

NATALIE TODAK, Ph.D.

J. Frank Barefield, Jr. Department of Criminal Justice
University of Alabama at Birmingham
1202 University Boulevard; UBOB 213
Birmingham, AL 35294-4562
Email: ntod@uab.edu

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

Additional Training

- In Progress Graduate Certificate, Applications of Mixed Methods Research,
Department of Health Services Administration, University of Alabama at
Birmingham (3 of 5 courses completed)

Employment

- 2022– Associate Professor, Department of Criminal Justice, University of Alabama at
Birmingham
- 2017–2022 Assistant Professor, 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 Interests

Policing
Qualitative Research Methods
Mixed Research Methods

PUBLISHED SCHOLARSHIP

Peer-Reviewed Journal Articles

1. 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*.
2. **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*.
3. **Todak, Natalie** and Logan Somers (online first). A tutorial on mixed methods research for policing scholars. *The Police Journal: Theory, Practice, and Principles*.
4. **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.
5. **Todak, Natalie** (2024). The final frontier: Police culture for women in men's spaces. *Policing: An International Journal*, 47 (4) 545 – 561.
6. **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.
7. **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.
8. Huff, Jessica & **Natalie Todak** (2023). Promoting women police officers: Does exam format matter? *Police Quarterly*, 26 (2) 169 – 193.
9. Lavender, Logan & **Natalie Todak** (2022). Exploring the value of mentorship for women police officers. *Policing: An International Journal*, 45 (6) 1064 – 1081.
10. Beaton, Blake, **Natalie Todak**, & John Shjarback (2022). The benefits and supervisory styles of women police leaders. *Feminist Criminology*, 17 (5) 619 – 640.
11. 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.
12. **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.

13. 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.
14. Magny, Obed & **Natalie Todak** (2021). Emotional intelligence in policing: A state-of-the-art review. *Policing: An International Journal*, 44 (6) 957 – 969.
15. **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.
16. Nix, Justin, **Natalie Todak**, & Brandon Tregle (2020). Understanding body-worn camera diffusion in U.S. policing. *Police Quarterly*, 23 (3) 396 – 422.
17. 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.
18. 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.
19. **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.
20. 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.
21. **Todak, Natalie** & Katharine Brown (2019). Policewomen of color: A state-of-the-art review. *Policing: An International Journal*, 42 (6) 1052 – 1062.
22. **Todak, Natalie** & Michael D. White (2019). Expert officer perceptions of de-escalation in policing. *Policing: An International Journal*, 42 (5) 832 – 846.
23. 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.
24. **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.
25. **Todak, Natalie** & Lois James (2018). A systematic social observation study of police de-

- escalation tactics. *Police Quarterly*, 21 (4) 509-543.
26. 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.
 27. 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.
 28. 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.
 29. **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.
 30. **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.
 31. 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.
 32. 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.
 33. 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.
 34. **Todak, Natalie** (2017). The decision to become a police officer in a legitimacy crisis. *Women & Criminal Justice*. 27 (4), 250—270.
 35. 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.
 36. 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.

37. **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.
38. Stinson, Philip M., **Natalie Todak**, & Mary Dodge (2015). An exploration of crime by policewomen. *Police Practice and Research*, 16 (1), 79-93.
39. 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.
40. 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. 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.
2. **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.
3. **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.
4. **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.
5. 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.
6. **Todak, Natalie** & Madison March (2020). De-escalation in policing: Preliminary answers to key questions. In McLean, Alpert, and Dunham (Eds.) *Critical Issues in Policing*, 8th Edition. Waveland Press.
7. 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.

8. **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.
9. **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*, 3rd Edition, Philadelphia: Temple University Press. Pages 213-230.
10. 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 and Other Publications

1. **Todak, Natalie** (2024). "A panel of good ol' boys": Women navigating the police promotions process. *Police Research Briefs*.
2. **Todak, Natalie** & Laura Huey (2022). Busting myths about evidence-based policing: Editorial introduction to the special issue. *Police Quarterly*, 25 (1) 3-6.
3. **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.
4. 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.
5. **Todak, Natalie** (2019). Policing needs an evidence-based definition of de-escalation. The American Society of Evidence-Based Policing (ASEBP) Blog.
6. Gaub, Janne, & **Natalie Todak** (2019). Analysing focus groups to understand specialty unit officers' perceptions of police body-worn cameras. Sage Research Methods Datasets.
7. **Todak, Natalie** (2018). Confronting trauma in observational field research with the police. Sage Research Methods Cases, Part 2 (Sociology).
8. 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).
9. 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.

10. 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.
11. 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.
12. **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.
13. **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.
14. **Todak, Natalie** (Spring 2017). Publication feature. *The Western Criminologist*, The Official Newsletter of the Western Society of Criminology.
15. 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 ACTIVITY

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. 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.

2. 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 & 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

Selected Papers Presented at Academic Conferences

1. **Todak, Natalie.** Contempt of code: Police agency and peer responses to whistleblower reports of internal misconduct. The 2025 Meeting of the American Society of Criminology in Washington, D.C.
2. **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.
3. 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.
4. Logan Lavender and **Natalie Todak.** Exploring organizational risk factors for health and wellness problems in correctional officers. Thematic panel on police and correctional officer health and wellness, organized by Joseph Schwartz. The 2021 Meeting of the American Society of Criminology in Chicago, IL.
5. **Natalie Todak** and Lois James. Operational stressors in corrections and effects on officer health, safety, and wellness. Thematic panel on police and correctional officer health and wellness, organized by Joseph Schwartz. The 2020 Meeting of the American Society of Criminology in Washington, DC. [Cancelled due to Covid-19 pandemic]
6. **Natalie Todak** and Lindsay Leban. Police and citizen attitudes towards body-worn camera video release. The 2020 Meeting of the Academy of Criminal Justice Sciences in San Antonio, TX. [Cancelled due to Covid-19 pandemic]

7. **Natalie Todak**, Rachel Tolber, & Renee Mitchell. A national survey of policewomen and their experiences with promotion and leadership. The 2020 Meeting of the Western Society of Criminology in Phoenix, AZ.
8. **Todak, Natalie**, Renee Mitchell, & Rachel Tolber. Police unicorns: A profile of women on elite specialty units. The 2019 Meeting of the American Society of Criminology in San Francisco, CA.
9. **Todak, Natalie**. Exploring violence de-escalation across Binder & Scharf's four phase model of police-citizen encounters. The 2019 Meeting of the Western Society of Criminology in Honolulu, HI.
10. **Todak, Natalie** & Janne Gaub. Traditional police subculture and resistance to body-worn cameras. The 2018 Meeting of the Western Society of Criminology in Long Beach, CA.
11. **Todak, Natalie** & Lois James. A systematic social observation study of police de-escalation tactics. The 2017 Meeting of the American Society of Criminology in Philadelphia, PA.
12. **Natalie Todak**, Janne Gaub, & Michael White. What happens downstream? Perceptions of body-worn cameras among external stakeholders. The 2017 Meeting of the Western Society of Criminology, Las Vegas, NV.
13. **Natalie Todak**. De-escalation in police-citizen encounters. The 2016 Meeting of the American Society of Criminology, New Orleans, LA.
14. **Natalie Todak**, Brooks Louton, & Gabriel T Cesar. Participant and panel chair. TASER-proximate arrest-related deaths: A content analysis of autopsy reports. The 2013 Meeting of the American Society of Criminology. Atlanta, GA.

Invited Talks, Panels, Classes, and Webinars

1. Panelist. The Police Promotions Process. Online webinar. Justice Clearinghouse. To be held March 27, 2025. Co-presenters: TBD.
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. Panelist. Research on Promotion of Women Officers. The 2023 30x30 Webinar Series headed by Maureen McGough, Policing Project. June 9, 2023. Zoom.
5. 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. 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.
9. Panelist. The academic job market pre-COVID. The American Society of Criminology Division of Policing Virtual Panel Series. Organized by Janne Gaub and Alexis Rockwell. September 17, 2021. Zoom.
10. Presenter. Focus Groups for Police Practitioners: An Introduction to the 30x30 Focus Group Toolkit. The 2021 30x30 Webinar Series headed by Maureen McGough, Policing Project. May 7, 2021. Zoom.
11. Discussant. Police recruitment and hiring: What are chief and student views about pre-employment marijuana use by applicants? Panel organized by Cody Telep. The 2021 Meeting of the American Society of Criminology in Chicago, IL.
12. Author Meets Critics Participant. Dr. Thomas Barker's "Aggressors in Blue: Exposing Police Sexual Misconduct." Academy of Criminal Justice Sciences Virtual Meeting. April 13-14, 2021.
13. Presenter. Body-worn cameras and police accountability: High expectations, lackluster evidence. Pryor Center Presents Lecture Series, The University of Arkansas David and Barbara Pryor Center for Arkansas Oral and Visual History. Fall 2020 Theme: Racism, Social Justice, and Policing. December 3, 2020.
14. Keynote speaker. The decision to become a police officer during a recruitment crisis. Police Recruitment, Selection, and Retention for Law Enforcement Virtual Conference. Breakout session moderator: Overcoming recruiting challenges in 21st century policing. Insight Exchange Network. December 1-2, 2020.

15. Moderator. Women in law enforcement. Virtual panel hosted by Pierce College's Legal Studies Student Association. Presenters: Detective Beth Sanborn, Lower Gynedd PD, Corporal Danae Durham, Pennsylvania State Police, Special Agent Cerena Coughlin, FBI, and Former Chief Ivonne Roman, Newark PD. November 18, 2020.
16. Presenter. Body-worn cameras and police accountability: High expectations, lackluster evidence. The Theodore Haddin Arts and Sciences Forum Lecture Series. University of Alabama at Birmingham College of Arts and Sciences. November 13, 2020.
17. Panelist. Women in policing. Expert panel organized and moderated by John Firman. The 2020 Virtual Meeting of the American Society of Evidence Based Policing. Co-Presenters: Ivonne Roman, Linda Phiri, and Sarah Horn. June 2, 2020.
18. Moderator and Organizer. LEADS Scholars Original Research Showcase Panel. Center for Evidence Based Crime Policy Annual Symposium. Fairfax, VA. June 2020.
19. Presenter. A mixed methods, national study of policewomen's experiences with promotion and leadership. Advanced Workshop on Evidence-Based Policing. Center for Evidence Based Crime Policy Annual Symposium. Fairfax, VA. June 2020. [Cancelled]
20. Presenter. Women in policing: Breaking barriers and blazing a path. Organized panel. International Association of Chiefs of Police (IACP) Conference. October 26-29, 2019. Chicago, IL. Sponsored by the National Institute of Justice.
15. Presenter. Academic Master Class for LEADS Scholars. IACP Law Enforcement Advancing Data and Science Programming Day. Moderator: Geoff Alpert. Co-Speakers: Justin Nix and Kyle McLean. October 25, 2019. Chicago, IL. Sponsored by the National Institute of Justice.
16. Panelist. Women in Law Enforcement: Promotion and Assignment. Online webinar. Justice Clearinghouse. July 24, 2019. Co-presenter: Lt. Rachel Tolber, Redlands Police Department.
17. Panelist. Women in policing: Breaking down the barriers and blazing a path. Organized panel. American Society of Evidence Based Policing Annual Meeting. May 20-21, 2019, Cincinnati, Ohio. Sponsored by the National Institute of Justice.
18. Panelist. Recruitment and Retention of Women Police Officers. Organized panel. National Institute of Justice Research Summit on Women in Policing. December 3-4, 2018, Washington DC. Moderator: Ann Marie Cordner. Co-Participants: Ivonne Roman, Newark Police Department, Marilyn Corsianos, Eastern Michigan University.
19. Presenter. Policewomen research: Progress and plans. UAB Criminal Justice Department Faculty Brown Bag Luncheon Series. October 24, 2018, Birmingham, AL.
20. Trainer. Systematic social observation of the police. One day training developed and

delivered to graduate students at the Arizona State University School of Criminology and Criminal Justice. August 2018, Phoenix, AZ.

21. Presenter. Police de-escalation research. American Society of Evidence Based Policing Annual Meeting. Panel on Verbal Tactics in Policing. May 2018, Temple University, Philadelphia, PA.
22. Presenter. Body-worn cameras for police de-escalation training. Body-Worn Camera Training and Technical Assistance Regional Meeting on Implementation and Training. With co-presenter Sergeant Richard Meyer, Spokane Police Department. October 5-6, 2017, University of Nebraska at Omaha, Omaha, NE.
23. Panelist. Body-worn cameras for police de-escalation training. Research Convening on Body-Worn Cameras. Los Angeles Police Department. September 21, 2017.
24. Presenter. Acceptance of Police Body-Worn Cameras by External Stakeholders: An Application of the Diffusion of Innovations Paradigm. The National Association for Civilian Oversight of Law Enforcement (NACOLE) Academic Symposium. With co-presenters Michael D. White, Janne Gaub, Arizona State University, Phoenix, Arizona, June 12, 2017.
25. Panelist. Beyond Patrol: Body-Worn Cameras in Specialized Units. Body-Worn Camera Training and Technical Assistance (BWC TTA; U.S. Bureau of Justice Assistance) Webinar Series. With co-presenters Dr. Michael D. White, Dr. Janne Gaub, Noah Johnson (Tempe Police Department), John Leon (Las Vegas Police Department), and Michael Petti (Fayetteville Police Department). May 30, 2017. Available at: <http://www.bwctta.com/>
26. Panelist. Body Worn Cameras: Evidence and Use in the Spokane Police Department. TEAM Conference on Trauma-Informed Care. Co-presenter: Officer Ryan Snider, Spokane Police Department. Washington State University, Spokane, Washington, July 27, 2016.
27. Presenter. The Student Experience on Funded Research: Officer Body-Worn Cameras. ASU President's Weekend. Panel on Safety in the 21st Century. Arizona State University, Phoenix, AZ. November 6, 2015.

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

Taught 42 online, in person, and hybrid classes over 22 semesters as of Fall 2024.

Courses Taught at UAB

CJ 220 Police in America (x6)
CJ 220 Corrections in America (x1)
CJ 300 Research Methods in Criminal Justice (x18)
CJ 321 Police-Community Relations (x8)
CJ 362 Victimology (x2)
CJ 407/507 Special Topics – Researching the Police (x1)
CJ 443/543 Women & The Criminal Justice System (x2)
CJ 605 Graduate Seminar in Research Design (x3)

Courses Taught at ASU

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

Student Advising at UAB

Amari Phelps: Thesis Committee Member (2024-2025)
Abby Kiel: Honors by Contract Advisor (2024)
Logan Lavender: Thesis Chair (2021-2023); Honors Project Chair (2020 –2021)
Jackson Bailey: Thesis Chair (2022- 2023)
Joella Fraser: Honors by Contract Advisor (2023)
Elizabeth Brooks: Honors Project Chair (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); GA Advisor (2020- 2022); Honors Project Chair (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: Honor's Project Chair (2018- 2019)
Rainey White: Thesis Committee Member (2018- 2019)
Justin Agee: Demonstration Project Chair (2018)
Maire Read: Demonstration Project Chair (2018)

SERVICE

Service to the Field

1. Managing Editor, *Police Practice and Research*. August 2023 – Present.
2. Awards Committee Chair, *Police Practice and Research*. August 2022 – Present.
3. Partner. Police Staffing Observatory, School of Criminal Justice, Michigan State University. January 2023 – Present.
4. Program Committee Member. American Society of Criminology Annual Meeting, 2023. Philadelphia, PA.
5. Board Member, Police Executive Research Forum, Research Advisory Board (RAB). October 2022 – Present.
6. Awards Committee Chair. *Police Practice & Research* journal. July 2022 – Present.
7. Guest Editor with Laura Huey. Special Issue on “Busting Myths in Evidence-Based Policing.” *Police Quarterly*, 25 (1) 3-6.
8. Board Member, Executive Counselor, & Director of Social Media. Western Society of Criminology. March 2016 – February 2021.
9. Program Committee Co-Chair. The 2020 Annual Meeting of the Western Society of Criminology in Phoenix, AZ. With: Danielle Wallace (Chair) and Megan Welsh.
10. Program Committee Co-Chair. The 2019 Annual Meeting of the Western Society of Criminology in Honolulu, HI. With: Danielle Wallace (Chair) and Megan Welsh.
11. Outstanding Doctoral Student Award Committee Member. Southern Criminal Justice Association. The 2018 Annual Meeting in Pensacola, FL. Chair: Ráchael Powers.
12. Awards Committee Member. American Society of Criminology Division of Policing. The 2017 Annual Meeting in Philadelphia, PA. Chair: Evan T. Sorg.
13. Awards Committee Member. American Society of Criminology Division of Policing. The 2016 Annual Meeting in New Orleans, LA. Chair: Scott H. Decker.

Service to UAB

1. Ad hoc since Fall 2022. 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)
2. Ad hoc since Fall 2017. Criminal Justice Faculty Search Committee
 - a. Fall 2022, Tenure Track Assistant Professor (Specialization in Race and Crime)
 - b. Summer 2019, Teaching Assistant Professor
 - c. Fall 2017, Tenure Track Assistant Professor
3. Spring 2023 – Present. Criminal Justice Handbook Committee
4. Fall 2022 – Spring 2023. Criminal Justice Social Media Manager
5. Fall 2020 – Spring 2021. Representative for the College of Arts and Sciences, UAB Faculty Policies and Procedures Committee (FPPC).
6. Fall 2019 – April 2022. 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
7. Spring 2018 – Present. Criminal Justice Undergraduate Honors Program Committee
8. Fall 2017 – April 2022. Criminal Justice Graduate Admissions Committee
9. Fall 2017 – April 2022. Criminal Justice Scholarship Committee

Peer Review Activities

Managing Editor:

- *Police Practice and Research* (since July 2023)

Editorial Board Member:

- *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* (since July 2020)

Manuscript 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; 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