

## Administrative Experience

- Assistant Vice Chancellor for Undergraduate Programs,  
Edwards Campus, University of Kansas 2018-Present
- Responsible for undergraduate programs at the KU Edwards Campus, including Degree in Three program.
  - Develop and maintain community college partnerships.
  - Developed and oversee KUEC Honors Program.
  - Established KUEC-JCCC Communities to ensure a strong pipeline and smooth transfer for students from Johnson County Community College.
    - Won Voinovich Public Innovation Award (2018)
- Director of Undergraduate Programs, School of Public Affairs  
& Administration, University of Kansas 2013-2017
- Developed and implemented new Law & Society Major.
  - Oversaw Public Administration and Law & Society degree programs.

## Academic Experience

- Associate Professor, School of Public Affairs & Administration,  
University of Kansas 2015-Present
- Assistant Professor | 2013-2015
- Program Director – Social Sciences, Multicultural Scholars  
Program, University of Kansas 2014-2016
- Assistant Professor, Criminology, Law & Society,  
George Mason University 2008-2013

## Education

- Ph.D. **University of Kansas, Public Administration** | 2008  
Specialization: Public Law | Cognate Field: Gender and Ethnic Studies
- B.A. **University of Kansas, Political Science** | 2004

## Honors and Awards

- Voinovich Public Innovation Award 2018
- Mortar Board Outstanding Educator Award 2017
- National Association of Schools of Public Affairs & Administration (NASPAA) Next Participant 2017
- University Honors Program Best Honors Advisor Award 2016
- Consortium for Undergraduate Law & Justice Programs Teaching Innovation Award 2016
- McNair Scholars Mentor Award 2016
- K. Barbara Schowen Undergraduate Research Mentor Award 2016
- Office of Multicultural Affairs Social Justice Fellow 2016
- J. Michael Young Academic Advisor Award 2015
- Kathleen McCluskey-Fawcett Women Mentoring Women Award 2015
- Faculty Advisory of the Year, Distinguished Quill Award 2013
- Teacher of Distinction, George Mason University 2012
- University Life Faculty Fellow 2013
- Law & Society Early Career Workshop 2010
- Minnowbrook Emerging Scholar 2008
- Law & Society Graduate Summer Institute 2007
- Woman of Distinction, Emily Taylor Women's Resource Center 2007
- University Women's Club Award 2007
- Diversity in Academia Scholar, National Schools of Public Affairs & Administration 2007
- Melik Scholar 2006
- Dean's Scholar 2004

## Publications

### *Peer Reviewed*

- Portillo, Shannon, Domonic Bearfield, and Nicole Humphrey "The Myth of Bureaucratic Neutrality: Institutionalized Inequity in Public Administration" *Review of Public Personnel Administration* Forthcoming
- Stazyk, Edmund, Randall Davis, and Shannon Portillo "More Dissimilar than Alike? Public Values Preferences Across Minority and White Managers" *Public Administration*, 95(3): 605-622 2017

- Kras, Kim, Shannon Portillo and Faye Taxman "Managing from the Middle: Frontline Supervisors and Perceptions of their Organizational Power" *Law & Policy*, 39(3): 215-236. 2017
- Portillo, Shannon, Victoria Goldberg and Faye Taxman "Mental Health Peer Navigators: Working with Criminal Justice Involved Populations" *The Prisons Journal*, 97(3): 318-341 2017
- Doan, Alesha and Shannon Portillo "Not a Woman, A Soldier: Exploring Identity through Translocational Positionality" *Sex Roles* 76(3): 236-249. 2017
- Portillo, Shannon "The Adversarial Process of Administrative Claims" *Administration and Society*, 49(2): 257-274. 2017
- Portillo, Shannon, Danielle Rudes and Faye Taxman "The Transportability of Contingency Management in Problem Solving Courts" *Justice Quarterly* 33(2): 267-290. 2016
- Portillo, Shannon and Danielle Rudes "Street-Level Construction of Justice" *Annual Review of Law & Social Science* 10: 321-324 2014
- Rudes, Danielle, Shannon Portillo, Lincoln Sloas and Kristen Hutzell "Students as Scholars and Writers: Teaching Undergraduate Writing in a Hybrid Course" *Journal of Criminal Justice Education* 25(1): 54-68 2014
- Portillo, Shannon, Danielle Rudes, Lincoln Sloas, Kristen Hutzell and Paula Salamoun "Students as Scholars: Integrating Research into the Undergraduate Classroom Experience" *Journal of Criminal Justice Education* 24(1): 68-96 2013
- Portillo, Shannon, Danielle Rudes, Jill Viglione and Matt Nelson "Front-State Stars and Backstage Producers: The Role of Judges in Problem-Solving Courts" *Victims & Offenders* 8(1): 1-22 2013
- Rudes, Danielle and Shannon Portillo "Roles & Power within Federal Problem-Solving Courtroom Workgroups" *Law & Policy* 34(4): 402-427 2012
- Portillo, Shannon "The Paradox of Rules: Rules as Resources and Constraints" *Administration & Society*. 44(1): 87-108 2012
- Rudes, Danielle, Faye S. Taxman, Shannon Portillo, Amy Murphy, Anne Rhodes, Maxine Stitzer, Peter Luongo and Peter Friedman. (2012). "Acceptability and Feasibility of Contingency Management in Justice Settings." *Journal of Substance Abuse Treatment* 42(3): 260-270 " 2012
- Portillo, Shannon "Social Equity and Legal Mobilization" *Sociology Compass*. 5: 949-956 2011
- Gooden, Susan and Shannon Portillo "Advancing Social Equity in the Minnowbrook Tradition: Perspectives from Minnowbrook III" *Journal of Public Administration Research and Theory* 21: 61-76 2011
- Portillo, Shannon "How Race, Sex and Age Frame the Use of Authority by Local Government Officials" *Law & Social Inquiry*. 35(3): 603-623 2010
- Portillo, Shannon and Leisha DeHart-Davis "Gender and Organization Rule Abidance" *Public Administration Review*. 69(2): 339-347 2009

- Portillo, Shannon "Mentoring Minority and Female Students: Recommendations for Improving Mentoring in Public Administration and Affairs Programs" *Journal of Public Affairs Education*. 13(1): 103-115 2007
- Marlowe, Justice and Shannon Portillo "Citizen Engagement in Local Budgeting: Does Diversity Create Dividends or Deficits?" *Public Performance and Management Review* 30(2): 179-202 2007

#### *Under Review*

- Portillo, Shannon, Alesha Doan, and Ashley Mog "Maintaining Male Exclusivity: Porcelain Privilege in the Military" Revise and Resubmit
- Rudes, Danielle, Shannon Portillo, and Faye Taxman "The Legitimacy of Change: Adopting/Adapting, Implementing, and Sustaining Reforms within Criminal Corrections Agencies" Under Review
- Ng, Jennifer, Shannon Portillo, and Lisa Wolf-Wendel "The Rationalized Myth of Faculty Mentoring: A Critical Examination of Faculty Experiences and Institutional Change" Under Review

#### *Book Chapters*

- Portillo, Shannon and Nicole Humphrey "Institutionalism and Assumptions: Institutionalizing Race and Gender in Public Administration Scholarship" in Stazyk, Edmund and H. George Frederickson *Handbook of American Public Administration* Edward Elgar Press. 2018
- Maynard-Moody, Steven and Shannon Portillo "Street-Level Bureaucracy Theory" pp. 252-277, in Durant, Robert (ed.) *Oxford Handbook of American Bureaucracy* Oxford University Press. 2010

#### *Book Review*

- Portillo, Shannon (2014). "A Call for Understanding Diversity in Policing" review of Colvin, Roddrick's *Gay and Lesbian Cops: Diversity and Effective Policing*. Bolder, CO: Lynne Rienner Publishers. *Public Administration Review* 74(1): 128-130 2014

#### *Encyclopedia Entry*

- Portillo, Shannon "Bureaucracy: Street-Level" In *Encyclopedia of Public Administration and Public Policy*, 3<sup>rd</sup> Ed (Bearfield, Domonick and Dubnick, Melvin Eds.) New York: Taylor and Francis. DOI: 10.1081./E-EPAP3-120052745 2016

*Engaged Scholarship*

- “The Politics of Management at the Local Level: Managing the Border Crisis in Local Government” *Management Matters* 16(2): 2018  
[https://pmranet.org/wp-content/uploads/2018/Management\\_Matters-16-2.pdf](https://pmranet.org/wp-content/uploads/2018/Management_Matters-16-2.pdf)
- “Setting the Stage to Assess Student Engagement” *Inside Higher Ed* 2018  
<https://www.insidehighered.com/advice/2018/08/21/how-use-first-days-class-establish-ways-assess-students-performance-course-opinion>
- “Moving Beyond Separate but Equal: The Flaw in The Boy Scouts’ New Policy” *HuffPo* with Alesha Doan 2017  
[https://www.huffingtonpost.com/entry/moving-beyond-separate-but-equal-the-flaw-in-the-boy-us\\_59e5101ee4b08c75593ce5a9?ncid=engmodushpimg00000004](https://www.huffingtonpost.com/entry/moving-beyond-separate-but-equal-the-flaw-in-the-boy-us_59e5101ee4b08c75593ce5a9?ncid=engmodushpimg00000004)
- “White Men Must Learn to Say Yes” in *Inside Higher Education*: 2017  
<https://www.insidehighered.com/advice/2017/08/23/white-men-should-do-more-campus-service-work-essay#.WZ1mUAWADuM.twitter>
- “Protecting Privilege: The Ban on Transgender Service Members Isn’t About Efficiency or Effectiveness” blog post for the Huffington Post with Alesha Doan: 2017  
<http://www.huffingtonpost.com/entry/597c9c0ae4b09982b73764ef>
- “Not a Scandal: Nude Photos Business as Usual for Marines” blog post for the Huffington Post with Alesha Doan: 2017  
[http://www.huffingtonpost.com/entry/not-a-scandal-nude-photos-business-as-usual-for-marines\\_us\\_58cc32a3e4b0e0d348b34307?ncid=engmodushpimg00000004](http://www.huffingtonpost.com/entry/not-a-scandal-nude-photos-business-as-usual-for-marines_us_58cc32a3e4b0e0d348b34307?ncid=engmodushpimg00000004)
- “(Un)Safe Faculty Spaces” blog post for the Huffington Post: 2016  
[http://www.huffingtonpost.com/shannon-portillo/unsafe-faculty-spaces\\_b\\_12703190.html](http://www.huffingtonpost.com/shannon-portillo/unsafe-faculty-spaces_b_12703190.html)
- “Porcelain and Privilege: Gender Oblivion, Bathrooms, and the Push for Equity” blog post for the Huffington Post with Alesha Doan: 2016  
[http://www.huffingtonpost.com/shannon-portillo/porcelain-and-privilege-g\\_b\\_10220212.html](http://www.huffingtonpost.com/shannon-portillo/porcelain-and-privilege-g_b_10220212.html)
- “Project Diane: Integrating Military Women into Combat Roles” blog post for the Huffington Post with Alesha Doan: 2016  
[http://www.huffingtonpost.com/alesha-doan/project-dianeintegrating\\_b\\_8962600.html](http://www.huffingtonpost.com/alesha-doan/project-dianeintegrating_b_8962600.html)
- “Crushing American Dreams” blog post for the Consortium of Undergraduate Law & Justice Programs: 2016  
<http://www.culjp.com/blog/portillo-crushing-american-dreams>

- "Nested Mentoring" blog post for the Consortium of Undergraduate Law & Justice Programs: <http://www.culjp.com/blog/portillo-nested-mentoring> 2016
- "Project Diane: Women's Foundation of Greater Kansas City Final Report" with Alesha Doan [www.womens-foundation.org/news/project-diane](http://www.womens-foundation.org/news/project-diane) 2016
- "DC-Reentry Intensive Services to Enhance Stability (DC-RISES): An Evaluation of a Mental Health Transition Planning Pilot" with Victoria Goldberg and Faye Taxman. for DC Residents Returning from the Federal Bureau of Prisons. University Legal Service, Washington DC 2014
- "Project Diane: Integrating Women into Special Forces" with Alesha Doan and Donald Haider-Markel. March 2014. Prepared for United States Army Special Operations 2014
- "Judicial Leadership in Problem Solving Courts" *Advancing Practice*, 1(2) 2012
- "Ongoing Implementation: PDSA Quality Improvement Model" *Advancing Practice* 1(2) 2012
- JSTEPS: Using structured rewards and sanctions in justice supervision programs.* With Faye Taxman, Anne Rhodes, Danielle Rudes, and Nicole Jordan. Bethesda, MD: National Institute on Drug Abuse 2010
- "Stories of Authority: Using Stories as Data in Researching the Exercise of Authority" Invited Essay for UC Berkeley's Center for Law & Society's Mini Series on Empirical Research Methods *Doing Story Based Research in Socio-Legal Studies* pp.7-10. <http://www.law.berkeley.edu/5909.htm> 2010
- Cybersecurity Management in the States: The Emerging Role of Chief Information Technology Officers.* With Marilu Goodyear, Holly Goerdel, and Linda Williams. Washington, D.C.: IBM Center for the Business of Government. 2010
- "Writing Guide for Criminology, Law & Society" With Johannes Wheeldon and Tara Williams. George Mason University's Writing Across the Curriculum Program. <http://classweb.gmu.edu/WAC/adjguide/> 2010
- "The Career of the IT Security Officer in Higher Education" with Marilu Goodyear, Gail Salaway, Mark Nelson, and Rodney Peterson *Educause Center for Applied Research*, occasional research paper ([www.educause.edu/ecar](http://www.educause.edu/ecar)) 2009
- "How Professionals Can Add Value to Their Communities and Organizations," with James Keene, John Nalbandian, Robert O'Neil and James Svava. *Public Management* (March 2007): 32-39 2007
- "An Introspective Look Through the Years at Council-Manager Government: Classic PM" *Public Management* special edition (2006): 6-7. 2006

*Media Appearances Related to Scholarship*

- The Future of Public Service on KCUR's Up to Date: 2018  
<https://www.kcur.org/post/seg-1-kansas-outbound-governor-his-term-and-future-seg-2-public-service-partisanship>
- Project Diane: The Integration of Women in Combat Positions on KCUR's Up to Date: 2015  
<https://www.kcur.org/post/despite-lifted-restrictions-study-shows-women-still-face-obstacles-military#stream/0>

**Funded Research**

- Principal Investigator with Alesha Doan (Co-PI). Integrating Women into U.S. Military Special Operations Forces. Women's Foundation of Greater Kansas City (\$24,500) 2015
- Principal Investigator. The Sociolegal Justice Project: Conceptualizing Justice in Sociolegal Research. New Faculty General Research Fund, University of Kansas (\$7,760) 2014
- Co-Investigator, with Alesha Doan (PI) and Donald Haider-Markel (Co-I). Integrating Women into U.S. Military Special Operations Forces. Army Research Institute (\$150,000) 2013
- Faculty Lead, with Co-Leads Joya Crear, Eden King and Jamie Lester. Diversity Research Group. George Mason University Students as Scholars Faculty Development Grant Track C, April 2012-June 2014 (\$35,500) 2012
- Faculty Summer Research Grant. (\$3,700). Collecting pilot data on justice in mediation processes 2012
- Principal Investigator. Enhancing Access and Retention in Quality HIV Care for Women of Color. Virginia Department of Health (\$15,000) 2011
- Principal Investigator. Conceptualizing and Measuring Justice. National Science Foundation SES 1022712 (\$48,845) 2010
- Faculty Development Grant. George Mason University, (\$2,500) 2009
- Co-Principal Investigator with Danielle Rudes. The Socialization of Public Attorneys. George Mason University Faculty Seed Grant Program, Fall 2009 (\$10,000) 2009
- Co-Principal Investigator, with Marilu Goodyear and Holly Goerdel, The Chief Information Technology Security Officer: New Roles and Relationships, IBM Center for the Business of Government, 2009 (\$20,000) 2009
- Co-Principal Investigator, with Charles R. Epp, The Face of the State: The Role of Social and Official Position in the 2007

Mobilization of Authority, National Science Foundation  
Dissertation Improvement Grant SES 0715298, (\$7,997)

## Teaching Experience

University of Kansas, Edwards Campus Honors Program

- HNRS 395, Honors Transfer Seminar (Spring 2019)
- HNRS 595, Honors Capstone (Spring 2019)

University of Kansas, School of Public Affairs & Administration

- LWS 699, Capstone in Law & Society (Spring 2018)
- HNRS 190, Honors First Year Seminar (Fall 2016, Fall 2017)
- LWS 692, Research Experience in Law & Society (Fall 2016; Spring 2017; Fall 2017)
- PUAD 691, Internship Experience in Public Administration (Fall 2013-Fall 2016)
- PUAD 692, Research Experience in Public Administration (Summer 2015-Fall 2016)
- PUAD 602, Diversity in Public Administration (Spring 2014, Spring 2015)
- PUAD 842, Law & Public Management (Spring 2014, Fall 2014, Summer 2015, Summer 2016, Summer 2017, Fall 2017, Summer 2018, Fall 2018)
- PUAD 330, Introduction to Public Administration (Fall 2013, Fall 2014, Fall 2016)

George Mason University, Administration of Justice Department/Criminology, Law & Society

- CLS 495, Capstone in Criminology, Law & Society (Fall 2011; Spring 2012; Fall 2012; Spring 2013)
- CLS 720, Behavior of Law (Spring 2012; Fall 2012)
- CLS 795, Graduate Seminar in Social Equity (Spring 2011)
- JLCP 741 (Graduate Level Justice, Law & Crime Policy), Organizations at the Street Level (Spring 2010)
- ADJ (CLS) 303, Experiencing the Justice System (Fall 2008; Spring 2009; Fall 2010; Spring 2011)
- ADJ (CLS) 307, Social Inequalities and Justice (Fall 2008; Spring 2009; Spring and Fall 2010)

University of Kansas, Department of Public Administration

Independently developed and taught three undergraduate courses:

- PUAD 694, Law and Its Influence on Public Administration (Summer 2006)
- PUAD 602, Diversity and Public Administration (Fall 2006)
- PUAD 330, Introduction to Public Administration (Spring 2007)

## Invited Talks

The Power of Diversity: Exploring How Inclusive Decision Making  
Fuels Employee Engagement and Innovation, Society for Hispanic  
Professional Engineers, Overland Park, KS

2018



Local Government Management and Gender Equity in the Time of #MeToo, International City/County Managers' Association University Leadership Institute, Baltimore, MD	2018
Pathways to Public Service, National Schools of Public Affairs & Administration Voinovich Pitch Competition, Atlanta, GA	2018
Organizational Obliviousness and the Push for Equity, Center for Public Administration & Policy, Virginia Tech, Blacksburg, VA	2018
Organizational Obliviousness: Challenging Our Assumptions to Achieve Equity, Keynote for Kansas Association of Colleges and Employers	2017
Organizational Obliviousness: Entrenched Resistance to Gender Integration in the Military, Hall Center for the Humanities Military and Society Seminar	2017
Immigration, Diversity, and Inclusion, invited speaker for International City Managers Association Leadership Institute, San Antonio, TX	2017
Incorporating Difficult Conversations into PA Courses, invited panelist for American Society of Public Administration Young Professionals Webinar Series	2017
Organizational Obliviousness: Entrenched Resistance to Gender Integration in the Army, Gallery Lecture Series, University of Kansas Libraries	2017
Latinx Journeys Through Higher Education, Latin American Student Union, University of Kansas	2017
Public Policy and Inequality – Is it Getting Any Better, European Group on Public Administration, Milan, Italy	2017
Engaging the Public Policy Process as an Academic, Self Graduate Fellows	2017
Covert Gender Bias in Male Dominated Organizations, Kansas City, National Association of Women Law Enforcement Executives	2017
Not a Woman, a Solider: Women Entering Combat Roles, Lawrence Rotary Club	2017
Women in Higher Education, LETWomen Lead Conference	2017
Beyond the Black-White Dichotomy, KU School of Law Common Book Discussion	2017
Institutions Were Not Built for All of Us, KU Staff Summit	2017
Dealing with Difficult Conversations in the Classroom and Beyond, Spanish and Portuguese Department, University of Kansas	2017
Choosing Public Service, Dole Institute of Politics	2017
Researching Social Justice in a Time of Social Turbulence, Student Success Seminar, University of Kansas	2016

Engaging Diversity, Equity, & Inclusion Work within the Organization & Community, National Forum of Black Public Administrators Executive Leadership Institute	2016
10 <sup>th</sup> Annual University of Kansas Latinx Leadership Summit Keynote Address	2016
Operating within a Diverse Local Government Organization, The Paradox of Rules and Authority, International City/County Managers Association Annual Meeting, Kansas City, MO	2016
Working in a Diverse Organizational Environment, The Paradox of Rules and Authority in the Workplace, Certified Public Manager Collaboration Conference, University of Kansas	2016
The Paradox of Power: Legal Authority and Social Status in Law Enforcement, Women in Law Enforcement, Overland Park, KS	2016
The Catch-22 of Leadership in the Workplace for Women and Minorities, Speaker for KU Mini College, University of Kansas	2016
Operating within a Diverse Organizational Environment: The Paradox of Rules and Authority, Speaker for Emerging Leaders Academy for the Public Management Center, University of Kansas	2016
Social Equity and Local Government, Alliance for Innovation Local Government Lab, Olathe, KS	2016
Transitioning from Graduate School to the Workforce, Graduate Students of Color Workshop, University of Kansas	2016
Hot Moments in Teaching, Center for Teaching Excellence Workshop, University of Kansas	2016
Operating within a Diverse Organizational Environment: The Paradox of Rules and Authority, Speaker for Executive Leadership Institute, National Forum for Black Public Administrators	2016
Social Justice Advocacy and Engaged Scholarship, Speaker for Social Justice Advocacy Course, University of Kansas	2016
The Paradox of Rules: How Social Identities Frame the Way We Perceive and Use Rules, Speaker for Staff Summit, University of Kansas	2016
Leading with Integrity, Guest Speaker for Leadershape, University of Kansas	2016
The Role of Women in the Military Invited Interview, Up to Date, KCUR	2015
Pain for Growth: The Uncomfortable Parts of Learning, Key Note Address for Latino Leadership Summit, University of Kansas	2015
The Paradox of Power and Changing Faces of the State, Race, Place and Space Seminar, Hall Center for the Humanities, University of Kansas	2015
Project Diane: Women in the Military, Inspiring Women in Public Administration Conference, University of Kansas	2015

Diverse Voice: Why The Questions We Ask and the People Who Ask Them Matter, Last Lecture Series, Office of Multicultural Affairs, University of Kansas	2015
Operating within a Diverse Organizational Environment: The Paradox of Rules and Authority, National Forum of Black Public Administrators' Executive Leadership Institute, University of Kansas	2015
The Research to Practice Gap, Guest Lecture, SPED 980, University of Kansas	2014
The Sociolegal Justice Project, Red Hot Research Presentation for KU Commons, University of Kansas	2014
The Paradox of Rules ROMEO, Monthly Community Meeting, Overland Park, KS	2014
Operating within a Diverse Organizational Environment: The Paradox of Rules and Authority, National Forum of Black Public Administrators' Executive Leadership Institute, Lawrence, KS	2014
Street-Level Bureaucrats in the Policy Process, Virginia Tech North Capital Region Center for Public Administration and Policy	2013
Problem-Solving Courts: What does this new Policy Innovation Mean in Practice, OAR of Fairfax, nonprofit focused on restorative justice issues	2012
Studying Justice in Empirical Sociolegal Studies, Mid Atlantic Law & Society Association Inaugural Conference Plenary Talk Philadelphia, PA	2012
Doing Justice: How Professional Make Justice Decisions, George Mason University Vision Series, Manassas, VA	2012
Sharing the D.R.E.A.M. (with Allison Alvarez and Jenny Mendoza) Southeast Women's Studies Association, Fairfax, VA	2012
Doing Justice: How Frontline Workers Conceptualize and Implement Justice, National Committee on Community Corrections, Washington D.C.	2012
Papers: Undocumented Youth and the DREAM Act, Mason DREAMers, George Mason University	2011
Doing Justice: Conceptualizing and Mobilizing Justice at the Street-Level, American Bar Foundation, Chicago, IL	2011
What is it to D.R.E.A.M.?, Lambda Theta Alpha Latin Sorority Hispanic Heritage Month Presentation, George Mason University	2011
The Mobilization of Authority by Local Government Officials, University of Massachusetts Legal Studies Program	2010
Teaching at Mason, New Faculty Teaching Workshop, George Mason University	2010
Cultural Competencies and Multicultural Volunteer Management, Northern Virginia Non-Profit Management Association	2010

JSTEPS: Advancing Offender Outcomes (with Faye Taxman, Danielle Rudes and Amy Murphy), National Institute of Drug Abuse CJDATS Workgroup	2010
Qualitative Methods in Evidence-Based Policy (with Danielle Rudes), Federal Judicial Center	2010
Rules as Resources and Constraints, American University School of Public Affairs Research Colloquium	2010
Engaging the Latino/a Community: Cultural Competency and Court Appointed Special Advocates, Fairfax Court Appointed Special Advocates	2010

### Conference Participation

“Matching Mentoring Skills to Mentoring Goals” presentation for Center for Teaching Excellence Annual Summit, University of Kansas.	2018
“Involving Undergraduates in Research” presentation for Law & Society Association. Toronto, Canada	2018
“Organizational Justice and Gender Equity: The Integration of Women in U.S. Special Forces” Paper prepared for International Research Symposium on Public Management. Edinburgh, Scotland	2018
“Mentoring Women in Academia” International Research Symposium on Public Management. Edinburgh, Scotland.	2018
“The Myth of Bureaucratic Neutrality: Institutionalized Inequality in Public Administration” Paper prepared for European Group on Public Administration with Domonic Bearfield and Nicole Humphrey, Milan, Italy.	2017
“Integrating Research into Undergraduate Experiences” Law and Society Conference, Mexico City, MX.	2017
“Social Equity at the Local Level: How Chief Administrative Officers Conceptualize and Operationalize the Third Pillar of Public Administration” Paper prepared for Social Equity Leadership Conference, Omaha, NE	2017
“The Myth of Bureaucratic Neutrality: Institutionalized Inequity in Public Administration” Paper prepared for Social Equity Leadership Conference, Omaha, NE	2017
“The Myth of Bureaucratic Neutrality: Institutionalized Inequity in Public Administration” Paper prepared for Race and Public Administration Conference, College Station, TX	2017
“The Myth of Bureaucratic Neutrality: Institutionalized Inequity in Public Administration” Paper prepared for American Society of Public Administration, Atlanta, GA	2017

- “Gender Oblivion and Military Integration” Paper prepared for National Women’s Studies Association Conference, Montreal, CA 2016
- “From Students to Scholars: Recruiting and Retaining Traditionally Underrepresented Students for Undergraduate Research” Center for Teaching Excellence Annual Teaching Summit, Lawrence, KS 2016
- “Landing a Teaching Oriented Job” Presentation prepared for Law & Society Association Annual conference, New Orleans, LA. 2016
- “Nested Mentoring: Integrating Students into Sociolegal Research” Paper prepared with Lori Sexton for Law & Society Association Annual conference, New Orleans, LA. 2016
- “More Dissimilar Than Alike? Comparing Minority and Non-Minority Managers’ Value Preferences” Paper prepared with Edmund Stazyk and Randall Davis for Biannual Public Values Consortium, Phoenix, AZ. 2016
- \*Won Best Paper Award**
- “Organizational Factors and Bureaucratic Behavior in Community Correction” Paper prepared with Kim Kras for annual meeting of the American Society of Criminology, Washington, D.C. 2015
- “Unpacking Gender Oblivion: Women in the Military” Paper prepared with Alesha Doan for annual meeting of the National Women’s Studies Association, Milwaukee, WI 2015
- “The Sociolegal Justice Project: How do we Conceptualize and Operationalize Justice in Law & Society” Paper prepared with Lori Sexton, Sarah Smith, Renee Dinsmore and Erika Garcia Reyes for annual meeting of Law & Society, Seattle, WA 2015
- “Sustaining Reforms: Organizational Change and Implementation within Community Corrections Agencies” Paper prepared with Danielle S. Rudes and Faye S. Taxman for annual meeting of American Society of Criminology, San Francisco, CA 2014
- “Not a Woman, A Soldier: Female Soldiers and 3<sup>rd</sup> Gender in Traditionally Patriarchal Societies” Paper prepared with Alesha Doan and Donald Haider-Markel for annual meeting of the National Women’s Studies Association, San Juan, Puerto Rico 2014
- “Police Stops and Practice Regimes: Explaining Patterns in Street-Level Worker Judgment” Paper prepared with Steven Maynard-Moody and Chuck Epp for annual meeting of the European Group on Public Administration, Speyer, Germany 2014
- “Is the Juice Worth the Squeeze: Integrating Women into Male Dominated Organizations” Paper prepared with Donald Haider-Markel, Alesha Doan and Alex Jorgensen for annual meeting of the American Political Science Association, Washington, D.C 2014

- “Defining Justice in Sociolegal Research” Presentation prepared with Lori Sexton, Sarah Smith, Jeannette Blackmar and Andrew Osorio for annual Law & Society Association Meeting, Minneapolis, MN 2014
- “Research in Undergraduate Sociolegal Education” Presentation prepared for annual Law & Society Association Meeting, Minneapolis, MN 2014
- “Innovative Courts and Unbureaucratic Personalities” Presentation prepared with Danielle Rudes for annual American Society of Criminology Conference, Atlanta, GA 2013
- “Organizational and Justice Issues from the Perspective of Middle Managers” Presentation prepared with Victoria Goldberg and Faye Taxman for annual American Society of Criminology Conference, Atlanta, GA 2013
- “Constructions of Justice at the Street-Level” Presentation prepared with Danielle Rudes for annual Law & Society Association Conference, Boston, MA 2013
- “The Mason DREAMers and Deferred Action for Childhood Arrivals” Presentation prepared with Jennifer Crewalk, Jorge Velasquez and Mirella Saldana for annual University Life Professional Education Symposium, Fairfax, VA 2013
- “The Science of Diversity Project – An Experiential and Multidisciplinary Journey” Presentation prepared with Joya Crear, Jaimie Lester and Liz Andrews for annual University Life Professional Education Symposium, Fairfax, VA 2013
- “Therapeutic Jurisprudence: Changing Roles in Problem-Solving Courts” Paper prepared with Jill Viglione, Danielle Rudes, Matt Nelson and Faye Taxman for annual American Society of Criminology Conference, Chicago, IL 2012
- “I’m Coming Home: Exploring Organizational Barriers to Offender Reentry” Paper prepared with Victoria Goldberg and Faye Taxman for annual American Society of Criminology Conference, Chicago, IL 2012
- “Constructions of Justice at the Street Level” Paper prepared with Danielle Rudes for inaugural Mid Atlantic Law & Society Conference, Philadelphia, PA 2012
- “Students as Scholars and Writers” Paper prepared with Danielle Rudes for annual Teaching and Innovation Conference, Fairfax, VA 2012
- “A Systematic Analysis of Justice in Sociolegal Scholarship” Participated in roundtable for annual meeting of Law & Society Association, Honolulu, HI 2012
- “Federal Reentry and Post-Conviction Drug Courts” Skills Workshop for National Association of Drug Court Professionals Nashville, TN 2012

- “Redefining the Win: Adversarial Justice at Work in Therapeutic Jurisprudence Settings” Paper prepared with Danielle Rudes for the annual meeting of American Society of Criminology Conference, Washington, D.C. 2011
- “The Sociolegal Justice Project and Measuring Justice” Participated in roundtable for annual meeting of American Society of Criminology Conference, Washington, D.C. 2011
- “The Sociolegal Justice Project and Conceptualizing Justice” Chaired roundtable for annual meeting of American Society of Criminology Conference, Washington, D.C. 2011
- “Motivation and Discretion in Street-Level Bureaucracy Service Delivery” Chaired panel for annual meeting of Association for Public Policy Analysis and Management, Washington, D.C. 2011
- “Students as Scholars: Integrating Independent Research into Undergraduate Curriculum” Paper presented with Danielle Rudes for the Innovations in Teaching and Learning Annual Conference, Fairfax, VA 2011
- Implementation of Evidence-Based Practices as Myth and Ceremony: Loose Coupling in Justice Organizations” Paper presented with Danielle Rudes and Faye Taxman for the European Society of Criminology, Vilnius, Lithuania 2011
- “Adoption and Implementation of Evidence-Based Practices as Myth and Ceremony: Loose Coupling in Federal Probation” Paper presented with Danielle Rudes and Faye Taxman for the Consortium of Research for the Effective Development of Offender Supervision (CREDOS), Vilnius, Lithuania 2011
- Roles and Power within Federal Problem Solving Courtroom Workgroups” Paper presented with Danielle Rudes for the American Sociological Association Annual Conference, Las Vegas, NV 2011
- “Implementation of Evidence-Based Practices as Myth and Ceremony: Loose Coupling in Justice Organizations” Paper presented with Danielle Rudes and Faye Taxman for the Society for the Study of Social Problems Annual Conference, Las Vegas, NV 2011
- “Implementation in Criminal Justice Settings: Building Capacity for Evidence-Based Practices” Poster presented with Faye Taxman, Steven Belenko and Danielle Rudes for the Global Implementation Conference, Washington, D.C. 2011
- “The Adversarial Process of Administrative Claims: The Process of Justice” Paper prepared with Ajima Olaghere and Stephanie Ainsworth for the Annual Law & Society Meeting, San Francisco, CA 2011

“Conceptualizing and Measuring Justice” Roundtable at Law & Society Association Annual Meeting, San Francisco, CA	2011
Evidence in Implementation” Presentation at Annual NIH Conference on Dissemination and Implementation, Bethesda, MD	2011
“New Roles in the Courtroom Workgroup: Developing Federal Problem Solving Courts” Paper Prepared with Danielle Rudes for American Society of Criminology Annual Conference, San Francisco, CA	2010
“Loose Coupling and Evidence-Based Practices in Probation” Paper Prepared with Danielle Rudes for Addiction Health Services Research Symposium, Lexington, KY	2010
“Loose Coupling and Evidence-Based Practices in Probation” Paper Prepared with Danielle Rudes for American Probation and Parole Association Annual Meeting, Washington, DC	2010
“Diversity and the Three Constituencies of the University: Students, Faculty and University Life” Paper Prepared with Fatima Smith for Social Equity Leadership Annual Conference, Baltimore, MD	2010
“JSTEPS: Advancing Offender Outcomes” Presentation Prepared with Faye Taxman and Amy Murphy for the National Association of Drug Court Professionals Annual Conference, Boston, MA	2010
“Organizational Culture or Society-Based Influences: Gender and Racial Differences in Police Behavior” Paper Prepared for Stockholm Criminology Symposium, Stockholm, Sweden	2010
“Mobilizing Authority and the Changing Faces of the State” Paper Prepared for Law & Society Association Annual Conference, Chicago, IL	2010
“Judicial Discretion in Administrative Hearings” Paper Prepared with Stephanie Ainsworth and Ajima Olgehere for Law & Society Association Annual Conference, Chicago, IL	2010
“Expanding Courtroom Workgroups: Roles and Power within Federal Problem-Solving Court Teams” Paper Prepared with Danielle Rudes for Law & Society Association Annual Conference, Chicago, IL	2010
The Paradox of Official Authority” Paper Prepared for Law & Society Association Annual Conference, Denver, CO	2009
“Constructing Measures of Justice through Structured Qualitative Methods” Paper Prepared with Danielle Rudes for Center for Justice, Law & Society’s Measuring Justice Symposium, Fairfax, VA	2009
“Minnowbrook Plenary Session” Presentation Prepared for American Society of Public Administration Association Annual Meeting, Miami, FL	2009



“Social Status and the Future of Public Authority” Paper Prepared for Southern American Studies Association Bi-annual Conference, George Mason University	2009
“Proving Authority: Social Status and Authority for Public Officials” Paper Prepared for Minnowbrook III Lake Placid, NY	2008
Participant, Minnowbrook III Preconference Workshop for New Scholars. Minnowbrook, NY	2008
“More than Black and White: Latino/as and the Fight to End School Segregation” Paper prepared for the Nuestra America in the US? Conference, Lawrence, KS	2008
“Gender and Organizational Rule Abidance” Paper prepared for the Public Management Research Conference, Tucson, AZ	2007
Participant, Law and Society Summer Institute, “The Intersection of Rights and Regulation: New Directions in Socio-Legal Scholarship” University of Massachusetts Amherst	2007
“How Social Status and Official Position Influence Administrators’ Authority” Paper prepared for the Midwest Political Science Association annual conference, Chicago, IL	2007
“Gender and Rule Compliance Within Public Organizations” Paper prepared for presentation at the American Society for Public Administration Annual Conference annual conference, Washington, DC	2007
“Diversifying the Professoriate: Mentoring in the Lives of Minority and Female Doctoral Students” Paper prepared for presentation at the National Association of Schools of Public Affairs and Administration annual conference, Minneapolis, MN	2006
“Racial Profiling: Drivers’ Stories of Traffic Stops” Prepared for presentation at the annual conference of the Law & Society Association, Baltimore, MD	2006
Invited Participant, Emergent Scholars of Public Administration Conference, Dallas, TX	2005
Round Table Participant, “Reflections on a Community Discussion of the Post 9/11 World” American Seminar, Hall Center for the Humanities, Lawrence, KS	2005

## Service

### *University*

Co-Chair, Search Committee for Associate Vice-Chancellor KU Edwards Campus	2018-2019
Co-Chair, Presidential Leadership Lecture, Dole Institute of Politics	2019

Committee Member, Director of the Dole Institute of Politics Five Year Review Committee.	2017
Faculty Fellow, Center for Undergraduate Research	2017-2019
Committee Member, Vice Provost of Faculty Development Search Committee	2017
Faculty Fellow, Office of Faculty Development	2016-2018
Co-Facilitator, Center for Teaching Excellence Diversity Scholars	2016-2018
Co-Chair, Diversity, Equity & Inclusion Task Force	2016-2017
Mentoring Faculty, Report Prepared for Vice Provost for Faculty Development	2016
Board Member, Center for the Study of the US Military	2016-Present
Committee Member, Dean's Diversity Equity and Inclusion Advisory Board	2016
Member, Diversity, Equity and Inclusion Advisory Council	2015-2016
Advisory Board Member, Diversity Equity and Inclusion Faculty Advisory Board	2015-2016
Member, Diversity and Equity Think Tank for the University Honors Program	2015-2016
Facilitator, Diversity Symposium	2015
Women's Hall Fame Selection Committee	2015
Chair, Search Committee for Diversity and Equity Project Manager	2014
Participant, Diversity Leadership Council, University of Kansas	2014-2015
Participant, Academic Leadership Council, University of Kansas Edwards Campus	2014-Present
Advisory Board Member, Emily Taylor Women's Resource Center	2013-Present
Small Group Facilitator, Mason Leadership Institute	2013
Committee Member, George Mason Police Advisory Committee	2011-2013
Mason Dreamers Faculty Advisor	2011-2013
Director, Diversity Research Group, George Mason University	2011-2013
Participant, Diversity Research Group, George Mason University	2008-2011
George Mason University Search Committee, Associate Director, Office of Equity and Diversity Services	2010
Women's Hall of Fame Selection Committee, Emily Taylor Women's Resource Center	2008

Committee Member, Latina/Latino Studies Advisory Committee	2006-2008
Committee Member, Latina/Latino Studies/American Studies Search Committee	2006
Advisory Board Member, Emily Taylor Women's Resource Center	2005-2009

*School/Department*

Co-Chair Teaching Benchmarks Committee	2018-2019
Search Committee Member for tenure track faculty member in Law & Society	2018
Chair of the Diversity, Equity, and Inclusion Committee	2017-2018
Search Committee Chair for tenure track faculty member in Law & Society	2015
School of Public Affairs & Administration Director Search committee	2014
Law & Public Management Exam committee	2013
Chair of the Undergraduate Committee	2013-2017
University Honors Program Liaison	2013-Present
Chair, Criminology, Law & Society Department Writing Intensive Programs Committee	2011-2012
Criminology, Law & Society Department Law & Society Development Committee	2011-2012
Alpha Phi Sigma Honors Society Faculty Advisor	2011-2012
Criminology, Law & Society Students as Scholars Quality Enhancement Program Committee	2011-2013
Criminology, Law & Society Law & Society Comprehensive Exam Committee	2008-2013
Criminology, Law & Society Justice Organizations and Leadership Comprehensive Exam Committee	2008-2011
Criminology, Law & Society Department Graduate Student Awards Committee	2011-2012
Criminology, Law & Society Department Brown Bag Committee	2010-2011
Criminology, Law & Society Department Library Liaison	2010-2011
Criminology, Law & Society Department Admissions Committee	2009-2012
Conference Coordinator "Processing Justice: From Conceptualization to Measurement." Center for Justice Law and Society, George Mason University	2009

Administration of Justice Department Professional Masters Committee	2008-2010
Administration of Justice Department Speaker Series Committee	2008
Administration of Justice Department Teaching Development Committee	2008-2009
Committee Member, Public Administration Faculty Search Committee	2005

### *Profession*

Committee Member, Best Book Committee, Academy of Management	2018
Board Member, Academic Women in Public Administration	2017-2018
Committee Member, <i>Public Administration Review</i> editor search committee	2016
Levine Paper Prize Award Committee, American University	2015
National Association of Schools of Public Affairs & Administration, Undergraduate Committee Member	2014-2017
Consortium of Undergraduate Law & Justice Programs Board Member	2014-2019
Law & Society 50th Anniversary Planning Committee	2014
Law & Society Association Annual Conference Program Committee	2013
Co-Lead, Sociolegal Justice Project Collaborative Research Network (CRN 01), Law & Society Association	2012-2014
Mid-Atlantic Law & Society Association Annual Conference Program Committee	2012
Law & Society Association Harry J. Kalven Prize Committee	2012
American Society for Public Administration Dwight Waldo Awards Committee	2011
Organizer, Sociolegal Justice Project	2010-Present
Board Member, Consortium of Undergraduate Law & Justice Programs	2011-Present
American Society for Public Administration, National Publications Committee	2009-2012
National Academy of Public Administration, Standing Panel on Social Equity, Spring	2009-2013
Conference Organizer, Nuestra America in the US? A US Latino/a Studies Conference	2007-2008

Co-Coordinator, Interdisciplinary Scholars Initiative	2004-2006
<i>Community</i>	
Advisory Board, 21 <sup>st</sup> Century Schools – Public Service, Olathe School District	2016-2017
Board of Directors, Willow Domestic Violence Center, Lawrence, KS	2015-2019
*Board President (2017-2019)	
*Board Vice President (2016-2017)	
Committee Chair, September Project – Lawrence, KS	2004-2006

### Dissertation and Thesis Committees

McKinney, Charlesia. “The Literature and Rhetoric of Size” English Dissertation Committee, current.

Torres, Stefanie. “Latinx Creative Non-Fiction” English Dissertation Committee, current.

Grayer, Misty. “The Mirrored State: Analyzing the Production of Judicial Norms in Problem-Solving Court Collaborations” Public Administration Dissertation Committee, current.

Hodgson, Abbie. “Technical Versus Adaptive Training: Mobilizing Female Political Candidates to Thrive on the Campaign Trail” Communication Studies Dissertation Committee, 2017.

Humphrey, Nicole. “Who and What Matters: Concepts of Social Equity from Chief Administrative Officers” Political Science Honor’s Thesis Committee, 2015.

Kupka, John. “Toward a Concept of Warrior Class” Political Science Dissertation Committee, 2015.

Jorgensen, Alex. “Public Safety Intervention: Analyzing the Effects of Altering Traffic Safety Policies in the States.” Political Science Dissertation Committee, 2015.

Halling, Emma. “Closing a Door but Opening a Window: How College Transfer Admission Policies Leave Students Vulnerable to Sexual Assault, and Insular Records Policies Enable Rapists.” Women, Gender and Sexuality Studies and American Studies Undergraduate Honors Thesis Committee, 2015.

Woods, Solomon. “Does the Race of Police Officers Matter? Black Officers on Interactions with Citizens and Public Policy” Public Administration Dissertation Committee, 2014.

Merritt, Cullen. “Specifying and Testing a Multi-Dimensional Model of Publicness: An Analysis of Mental health and Substance Abuse Treatment Facilities” School of Public Affairs & Administration, Dissertation Committee Member, 2014.

Durso, Joseph M. "Age and Risk Assessment" Criminology, Law & Society MA Thesis Committee, 2013.

Goldberg, Victoria. "What About Us: Middle Managers and Procedural Justice in Organizations" Criminology, Law & Society MA Thesis Committee Member, 2013.

Maass, Kevin. "Are Racial and Ethnic Disparities Present within the Two Separate Cocaine Derivates during Federal Sentencing?: Extending Research beyond the Racial Sentencing Differences among Crack and Powder Cocaine" Criminology, Law & Society MA Thesis Committee *Chair*, 2012.

Maloney, Jennifer. "An Ethnographic Case Study of Cultural Fusion at Mason: A Site for Student Leadership, Activism, and Scholarship" Women and Gender Studies MA Thesis Committee Member, 2012.

Gulick, Lisa. "A Revised Model of International Experience: The Relationship between International Experience, Adjustment, and Performance" Psychology, PhD Dissertation Committee Member, 2011.

### Funded Undergraduate Research Mentored

Villagran, Alexis. "Tales from the Southwest: Administrative Barriers to Hispanic Voting in Southwest Kansas" Undergraduate Research Award Mentor, 2018.

Bannister, Sydney. "The Power Frontline Supervisors Hold: How Gender Frames the Management Styles of Sergeants in Law Enforcement" Undergraduate Research Award Mentor, 2018.

Sobalvarro, Consuelo. "Latinas in Academic Math Careers" McNair Scholar, 2017.

Para-Cremer, Samiyah. "Working Together: A Comparison of Midwest Human Trafficking Coalitions Perceptions of Collaboration" Undergraduate Research Award Mentor, 2017 & 2019.

Borland, Olivia. "Empowering Talk or Something More: Exploring How Social Media is Used to Discuss Gender Balance in Local Government" Undergraduate Research Award Mentor, 2017

Schlingensiepen, Marah. "Prisoner's Conceptions of Justice" Undergraduate Research Award Mentor, 2015 & 2016.

\*Awarded Spring 2016 Presentation Prize.

Humphrey, Nicole. "Values and Decision-Making by City Managers" Undergraduate Research Award Mentor and McNair Mentor, 2015 & 2016.

\*Awarded Spring 2016 Presentation Prize.

Dinsmore, Renee. "Defining and Measuring Justice over Time" Undergraduate Research Award Mentor, 2014.

\* Awarded Spring 2015 Presentation Prize.

Garcia Reyes, Erika. "The Meaning of Justice" Undergraduate Research Award Mentor, 2014.

### Reviewer for the Following Grant Agencies, Publishers, and Journals

*American Review of Public Administration*  
*Administration & Society*  
*Feminist Criminology*  
*International Journal of Public Administration*  
Israel Science Foundation  
*Journal of Public Administration Education*  
*Journal of Public Management and Social Policy*  
*Journal of Women in Politics and Policy*  
*Justice Quarterly*  
*Law & Social Inquiry*  
*Law & Society Review*  
*Law & Policy*  
National Science Foundation  
Oxford University Press  
*Policy Design & Practice*  
*Political Legal Anthropology Review*  
*Public Administration*  
*Public Administration Review*  
*Public Integrity*  
*Public Management*  
*Public Management Review*  
*Public Personnel Management*  
*Public Policy & Administration*  
*Review of Public Personnel Administration*  
Routledge Press  
*Social Sciences*  
Taylor & Francis Press  
*Victims & Offenders*

### Editorial Board Membership

*Public Administration Review* (2017-2019)

## **Professional Memberships**

- Academic Women in Public Administration (AWPA)
- American Society of Public Administration (ASPA)
- European Group on Public Administration (EGPA)
- International Research Society on Public Management (IRSPM)
- Law & Society Association (LSA)