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PROFESSIONAL EXPERIENCE

FORUM FOR COMPARATIVE CORRECTION (1992-Current)

The Forum for Comparative Correction (FCC) serves as a research, professional development, and consulting resource for professionals in corrections. Cultivating collaborative relationships with academic and practitioner agencies throughout the world, the FCC aids in the improvement of detention and correctional systems worldwide.

The following list key programs and on-site consultation and program development during the last decade. The Forum developed the first comparative corrections programs in Hungary, the Czech Republic, The People's Republic of China, Romania, and the Republic of South Africa. Other programs consisted of a wide inter-disciplinary range of activities: *Correctional Standards and Accreditation: Peer Council Performance*, Invited Keynote Speaker, Commission for Accreditation in Corrections, ACA 131st Congress of Correction, Philadelphia, PA, August 2001; *Intelligence-Led Penology: Management of Crime Information Obtained From Incarcerated Persons*, Invited Keynote Speaker, 2nd World Conference Modern Criminal Investigation, Organized Crime and Human Rights, Durban, South Africa, December 2001; developed and coordinated *International Comparative Law Enforcement Forum: Police Forensics and DNA Technology*, May 2000; this program, presented to high echelon American (federal, state and local) law enforcement personnel, utilized the Commissioner and Director of the Forensic Science Laboratory of South African Police Services; continuously served as faculty to the UIC-Yugoslavia Scholar Exchange Program, guiding readings and development of comparative studies papers for senior law students from the University of Novi Sad and the University of Belgrade Law Schools; participated in a faculty-exchange with the TransBalkan Lawyers Association and the Law School of the University of Belgrade, November-December 1999; this exchange included presentation of a formal paper on *dilemma theory and modern prisons* and on-site visit to Serbian correctional facilities; technical advisor re: *Functional Review of The Ministry of Justice of Albania, Organizational Development for National Prison Service of Albania* (World Bank Initiative), Summer 1999; co-developed a program model for a *Integrated Justice Information System, Police and Law Enforcement Communications Technology* (Technikon/SA and Motorola/Southern Africa); faculty associate for the USA field visit of Prof. Cillier, Department of Criminology, University of South Africa in organizing field research re: the development of the *International Center for Penal and Restorative Justice*, UNISA/Pretoria, 1998; technical advisor, the International Scientific and Professional Advisory Council, (ISPAC), United Nations Crime Prevention and Criminal Justice Branch re: promulgation of *International Correctional Staff Standards and Training Performance Objectives*, 1997; UIC-Great Cities Faculty Scholar conducting collaborative research with the European Center for Urban Security, Paris; research findings for this project were presented at the *International Forum, Management of Urban Crises*, in Turin, Italy, 1996; faculty advisor to the Ukrainian American Police Association and the Ukrainian Ministry of Internal Affairs in the development of the first Ukrainian international police symposium: *Contemporary Criminality: Partnerships in Strategic Planning*, Kiev, Ukraine, August 1994; technical advisor, *Management Information Systems and Computer Technology in Correctional Administrations* (co-sponsored by the Minister of Security, People's Republic of China, UNISYS Corporation and the UIC-Office of International Criminal Justice, June 1994); faculty advisor USA field visit of Dr. Janos Boros, Director of Research, National Prison Administration of Hungary, 1993; faculty advisor, USA field visit of the Director General, National Prison Administration of Hungary, (included high echelon delegation); strategic briefings with American penal experts and practitioners, 1991.

The University of Illinois at Chicago (1992-2002)

Full time faculty, teaching undergraduate and graduate courses in penology, correctional organizational theory, and ethics in criminal justice, community corrections, and topics in rule breaking. Developed and managed CJ-Internship program linking criminal justice faculty and agency administrators who are interested in conducting applied research and program evaluation designed to improve services to the community. Internship placements were established in justice systems both nationally and internationally.

Research Portfolio

Correctional-specific funded projects include: development of comprehensive training program design for state correctional officers, staff health projects, emergency preparedness, correctional law, community and prison gang and inmate intelligence networks, use-of-force training, quality assurance audits, consent decree compliance, containment of inmate violence, sexual harassment, labor relations, assessment centers, supervisory and management development programs, and international comparative corrections programs. The organizational context of corrections, institutional violence, staff safety and the entry and subsequent occupational socialization of the new generation of female and minority police and correctional officers continues to be a guiding theme this research. My research on privatized corrections predicts that a new mix of public and private correctional systems is inevitable. The processes of corporate structures and their coalitional politics as having an even more direct application to modern correctional systems is presented in *CELL OUT: Renting Out the Responsibility for the Criminally Confined*, Negotiating Responsibility in the Criminal Justice System, Jack Kamerman (Ed.), Carbondale, IL, Southern Illinois University Press, 1998; *CRIME & EMPLOYMENT*, Critical Issues in Crime Reduction for Corrections, Edited by Jessie L. Krienert and Mark S. Fleisher, AltaMira Press, Brown and Littlefield Publisher, Inc., Walnut, CA, 2004.

Administrator and Training Program Specialist

(1971-1992)

Thirty years service as an executive in corrections and law enforcement at the municipal, state, and national levels. Positions included Director of Training of the New York City Police Department; Commissioner for Training of the New York City Department of Correction, the world's largest municipal detention services. Advisor to police and law enforcement agencies specializing in entry training, bias and hate crimes, ethical awareness, minority and mixed-gender work force integration strategies. Current research interest focuses on institutional violence in state correctional facilities, including new concepts for gang-free prisons and the prison privatization movement. These research interests are also being pursued on an international basis via several on-going projects in Eastern and Central Europe, and South Africa.

Education and professional development

Bachelor of Arts degree, Barton College, 1963; Master of Arts in Education degree, University of North Carolina at Chapel Hill, 1964; Master of Criminal Justice degree, 1987, and Doctor of Philosophy degree in Criminal Justice, Graduate School of the City University of New York, 1988. Dissertation: *The 21st Century Cop: Police Recruit Perceptions as a Function of Occupational Socialization*.

Professional Activities and Distinction

Recipient of the Peter P. Lejins Research Award of the American Correctional Association, 2001; President the Illinois Academy of Criminology; Recipient, Hans W. Mattick Award, Outstanding Contribution to Criminal Justice Research by the Illinois Academy of Criminology, 1996-1997; Distinguished Alumni Award, John Jay College of Criminal Justice, 1996. UIC-Great Cities Faculty Scholar; served fifteen years as Editor of *The Keepers' Voice*, the Professional Journal of the International Association of Correctional Officers; recipient of the Elmer and Carol Johnson Criminology Series Award, Southern Illinois University Press, *Hate Crime: The Global Politics of Polarization*, co-edited with Robert J. Kelly, 1998; Membre Honneur - Centre International de Sciences Criminelles et Penales (CISCP), Paris.