Reforms*. Waveland Press. With response essay from Chief Edward Flynn (retired) Milwaukee Police Department.
9. Todak, Natalie (2018). Using body-worn cameras to create an evidence-based de-escalation training program. In Renee Mitchell & Laura Huey (Eds.) *Evidence Based Policing: An Introduction to Key Ideas*. Policy Press. Pages 187-196.
10. Todak, Natalie & Michael D. White (2018). An integrated, reflexive theory of police misconduct. In Scott H. Decker & Kevin A. Wright (Eds.), *Criminology and Public Policy*, 3<sup>rd</sup> Edition, Philadelphia: Temple University Press. Pages 213-230.
11. Wang, Xia & Natalie Todak (2016). Racial threat hypothesis. In Beth M. Huebner (Ed.), *Oxford Bibliographies in Criminology*. New York, NY: Oxford University Press.

*Agency Reports, Research Briefs, and Other Publications*

1. Huff, Jessica, and Natalie Todak (Fall 2025, Volume 2, Number 4). Promoting women in policing takes more than a specific promotional process. *Applied Police Briefings*, 2(4), 57-59.

2. Marier, Christopher J., Todak, Natalie, Baker, Daniel B., and Ondercin, Heather (Fall 2025, Volume 2, Number 4). What happens to police culture as more women enter the profession? *Applied Police Briefings*, 2(4), 24–26.
3. Meisenholder, Tanya and Natalie Todak (Fall 2025, Volume 2, Number 4). Guest editorial. *Applied Police Briefings*, 2(4), 4–5.
4. Brown, Katharine and Natalie Todak (Spring 2025, Volume 2, Number 2). How did they do it? Success factors for women pursuing positions on elite police specialty units. *Applied Police Briefings*.
5. Todak, Natalie (Summer 2024, Volume 2, Number 2). “A panel of good ol’ boys”: Women navigating the police promotions process. *Applied Police Briefings*.
6. Todak, Natalie & Laura Huey (2022). Busting myths about evidence-based policing: Editorial introduction to the special issue. *Police Quarterly*, 25 (1) 3-6.
7. Todak, Natalie & Lindsay Leban (October 2020). Evaluating the reception of police body-worn cameras in Jefferson County, Alabama. Final report to the Jefferson County Sheriff’s Office, and the Midfield, Hoover, and Adamsville Police Departments.
8. What it looks like versus what it is: Building competent diversity in national security (2020). Final Survey Report by #NatSecGirlSquad, Guidehouse, and Natalie Todak at the University of Alabama at Birmingham.
9. Todak, Natalie (2019). Policing needs an evidence-based definition of de-escalation. The American Society of Evidence-Based Policing (ASEBP) Blog.
10. Gaub, Janne, & Natalie Todak (2019). Analysing focus groups to understand specialty unit officers’ perceptions of police body-worn cameras. Sage Research Methods Datasets.
11. Todak, Natalie (2018). Confronting trauma in observational field research with the police. Sage Research Methods Cases, Part 2 (Sociology).
12. Gaub, Janne E., Danielle Wallace, Natalie Todak, & Michael D. White (2018). Overcoming the challenges of administrative data: A case study involving police body-worn cameras. Sage Research Methods Cases, Part 2 (Sociology).
13. White, Michael D., Janne E. Gaub, & Natalie Todak. (2017). Assessing the impact & consequences of police officer body-worn cameras. Final report to the Laura & John Arnold Foundation.
14. James, Lois, Natalie Todak, & Suzanne Best (2017). A response to the letter “Sleep problems in prison employees.” *American Journal of Industrial Medicine*, 60 (5), 1102-1103.

15. Gaub, Janne, Natalie Todak, & Michael White (2017). Beyond patrol: Exploring the perceptions of police body-worn cameras among officers in specialized units. Center for Violence Prevention & Community Safety, Arizona State University.
16. Todak, Natalie, Janne E. Gaub, & Michael D. White (2017). What happens downstream? External stakeholder perceptions of police body-worn cameras. Center for Violence Prevention and Community Safety, Arizona State University.
17. Todak, Natalie, Janne E. Gaub, and Michael D. White (2017). Police body-worn cameras: Perspectives from external stakeholders. In *View: Commentary from Body Camera Experts*. Bureau of Justice Assistance Body Worn Camera Training and Technical Assistance website.
18. Dario, Lisa M., Natalie Todak, & Andrea Borrego. (May/June 2015). The advantages and disadvantages of original data collection for criminology and criminal justice doctoral students. *The Criminologist* 40 (3), 24-26. (Doctoral Student Forum).

## **Funded Research**

### *Proposals Under Review*

1. Understanding and building police self-efficacy: A qualitative interview study of Alabama law enforcement officers. Barefield 2026 SEED Grant Proposal. Submitted December 15, 2025, with Co-Investigator Martha Earwood.

### *Grants Awarded as PI (Total = \$9,910)*

1. Understanding the barriers to promotion and retention of women police leaders in the United States. Funded by the University of Alabama at Birmingham Faculty Development Grant Program and the UAB Department of Criminal Justice in the amount of \$9,000. PI: Natalie Todak. May 15, 2020-August 31, 2021.
2. The decision to become a police officer. Funded by the Arizona State University Graduate Research and Support Program (GRSP) Independent Research Grant in the amount of \$750. The Graduate and Professional Students Association, Graduate Education, & the Office of the Vice Provost for Research. January 2015 – June 2016.
3. Future officer perspectives on policing. Linda Petrosino PILLARS Grant in the amount of \$160 to support master's thesis research. College of Health & Human Services, Bowling Green State University. Summer 2012.

### *Proposals Not Awarded*

1. Salvadoran Women in Citizen Security (OFOP0001253). Submitted to the U.S. Department of State, Bureau of Narcotics and Law Enforcement Affairs (INL) on

December 2, 2023. Requested amount: \$1,999,998. PIs: Joseph Schafer and Charles M. Katz.

2. Is there a business case for more women in policing? Proposal for a deep literature scan submitted to Arnold Ventures. Submitted December 2020.
3. The blue wall in action: Whistleblower stories as paths to police reform. Submitted November 2020 to the Andrew Carnegie Fellows Program for 2021. Nominated by the University of Alabama at Birmingham Office of the Vice President for Research, the Provost, and the College of Arts and Sciences. Requested Amount: \$200,000.
4. The 30 x 30 initiative: Advancing women to reform American policing. Submitted September 2020 to the Equality Can't Wait Challenge, sponsored by Pivotal Ventures. PI: Maureen McGough. University of Alabama at Birmingham included as a subcontract from the Policing Project. Other Partners: Ideas 42 and Ivonne Roman with the Women's Leadership Academy. Requested Amount: \$10 million; \$920,046 for UAB.
5. Recruiting the next generation of officers and deputies: Census and study of existing programs. Submitted March 2020 to the Community Policing Development (CPD) Program Application, FY 2020. Topic Area: Recruiting the Next Generation of Officers and Deputies. Included individually as content expert. Requested Amount: \$586,402.
6. Advancing the police profession and addressing the recruitment crisis through recruitment, retention, and promotion of women in policing. Submitted March 2020 to the Community Policing Development (CPD) Program Application, FY 2020. Topic Area: Open Category. University of Alabama at Birmingham included as a subcontract from the National Police Foundation.
7. Operational stressors in corrections and effects on officer health, safety, and wellness. Submitted May 2019 to the National Institute of Justice Opportunity for the Fiscal Year 2019: Research and Evaluation in Safety, Health, and Wellness in the Criminal Justice System. PI: Natalie Todak. Co-PI: Lois James. Co-Is: Steven K. Herbert, & Stephen James. Requested Amount: \$869,488.

*Funded Projects Assisted as Consultant or Evaluator*

1. Dialogue that works: Examining police communication strategies and citizen compliance. Funded by the National Institute of Justice, NIJ FY24 Field-Initiated Action Research Partnerships. PIs: William Terrill, Stephen Bishopp, and Logan Somers. Awarded Amount: \$399,881. Consultancy Period: 2025 – 2027.
2. Mobile Metro Area Crime Center Body Worn Camera Program. Funded by the Bureau of Justice Assistance FY 2018 Body-Worn Camera Policy and Implementation Program, Category 1: Implementation or Expansion of BWC through State or Regional Consortia. Participating Agencies: Metro Area Crime Center, Jefferson County Sheriff's Office, Hoover Police Department, Adamsville Police Department, Midfield Police Department.

Awarded Amount: \$702,000. Time Served as Program Evaluator: January 2019-Present.

3. Testing and evaluating body worn video technology in the Los Angeles Police Department. Funded by the National Institute of Justice to Justice Security Solutions to the Los Angeles Police Foundation, the LAPD, and Justice & Security Solutions. PI: Craig Uchida. Awarded Amount: \$2,000,000. Consultancy Period: June 1, 2018-August 1, 2018.

#### *Funded Projects Assisted as Graduate Student*

1. Assessing the impact & consequences of police body-worn cameras: A multi-site randomized controlled trial. PI: Michael White. Project Manager: Janne Gaub. Funded by the Laura & John Arnold Foundation for \$497,575. January 2015 – August 2017.
2. Examining the effects of the TASER on cognitive functioning. PIs: Michael White, Justin Ready, & Robert Kane. Project Manager: Lisa Dario. Funded by the National Institute of Justice in the amount of \$408,377. January 2013 – July 2013.
3. Criminal stigma, race, gender, and employment. PIs: Scott Decker and Cassia Spohn. Project Manager: Natalie Ortiz. Funded by the National Institute of Justice in the amount of \$482,048. August 2012 – June 2013.
4. Police integrity lost: A study of law enforcement officers arrested. PIs: Philip Stinson, John Liederbach, & Steven Lab. Funded by the National Institute of Justice. August 2011 – July 2012.

#### **Awards and Scholarships**

1. John R. Hepburn Alumni Scholar Award, 2022-2023. Arizona State University School of Criminology & Criminal Justice.
2. Early Career Award Winner. Division of Policing, American Society of Criminology. Atlanta, GA. November 2022. Committee Chair: Jason Ingram.
3. Emerald Literati Award for Outstanding Paper. “Emotional Intelligence in Policing: A State-of-the-Art Review” published in *Policing: An International Journal*. September 2022.
4. Nominee, Andrew Carnegie Fellows Program, 2021. Nominated by the UAB Office of the Vice President for Research, the Provost, and the UAB College of Arts and Sciences, October 20, 2020.
5. NIJ Law Enforcement Advancing Data and Science (LEADS) Academic. Selected for experience in research and demonstrated investment both in partnering with a law enforcement agency and collecting original data from that agency. August 2019 – Present.

6. Emerald Literati Award for Outstanding Paper. “Assessing Citizen Perceptions of Body-Worn Cameras after Encounters with Police” published in *Policing: An International Journal*. July 2018.
7. March 2016. Doctoral Student Summit Scholarship. The Academy of Criminal Justice Sciences.
8. November 2015. Graduate and Professional Student Association’s (GPSA) Graduate Research Support Program Award for Graduate Academic and Research Excellence. Arizona State University.
9. August 2012 – December 2014. Graduate Assistantship & Tuition Fellowship. Arizona State University.
10. August 2011 – July 2012. Graduate Assistantship & Tuition Fellowship. Bowling Green State University.

## **Presentations and Engagement**

### *Conference Papers presented since 2022*

1. Elliot, Anna, Heith Copes, and Natalie Todak. Accounting for police whistleblowing. Poster presented at the 2025 Meeting of the American Society of Criminology in Washington, D.C.
2. Todak, Natalie. The life sentence: A qualitative study of police whistleblower retaliation. Paper presented at the 2025 Meeting of the Southern Criminal Justice Association in Charleston, SC.
11. Todak, Natalie. Challenges faced by police women leaders on their paths to the top. The 2022 Meeting of the Southern Criminal Justice Association in Asheville, NC.
12. Huff, Jessica & Natalie Todak. Police promotions exams in the United States and their impact on women’s career advancement. The 2022 Meeting of the American Criminal Justice Society in Las Vegas, NV.

### *Invited Talks since 2022*

1. Webinar Panelist. Navigating promotional processes for law enforcement professionals. Justice Clearinghouse. Co-presenters: Tanya Meisenholder (Director of Gender Equity, 30x30 Initiative); Chief Jody Kaspar (Nantucket [MA] Police Department); Captain Kelly Cantrell (Metropolitan Nashville Police Department); Jeremy Barnum (Police Executive Research Forum). March 27, 2025.
2. Panelist. Promotions in Law Enforcement: High Priority Needs for Improving the Process to Identify and Select the Next Generation of Police Leaders. Organized by the

Department of Justice, National Institute of Justice. February 29 – March 1, 2024.  
Washington D.C.

3. Presenter. The life sentence: The threat of whistleblower retaliation as a barrier to police accountability. Utah Policing Research Workshop at the University of Utah. February 22 – 23, 2024. Salt Lake City, UT.
4. Webinar Panelist. Research on Promotion of Women Officers. The 2023 30x30 Webinar Series headed by Maureen McGough, Policing Project. June 9, 2023. Zoom.
5. Webinar Panelist. Navigating the Promotions and Tenure Process. Office of the Provost, University of Alabama at Birmingham. Organizer: Alison Chapman. September 23, 2022. Zoom.
6. Panelist. Successful Junior Faculty Panel. New Faculty Orientation series. Organizer: John K. Moore, Jr. College of Arts and Sciences, University of Alabama at Birmingham. September 9, 2022. Birmingham, AL.
7. Panelist. Retention and Promotion of Women in Policing. BJA's National Summit on Women in Law Enforcement: Improving Public Safety and Transforming the Police. Organized by Maureen McGough and Ivonne Roman. September 7-8, 2022. Washington, D.C.
8. Webinar Panelist. The final frontier: Women police officers in leadership and elite specialty assignments. The 2022 30x30 Webinar Series headed by Maureen McGough, Policing Project. February 25, 2022. Zoom.

#### *Trainings and Toolkits Developed*

1. [30 x 30 focus group toolkit](#): A how-to guide for conducting focus groups for police practitioners. Developed for the 30 x 30 Initiative to increase the representation of women in U.S. policing to 30% by 2030. Headed by Maureen McGough, Policing Project.
2. Evidence-based policing for command staff. Delivered to Shelby County Sheriff's Office on October 22, 2020.
3. Systematic social observation of the police for graduate students. Delivered to Arizona State University School of Criminology and Criminal Justice Ph.D. students on August 21, 2018.

#### **Teaching (updated Spring 2026)**

*University of Alabama at Birmingham*

CJ 220 Police in America (x7)

CJ 240 Corrections in America (x4)  
CJ 300 Research Methods in Criminal Justice (x20)  
CJ 321 Police-Community Relations (x8)  
CJ 362 Victimology (x2)  
CJ 407/507 Special Topics (x1)  
CJ 443/543 Women & the Criminal Justice System (x2)  
CJ 605 Graduate Seminar in Research Design (x3)

*Arizona State University*

CRJ 201 Criminal Justice Crime Control Policies & Practices (x1)  
CRJ 230 Introduction to Policing (x1)

*Student Advising*

Anna Elliott – Undergraduate Honors Assistant to the Advisor (2024-2025); Thesis xx (2025-Present)  
Amari Phelps – Thesis Committee Member (2024-2025)  
Abby Kiel – Honors by Contract Advisor (2024)  
Logan Lavender – Thesis Chair (2021-2023); Undergraduate Honors Advisor (2020 –2021)  
Jackson Bailey – Thesis Chair (2022- 2023)  
Joella Fraser – Honors by Contract Advisor (2023)  
Elizabeth Brooks – Undergraduate Honors Advisor (2022 –2023)  
Garrett Gable – Honors by Contract Advisor (2022)  
Qiandra Johnson – Demonstration Project Chair (2021- 2022)  
Noor Hussain – Exchange Student Advisor (2021- 2022)  
Benjamin Hixon – Thesis Chair (2021- 2022); Graduate Advisor (2020- 2022); Undergraduate Honors Advisor (2019- 2020); CJ 698 Directed Study Advisor (2019)  
Kasey Cupido – Internship Advisor (2021)  
Tyler Nixon – Thesis Chair (2019- 2021); CJ 698 Directed Study Advisor (2020)  
LeKendra Kidd – Thesis Chair (2019- 2021); CJ 698 Directed Study Advisor (2020)  
MacKenzie Crow – Honors by Contract Advisor (2020)  
Blake Beaton – CJ 698 Directed Study Advisor (2020; 2020)  
Chandler Bailey – Demonstration Project Chair (2019- 2020)  
Carley Blankenship – Honors by Contract Advisor (2019; 2020)  
Raven B. Rogers – Demonstration Project Chair (2019)  
Madison March – Undergraduate Honors Advisor (2018- 2019)  
Rainey White – Thesis Committee Member (2018- 2019)  
Justin Agee – Demonstration Project Chair (2018)  
Maire Read – Demonstration Project Chair (2018)

**Service**

*Current Field Service*

1. Deputy Editor, *Justice Quarterly*. April 2025 – Present.

2. Awards Committee Chair, *Police Practice and Research*. July 2022 – Present.
3. Partner. Police Staffing Observatory, School of Criminal Justice, Michigan State University. January 2023 – Present.
4. Board Member, Police Executive Research Forum, Research Advisory Board (RAB). October 2022 – Present.

*Past Field Service*

1. Managing Editor, *Police Practice and Research*. August 2023 – February 2025.
2. Program Committee Member. American Society of Criminology Annual Meeting, 2023. Philadelphia, PA.
3. Guest Editor with Laura Huey. Special Issue on “Busting Myths in Evidence-Based Policing.” *Police Quarterly*, 25 (1) 3-6.
4. Board Member, Executive Counselor, & Director of Social Media. Western Society of Criminology. March 2016 – February 2021.
5. Program Committee Co-Chair. The 2020 Annual Meeting of the Western Society of Criminology in Phoenix, AZ. With: Danielle Wallace (Chair) and Megan Welsh.
6. Program Committee Co-Chair. The 2019 Annual Meeting of the Western Society of Criminology in Honolulu, HI. With: Danielle Wallace (Chair) and Megan Welsh.
7. Outstanding Doctoral Student Award Committee Member. Southern Criminal Justice Association. The 2018 Annual Meeting in Pensacola, FL. Chair: Ráchael Powers.
8. Awards Committee Member. American Society of Criminology Division of Policing. The 2017 Annual Meeting in Philadelphia, PA. Chair: Evan T. Sorg.
9. Awards Committee Member. American Society of Criminology Division of Policing. The 2016 Annual Meeting in New Orleans, LA. Chair: Scott H. Decker.

*Current UAB and Department Service*

1. Criminal Justice Graduate Program Committee. Since Fall 2025.
2. Department Representative for the College of Arts and Sciences Faculty Affairs Committee. Since Fall 2024.
3. Criminal Justice Undergraduate Honors Program Committee. Since Fall 2019.

*Past UAB and Department Service*

1. Criminal Justice Handbook Committee. Spring 2023 – Summer 2025.
2. Criminal Justice Tenure and Promotion Committee.
  - a. Fall 2023, Lindsay Leban, tenure and promotion review
  - b. Spring 2023, Lindsay Leban, 5-year review (co-chair)
  - c. Spring 2023, Ellen Mwenesongole, 2-year review (co-chair)
3. Criminal Justice Social Media Manager. Fall 2022 – Spring 2023.
4. Criminal Justice Faculty Search Committee.
  - a. Fall 2022, Tenure Track Assistant Professor
  - b. Summer 2019, Teaching Assistant Professor
  - c. Fall 2017, Tenure Track Assistant Professor
5. Department Representative for the College of Arts and Sciences, UAB Faculty Policies and Procedures Committee (FPPC). Fall 2020 – Spring 2021.
6. Department Representative for the College of Arts and Sciences, UAB Office of Diversity, Equity, & Inclusion, Commission on the Status of Women; Subcommittee on Representation and Compensation; Subcommittee on Pregnancy, Maternity Leave, and Breastfeeding. Fall 2019 – April 2022.
7. Criminal Justice Graduate Program Committee. Fall 2017 – April 2022.
8. Criminal Justice Scholarship Committee. Fall 2017 – April 2022.

*Peer Review Activities*

Editorial Board Member –

- *Criminology & Public Policy* (since November 2024)
- *Applied Police Briefings* (since March 2024)
- *Police Practice and Research* (since June 2021)
- *Policing: An International Journal* (since November 2020)
- *Journal of Qualitative Criminal Justice and Criminology* (July 2020-December 2025)

Ad Hoc Reviewer –

*American Journal of Criminal Justice; Annual Review of Interdisciplinary Justice Research; BMC Psychiatry; Canadian Journal of Criminology & Criminal Justice; Crime & Delinquency; Criminal Justice & Behavior; Criminal Justice Review; Criminal Justice Studies; Criminology; Criminology & Public Policy; Deviant Behavior; Feminist Criminology; International Criminal Justice Review; International Journal of Police Science & Management; International Journal of Rural Criminology; Journal of Criminal Justice; Journal of Criminal Justice Education;*

*Journal of Criminal Psychology; Journal of Drug Issues; Journal of Experimental Criminology; Journal of Policing, Intelligence and Counter Terrorism; Journal of Qualitative Criminal Justice & Criminology; Journal of Research in Crime and Delinquency; Justice Quarterly; Law Enforcement Advancing Data and Science; Police Practice & Research; Police Quarterly; Policing: A Journal of Policy & Practice; Policing: An International Journal; Policing & Society; Political Research Quarterly; Psychology, Crime, & Law; Sleep Health; Social Politics; The Police Journal; The Social Science Journal; Women & Criminal Justice.*

Tenure Application Reviewer – Suffolk University, Kent State University

Grant Reviewer – National Science Foundation; National Institute of Justice

Book Proposal Reviewer – Cambridge University Press; Routledge; University of California Press

Other Reviews – Oxford Bibliographies