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**COLLEGE OF CRIMINAL JUSTICE
HOSTS EXECUTIVE DEVELOPMENT
PROGRAM IN JUSTICE POLICY FOR
IRISH GOVERNMENT OFFICIALS**

This December twelve high-ranking staff members of the Irish Department of Justice, Equality and Law Reform participated in a unique executive development program in justice policy. College faculty created the program that consisted of academic as well as social and cultural components—with Boston being perhaps the most Irish of American cities! We hope that our new colleagues will share the knowledge with fellow policy makers gained through this inaugural program with their colleagues at home through formal presentation, follow-up research, and participation in web-based exchanges with each other and with Northeastern University faculty.

The program featured opening and closing receptions, visits to local places of interest, including the Kennedy Memorial Library and Museum, and distinguished guest speakers such as Secretary Flynn and Commissioner O'Toole. Academic components provided knowledge that will equip participants to respond in an informed way to policy issues, and facilitate personal and professional development. The fundamental goal of this program is to form a learning community; infusing enthusiasm for evidence-based policy formulation, implementation, and evaluation; and encourage this community to remain active once they return to Ireland.

The program is one of the outcomes of official visits to the College this summer of the Irish Minister of Justice, Equality and Law Reform, members of the Irish legislative, and other executive staff who met the faculty to discuss issues such as law and justice reforms in Ireland.

The College has enjoyed hosting this program, and looks forward to future programs and partnerships with the Department of Justice, Equality and Law Reform. ■



Dean Greene and Professor Bishop and the Irish participants

THE DEAN'S CORNER

Dear Alumni, Students, Friends and Colleagues,

Consistent with our upward trajectory, the College of Criminal Justice has been involved in a broad array of research, educational and service activities, that continue to expand our leadership role in criminology and criminal justice nationally and internationally. Our students also continue to command leadership roles emphasizing the importance of a Northeastern Criminal Justice education. And, currently our first cohort of PhD students in Criminology and Justice Policy are nearing completion of their coursework, while being engaged in the formation of their dissertation research. This is an exciting place!

In 2007, the College will reach an important milestone, its 40th Anniversary. Founded with a \$90,000 grant from the Ford Foundation, the College of Criminal Justice continues in its historic mission—the creation and dissemination of knowledge about justice and the administration of the law, and the creation of new generations of criminal justice leaders. Our 40th Anniversary Committee co-chaired by Diane Krentzman (CJ 89 and MC J92) and Benjamin Lipman (CJ 99) will take up their work in organizing the 40th Anniversary early in 2006. Our co-chairs are ably assisted with a Program Advisory Board including Robin Avers-McGhee (CJ 80), David Brewster (CJ 79), Don Cabana (CJ 72) Gary Cordner (CJ 74), and Bonnie Michelman-Siryk (MCJ 80).

To make this celebration successful we will need lots of involvement and support! As a member of the Class of 1973, I personally urge your assistance in making the 40th Anniversary a major statement about how far the College has come and how it can continue to lead the criminal justice enterprise. We are especially interested in identifying regional coordinators in California, Florida, Arizona, Texas, the DC Metro Area, the New York Metro Area and New England. If you are willing to help organize the announcement and “turn out the vote” in these regions please let me know. We expect that this milestone will be celebrated during the fall of 2007, in conjunction with the larger Northeastern Homecoming. Dates will be circulated early in 2006 (visit our website at neu.edu/cj.neu.edu for more information about the program and ways you can be involved).

This year the College has been in the process of solidifying several international partnerships. With agreements with universities in Australia, Canada, the Netherlands, and the United Kingdom and discussions underway with several others, we anticipate that in the next several years yet another advantage of a Northeastern Criminal Justice education is that it will actively engage the global community and that our students will have increasing opportunities to study abroad and be part of, not apart from, that global community. Moreover, our recent program for the Department of Justice, Equality and Reform of the Republic of Ireland will likely become a semi-annual program to increase leadership and evidence-based policy making. These activities are core to the future of the College, and they set the stage for linking research, policy making and education in the College to an international community keen on improving security, safety and human rights.

The Newsletter also chronicles the accomplishments of our alumni, our current students, and our faculty. Their collective work is reflected throughout the Newsletter, and it continues to attest to a robust program that is focused on the quantity and quality of justice in the US and elsewhere.

As a moment of reflection, it is important to remember that the College of Criminal Justice was built on the dedication and hard work of many people. Dean Robert Croatti has spent over 35 years in service to the College; his efforts have shaped several generations of Northeastern criminal justice graduates, and his retirement, a point of celebration of all his accomplishments, also reminds us that he will be missed. I wish Bob and Carol all the best in their new life together, and thank them both for their steadfast commitment to criminal justice at Northeastern.

To all of you, we look forward to great accomplishments in 2006. Thank you for your continued support of the College of Criminal Justice. ■

Sincerely,



Jack R. Greene,
Dean

FROM THE STUDENT'S DESK...

By Ann Marie K. Rocheleau and Danielle Rousseau

The College's doctoral program ranked #14 nationally. Two of our doctoral students share their experiences:

Ann Marie K. Rocheleau is a PhD candidate in criminology and public policy in the **first** cohort—and as Ann Marie expresses it, “This is my third and final career!” She has spent 25 years in the criminal justice system, mostly in research but partially in prison administration including ten years with the Massachusetts Department of Corrections conducting program evaluations and as the Director of Treatment at a men's medium-security facility. She has also worked on various government-initiated research projects, focused on drug use, corrections and policing. Ann Marie was attracted by Northeastern University's reputation in criminal justice as well as its location. She feels the first cohort has bonded especially well and has set up a tone of working together and being supportive, and the faculty have been very supportive and very helpful to the entire cohort.

Danielle Rousseau is a candidate for a PhD in criminology and public policy in the **second** cohort in the College of Criminal Justice. Upon completing her Masters Degree in forensic psychology, she worked as a therapist in the prison system and in the community working with victims. Eventually, this led to work in victim services and community education. But, what she really loves to do is research, and she wanted an opportunity to be involved seriously. She came to NEU for the great research that is conducted at the University and in particular at the Institute for Race and Justice. Her interest in hate crime and perpetrator motivation was particularly aligned with the research that goes on at the Institute. She says her experiences at Northeastern have been good, but at the same time a lot of work and very intense. She particularly enjoys the incredible diversity present in the doctoral program here, with students from India, Turkey, and around the world. Danielle also appreciates the faculty and the cohort above hers for being incredibly helpful in re-adjusting back to being in school and learning a lot of new things. ■

UNDERGRADUATE/ALUMNI NEWS

Weinrib Memorial Scholarship Fund Awarded

The Stephen Weinrib Memorial Scholarship was established in 2004 by Mrs. Donna Weinrib Cohn and her daughter Tammy, a graduate of our Masters program, several years ago to honor the late Mr. Weinrib's strong commitment to higher education. The award aids graduate students in good academic standing who may be experiencing financial difficulty that could interfere with their successful completion of the program. The fund is designed to assist one or two students



Benefactors of the Stephen Weinrib Memorial Scholarship Fund

with graduate school related expenses: textbooks, lab materials or computer peripherals. Students apply for the award by letter and are selected by a committee of faculty and administration.

Kimberly Albin and Joshua Brownstein were awarded \$1000 each from the Weinrib Memorial Scholarship Fund in May 2005. A luncheon was held to honor the recipients and thank the Weinrib family for their continued support of the College.

CJ Alum Volunteers in Youth Violence Prevention Program in Brazil

Rebecca Cohen, (CJ 05) Outstanding Co-op Award Winner, will continue her education in the John F. Kennedy University, Doctor of Psychology (PsyD) program in Pleasant Hill, CA. In the year prior, Rebecca will travel to Brazil to volunteer for an American based non-profit organization where she will develop a youth violence prevention program, which for her is a dream come true. She has been granted free reign in program development. Rebecca feels that she is relying completely on what she learned from past co-op and academic experiences at Northeastern!

Medallion Award and Outstanding Alumni Award 2005 go to two CJ Alumni!

The College of Criminal Justice is proud to acknowledge several outstanding alumni at Northeastern University's Homecoming Alumni Ball and Alumni Awards Celebration on October 14.

Robin M. Avers, (CJ 80), received the Outstanding Alumni Award given annually to those graduates whose professional attainment and service to the community bring honor upon themselves and Northeastern University. Ms. Avers started her career in 1980 with U.S. Customs as a Special Agent with the Office of Management of Integrity. Over the course of her career she has worked on Vice President George Bush's Florida Joint Task Force investigating narcotics smuggling and Operation Green Back investigating individuals and organizations involved in the laundering of narcotics proceeds. In 1990, she was promoted to Group Supervisor of the Fraud Investigations Group. In 1997, Ms. Avers was selected as the Assistant Customs Attaché in Vienna, Austria and was later promoted to Customs Attaché. In addition to Austria, her area of responsibility consisted of several former Soviet countries and Switzerland. Ms. Avers maintained a constant dialogue with officials from the various governments and was able to forge strong working relationships that will benefit the Customs Service for years to come.

Ms. Avers now works as Special Agent in Charge of the Boston Office of the Department of Homeland Security, U.S. Immigration and Customs Enforcement, supervising more than 200 criminal investigators throughout New England, exploring activities that could threaten national security. Throughout her

career Ms. Avers has been involved in various outreach programs, speaking with students about the many opportunities in law enforcement. In March, 2004, Ms. Avers was invited to become a Director of The National Council (TNC) at Northeastern University.

Herby Duverné, (CJ 98), (MJ 02) received the Medallion Award for graduates of the last 10 years, chosen on the basis of professional accomplishment, character, integrity, and service. Mr. Duverné is the Senior Security Manager for State Street Bank and Trust, and also serves as the president of the Haitian Coalition of Somerville as well as the commissioner of the Somerville Human Rights Commission where he helped establish "The Somerville Conversations: Facing the Challenge of Racism," a public dialogue that brought together over one hundred participants over a four-week period and paved the way for the creation of a new community coalition: Somerville United Against Racism. Mr. Duverné has also been awarded the 2004 State Street Chairman Award for making significant and sustained volunteer contributions to charitable organizations as well as being selected as a 2005 YMCA Black Achiever recipient for his significant professional contributions and commitment to community service. He is currently running for a seat on the Somerville School Committee, and is the first Haitian-American to launch a political campaign in Somerville. ■



Alumni group photo

FACULTY/STAFF UPDATES

New Academic International Exchange Program Underway

The College is pleased to announce a new academic exchange program in partnership with the law faculties of Vrije Universiteit Amsterdam in Amsterdam, and the Erasmus Universiteit Rotterdam, the Netherlands. This program has been designed for our universities to cooperate in the areas of criminology education and research, to strengthen the ties between our institutions, and promote academic and cultural interchange. The program will allow CJ students to enroll at courses in these two Dutch universities while Dutch students would enroll at the College of Criminal Justice. We hope with this exchange program, students will be given the unique experience of participating in student life abroad as well as gaining a new perspective on the criminal justice system. In addition, the program offers the opportunity for faculty to visit the partner university as well as encourage collaboration between each university's faculty.

RCPI moves to the College of Criminal Justice



Roseangela Pina

This fall the New England Regional Community Policing Institute (NE-RCPI) moved from the Boston Police Department as the host agency to the College of Criminal Justice. The NE-RCPI is one of 22 Institutes funded by the United States Justice Department's Office of Community Orientated Policing Services (COPS). It has offered state-of-the-art training to law enforcement officers and community members for the past six years. Each of the RCPIs nationally has an area of focus and the NE-RCPI

has focused on ethics and integrity in all of its training. Over the past six years the NE-RCPI has provided training to thousands of police and community members in areas such as Ethics and Moral Decision Making, Fundamentals of Community Policing, Ethical Issues Facing Mid Level Managers in Police Agencies and Ways to Recognize and Reduce Racial Profiling. The NE-RCPI is led by Associate Dean Jack McDevitt, Sheila Smith (the Programs Director) and Roseangela Pina. The College welcomes our new colleagues and looks forward to continued leadership in the training and professional development of New England's law enforcement personnel.



Sheila Smith

European Society of Criminology Annual Conference

The European Society of Criminology (ESC) held its annual meeting in Krakow, Poland, August 31-September 3, 2005. Dean Jack Greene and Professor Donna Bishop were among those in attendance. At the conference, Dean Greene developed contacts with educators from European and other universities to discuss the development of partnerships in research, sharing faculty and staff, and exchange programs.

New Faculty Member Dr. Natasha Frost, PhD



Dr. Natasha Frost, PhD

This fall Natasha Frost returned to Northeastern University as an Assistant Professor in the College of Criminal Justice. Professor Frost's first stint at Northeastern was as an undergraduate where she received a Bachelor of Science in Psychology in 1997. Professor Frost earned her Ph.D. in Criminal Justice from the City University of New York's Graduate School and University Center in 2004. Professor Frost's teaching and research interests are in the area of punishment and social control. Professor Frost is currently working on a few

research projects: a collaboration with the Women's Prison Association in an assessment of state-level variations in punitiveness towards women and an ongoing study of re-entry cycling in Tallahassee, Florida. Professor Frost is also the Associate Editor of *Criminology & Public Policy*, a publication that aims to bridge the gap between criminological knowledge and criminal justice policy and practice. Professor Frost is glad to be back at Northeastern and hopes to stay here for a long time. She is looking forward to meeting students and anyone who may have an interest in reentry issues, punitiveness and punishment.

Professor Frost has recently received a grant from the Women's Prison Association to study state-level variations in punitiveness toward female offenders. A doctoral student and an undergraduate will work with her over the Spring semester to analyze the data and complete the report.

If you would like to contact Professor Frost, her e-mail address is n.frost@neu.edu.

Russell Wolff Joins the Center for Criminal Justice Policy Research

Russell Wolff has joined the College as a Research Associate with the Center for Criminal Justice Policy Research and the Institute on Race and Justice at Northeastern. Currently he is managing the evaluation of the COPS Office "Creating a Culture of Integrity" grants. Prior to coming to Northeastern, he was a researcher at the Institute for Law and Justice, a criminal justice research and consulting firm in Washington, DC. His work at ILJ focused on public safety management, community policing, and program evaluation. Mr. Wolff holds an M.S. degree in Justice, Law and Society from the School of Public Affairs at American University.



Russell Wolff

FACULTY/STAFF UPDATES *(continued)*



Robert Croatti

Robert Croatti Retires

After forty years at Northeastern University, Robert Croatti will be retiring from the College of Criminal Justice at the end of 2005. Robert Croatti, an Associate Dean, has been with Northeastern University since 1965, and began working with the College of Criminal Justice in 1972. In addition to his role in the College of Criminal Justice, Dean Croatti has served on many different criminal justice related boards, commissions, and committees over the years in Massachusetts and New Hampshire. Dean Croatti says that his years at Northeastern have been very interesting, and that he is glad to see how much the College of Criminal Justice has evolved from its inception in 1967 to become one of the premier Criminal Justice programs in the country today. He has enjoyed his time at Northeastern, but is looking forward to retirement where he will be doing a lot of boating and fishing, and maybe even taking up photography and archaeology, and spending a lot of time with his family, especially his four grandchildren. We would like to thank you for your hard work and dedication, Dean Croatti, and wish you nothing but the best in your retirement.

Ruffin Society Fourteenth Annual Convocation

The Fourteenth annual George Lewis Ruffin Society convocation was held on Wednesday, June 22, 2005. The theme of this year's convocation was "Is Affirmative Action Dead? Where Do We Go From Here?"

Speakers included; *The Honorable Milton L. Wright*, Presiding Justice, Roxbury District Court; *The Honorable Roderick L. Ireland*, Associate Justice, Supreme Judicial Court, and *Senator Jarrett Barrios*, Chair, Joint Committee on Public Safety and Homeland Security.

This year's theme reviewed the pressing issue of what direction the Massachusetts criminal justice system will go as court-ordered remedies for past discrimination in employment and promotions have expired, have been overturned, or have been rescinded.

The Convocation sought to go beyond the quantitative analysis of discrimination in the workplace, affirmative remedies, compliance mandates and diversity statistics to the qualitative realm of how to enhance and maintain a diversified, representative and



Professor Geoff Ward discusses how to achieve and maintain a bias-free and diverse criminal justice work force at the 2005 George Lewis Ruffin Society Convocation held here at Northeastern University in June.

equitable criminal justice system that effectively meets the challenges that it is designed to address in our Commonwealth. The question was raised as to how we will handle the 21st Century challenge of eliminating bias from employment decision-making, and the execution of law enforcement and penal interventions and the administration of justice in the Massachusetts criminal justice system as our society changes. In short, how can we be better human beings than our 19th and 20th century predecessors?

ATF Award given to Glenn Pierce of the Institute on Security and Public Safety

The College of Criminal Justice is proud to announce that Glenn Pierce, Principal Research Scientist, has been awarded the Los Angeles Field Division of the Bureau of Alcohol, Tobacco and Firearms (ATF) Commendation Award, recognizing those who have worked closely with the ATF and the Southern California Regional Crime Gun Center in having an impact on reducing firearms-related crimes in Los Angeles. The award was presented to Glenn Pierce on October 5, 2005.

CCJ Faculty Member Gives Talk at Northeastern Innovation Series

On November 1, 2005 Professor Nikos Passas spoke to the wider University community about his research on "International Terrorism and Counterterrorism: The Impact on Economic, Political and Legal Policy at Home and Abroad."

Institute on Race and Justice Report Featured in Case before the Massachusetts Supreme Judicial Court

On Friday December 9, 2005 the Massachusetts Supreme Judicial Court heard arguments in a case that was based in part on the Massachusetts Racial and Gender Profiling Report released by the Institute on Race and Justice in 2004, which required 249 agencies throughout the state to collect data on the race and gender of individuals stopped by the police in traffic encounters. The case revolves around a contention by the Boston Police Patrolman's Association that police officers should not be required to include officer identification on the form that collects data on all traffic stops as required by the enabling statute. Lawyers for the Boston Police Department Management and the Executive Office of Public Safety argued that officer ID is necessary to allow a department to identify and address racial profiling. They argued that if racial disparities exist in traffic stops the agency management must be able to identify which officers are engaged in this disparate behavior. Dr. Amy Farrell, the Associate Director of IRJ and lead author of the original study, submitted an affidavit in support of the position that officer ID is necessary to effectively deal with allegations of racial profiling. ■

FACULTY PRESENTATIONS

Professor Donna Bishop presented a paper entitled "Perspectives on Juvenile Waiver in the U.S." and "Punitive Trends in Juvenile Justice in the U.S." at the European Society of Criminology meetings in Krakow in September, 2005.

Professor Nikos Passas has presented at numerous conferences and meetings worldwide over the last term. Several highlights include presenting at the United Nations World Congress on Crime and Criminal Justice in Bangkok, Thailand, the World Savings Banks Institute conference on 'Remittances and Financial Inclusion: Cross-Regional Perspectives' in Brussels, Belgium, and the World Bank and Indonesian Ministry of Forestry and Financial Intelligence Unit multi-agency conference on "Illegal Logging and Money Laundering" in Jakarta, Indonesia.

Professor Passas also has several upcoming international presentations. He will present at the UN conference on 'Convention Against Corruption,' in Sofia, Bulgaria, Buenos Aires, Argentina, and Cairo, Egypt, and the 2nd World Summit of Prosecutors and Ministers of Justice in Doha, Qatar.

On August 23, 2005, **Dr. Amy Farrell** presented "Ensuring Quality and Accuracy of Massachusetts Traffic Stop Data" as part of a training seminar sponsored by the Massachusetts Executive Office of Public Safety held in Natick, Massachusetts.

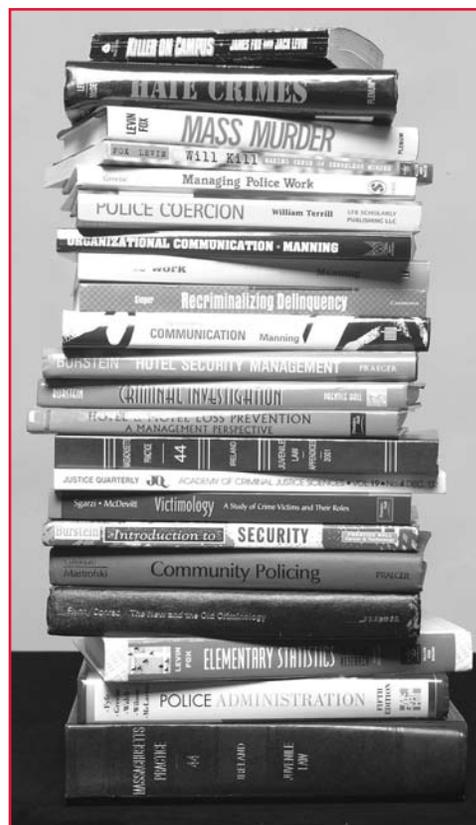
In October, 2005, Associate **Dean Jack McDevitt** was appointed to the editorial Board of the journal *Justice Research and Policy* and was elected to the Board of Directors of the Justice Research and Statistics Association.

Assistant Professor Natasha Frost received a grant from the Women's Prison Association to study state-level variations in punitiveness toward female offenders. During the spring semester, a doctoral and undergraduate student will assist her in analyzing the data and completing the report.

Dean Jack Greene co-authored and presented a paper entitled "Local Policy in the Context of International Security," "Problems and Prospects."

At the Law and Society Association Conference in Las Vegas, Nevada, Visiting **Assistant Professor Bridgette Baldwin, J.D.** presented "Welfare Rights?: Public Benefits, State Surveillance and the Criminal Justice System."

On June 2, 2005, **Professor Simon Singer** presented "Mapping Systems of Juvenile Justice by Place, Participant Characteristics, and Expert-Systems of Knowledge," at the Law and Society Meetings in Las Vegas, Nevada. Professor Singer also presented "Modernity and Street-Corner Theories of Crime and Delinquency" at the 14th World Congress of Criminology in Philadelphia, Pennsylvania on August 8, 2005.



INSTITUTE FOR SECURITY AND PUBLIC POLICY UPDATE

CCJ Principal Research Scientist co-authors study on death sentencing in California

Glenn Pierce, Principal Research Scientist, with Michael Radelet (Sociology Professor, University of Colorado), released the first statewide study examining how race, ethnicity, and geography affect death sentencing in California, entitled "The Impact of Legally Inappropriate Factors on Death Sentencing for California Homicides, 1990-1999." This release comes only weeks prior to the U.S. Supreme Court ruling in three California death penalty cases involving an African-American, a Latino, and a Native American man. Key findings of the study include:

- 80% of executions in California were for those convicted of killing whites, while only 27.6% of murder victims are white.
- Those who murder non-Latino whites are over four times more likely to be sentenced to death than those who kill Latinos and over three times more likely to be sentenced to death than those who kill African-Americans.
- A person convicted of 1st degree murder in a predominantly white, rural county is more than three times as likely to be sentenced to death than a person convicted of a similar crime in a diverse, urban county.
- The death rate by homicide in California varies substantially by race. African Americans are six times more likely to be murdered than whites.

The study will be released in the Santa Clara Law Review Vol 46.

"The Characteristics and Dynamics of Illegal Firearms Markets: Implications for a Supply-side Enforcement Strategy (with Anthony Braga, Raymond Hyatt and Christopher Koper) *Justice Quarterly*, 21 (2) 391-422, June 2004. ■

FACULTY PRESENTATIONS *(continued)*

The 2005 Annual Conference of the American Society of Criminal Justice was held November 15-20, 2004 in Toronto, Canada. The following CCJ faculty and staff presented at the meeting:

- Research assistant **Carsten W. Andresen** presented "Variations in Traffic Enforcement: An Analysis of Citation and Warning Patterns" (co-authored by Amy Farrell and Jack McDevitt).
- **Professor Bishop** presented a paper with doctoral student Jenna Savage entitled "Maternal Filicide: When a Mother Kills." She was also a critic in an "Author Meets Critic" session, responding to new books by Franklin Zimring and Thomas Grisso.
- **Professor Booth** sat on two panels: "General Strain Theory and Generalizability" and chaired "Schools, Violence, and Delinquency." He also presented "Social Control and Violence: Testing the Relationship between Perceptions and School-Related Violence" (co-authored by Amy Farrell, Jack McDevitt, and Sean Varano).
- **Amy Farrell** sat on the following panels: "Enhancing Police Accountability: Some Innovative Practices," "Schools, Violence, and Delinquency," and "The Police Decision to Arrest, Cite, Warn, or Take No Action." She presented "Using Traffic Stop Data to Address Issues of Racial Profiling and Improve Officer Accountability."
- **Professor He** presented a paper entitled: "Organizational Culture and Individual Values of Police Officers: An Assessment of Changes in the Reciprocal Relationship." He served as the Chair for a panel named "Police Culture."
- **Professor Frost** sat on two panels during the ASC: chair of "Coercive Mobility and Communities," "Coercive Mobility: Removal and Reentry in Tallahassee, Florida," and as co-chair of "Pervasive Punishment: Punitiveness in the Lives of Female Offenders," "The Punitive State: Variations in Punitiveness Toward Women."
- **Professor Manning** sat on the following panels: "Policing and Society: Intelligence, Security and Counter-Terrorism Policing 2," "Terrorism, Crime and Justice II." He presented "Informants: Recruitment, Targeting and Management" and "The Future of Law Enforcement in an Era of Terrorism."
- **Jack McDevitt** sat on the following panels: "Developing and Running a Research Institute," "Reducing Homicide and Gun Violence: Project Safe Neighborhoods Strategies," "Schools, Violence, and Delinquency," and "The Police Decision to Arrest, Cite, Warn, or take no Action." He also presented "Offender Notification Meetings."
- **Nikos Passas** served as a critic in an "Author Meets Critic" session with authors Peter H. Reuter and Edwin Truman. He served on the panel "Regulating Harmful Conduct: Why Criminology becomes so Interdisciplinary at its Boundaries." Additionally, he presented "Fighting Terror with Error: Fact-free Policy Making with respect to Money Remitters."
- **Glenn L. Pierce** sat on the panel "Research on Illegal Firearms Markets." He also presented "Impact of Illegal Gun Markets of Use of Guns in Crime."
- **Jack Greene** chaired "Terrorism, Crime, and Justice II" and presented "Community Policing and Homeland Security."
- **Nicole Rafter** served as a critic in the "Author Meets Critic" series with authors Candace Kruttschnitt and Rosemary Gartner and chaired the panel "Lombroso's "Criminal Woman": What the New Translation Reveals."
- **Jennifer Robinson** sat on the panel "New Developments in Place-Based Criminology" and presented "Boston's New Face: Crime Pattern Changes in Response to the 'Big Dig'"
- **Simon Singer** sat on the following panels: "Group Context and Delinquency," "Lombroso's "Criminal Woman": What the New Translation Reveals," and "Parenting and Delinquency." He co-authored "Conditions of Parental Modernity and Techniques of Rationalizing among Affluent Youth," "The Group Context of Delinquency and Conditions of Parental Modernity," and presented "The Modern and Premodern in Lombroso."
- **Marc Swatt** sat on the following panels: "Biosocial Approaches to Crime and Offending," "General Strain Theory and Generalizability," and "New Developments in Place-Based Criminology." His papers were presented entitled "Hot Heads and Hot Spots: Exploring the Applicability of the General Theory of Crime in Spatial Crime Research" and "Sex differences across multiple measures of onset and childhood risk factors" and presented "You Gotta Know When to Hold 'Em: Using General Strain Theory to Predict Deviant Outcomes Associated with Problem Gambling."
- **Sean Varano** participated in the following panels: "Allocating Police Resources," "Schools, Violence, and Delinquency," and "Understanding Offender Recidivism." His papers were presented entitled "Bad Moon Rising?: Lunar Cycles and Calls for Police Services" and "Social Control and Violence: Testing the Relationship between Perceptions and School-Related Violence" and presented "Firearm Involvement as a Risk Factor for Recidivism."
- **Geoff Ward** sat on the following panels: "Division on People of Color and Crime Luncheon Program" and "Examining Juvenile Justice Inter-and Intra-Agency Interactions." His paper "Juvenile Court Actors' Goals: The Effects of Personal Characteristics, Professional Roles, and Attitudes" was presented. ■

FUTURE EVENTS

Look for the following events coming up this year:

- The annual CCJ Career Fair in March—look for details in Upcoming Events.
- Professional Development Courses:
The Institute for New Police Executives, March 20-24, 2006, Computer Forensics Boot Camp, February 13-17, 2006, Executive Certificate in Public-Private Risk Management, February 5-9, 2006. ■



The students and instructors from July's Policing Course

RACE AND REPRESENTATION IN THE JUSTICE WORKFORCE

By Geoff K. Ward¹, Assistant Professor

Introduction

The issue of ethnoracial group representation in justice administration has escaped close and sustained scrutiny in race, crime, and justice research. The volume and depth of research on diversity among justice workers pales in comparison to studies of race, crime, and punishment, where ethnoracial minorities are cast as criminal problem populations, victims of crime, and targets of direct and indirect racial discrimination. Research has been less attentive to race and agency in justice processes, including how race and ethnicity relate to occupational representation, policy interests, organizational cultures, and distributions of justice system services and sanctions.

Fifty years ago this relative inattention would be more understandable, considering that in the U.S. context, and likely the western world, occupations charged with defining and administering justice were held almost exclusively by white men. But the second-half of the twentieth century brought dramatic increases in the numbers of workers in justice-related fields, and the extent of their ethnoracial and gender diversity. Lawyers illustrate this expansion and diversification. In 1900, there were around 113,000 lawyers in the United States, 99 percent of whom were white men. By 2000, there were about 870,000 lawyers in the U.S., 65 percent being white men, 11 percent non-white, and 30 percent women. Similar demographic shifts have occurred in the judiciary, policing, and prisons. Women account for much of both the increase and ethnoracial diversification of the justice workforce. In 2000 black women approached statistical parity with black male prison workers, and surpassed them in the judiciary.¹

But of what institutional and societal significance are the increased presence of women and minorities in justice-related fields? The answer is unclear, in part because the distinct issues of presence and impact are often muddled in research and policy on diversity. My work aims to advance understanding of meaning, extent and relevance of diversity in the justice workforce, that *mélange* of service workers and professionals employed in the definition and administration of justice.

On the Scope and Significance of Diversity: A System Perspective

We can begin to address questions of significance by laying out common assumptions about the added-value of diversity. A continuum of claims with two extremes characterizes expectations of diversity. One holds that diversity substantively improves justice administration by, for example, promoting fairness, language competencies, and other benefits of multiculturalism. An alternate claim regards diversity as symbolically significant to the appearance of system legitimacy, somewhat irrespective of its substantive influence.

Embedded in claims that diversity bolsters the actual performance and/or perceived legitimacy of justice systems are several assumptions, which present empirical questions. First, it is assumed that ethnoracial characteristics meaningfully distinguish orientations and behaviors of justice professionals, or at least hold significance to observing publics. Second, it is assumed that actual or perceived distinctions translate into differences in substantive outcomes (i.e., actual distributions of justice system services and sanctions, perceptions of justice system legitimacy, etc.). In short, conflation of statistical, substantive, and symbolic representation has been common to discussions of diversity in the justice workforce, as well as other occupational sectors (i.e., business).

*The volume
and depth of research
on diversity among justice
workers pales in comparison
to studies of race, crime, and
punishment, where ethnoracial
minorities are cast as criminal
problem populations, victims of
crime, and targets of direct
and indirect racial
discrimination*

Existing research has only begun to disentangle these issues. Numerous studies consider the issue of ethnoracial diversity in justice administration, typically focusing on the relevance of race to the orientations of workers in isolated occupations. Many find that race is of limited significance to orientations, compared to factors such as occupational role, ideology, and professional goals, yet other findings suggest that ethnoracial groups bring varied perspectives to bear on ideas and practices of justice, concerning issues of system fairness, social work ethos, and levels of identification with the criminally accused and condemned.

Research is less extensive on the consequences of diversity in justice-related occupations, including process outcomes in justice administration, and the perceived legitimacy of justice systems by relevant publics. Yet again, results of existing research are mixed: several find no substantial race differences in, for example, patterns of conduct among police, judges and prison workers, while others report marginal or more substantial differences in these and other justice system processes and outcomes.

It may be impossible to fully isolate the relevance of diversity to orientations, behaviors, and outcomes in justice processes. Yet, similar to advances in race and sentencing research, I suspect that workforce studies will benefit from considering how diversity operates simultaneously across multiple, interdependent contexts of justice administration. While several studies examine representation within isolated occupations, few examine racial stratification across relevant sectors of the justice workforce. While studies of isolated occupations provide fundamental and constructive insights, disentangling issues of statistical, substantive and symbolic representation ultimately requires this systemic perspective.

¹ With the assistance of Ms. Margot Oertel, graduate student in the College of Criminal Justice.

ⁱ Smith, J. Clay. 1993. *Emancipation: The Making of the Black Lawyer, 1844-1944*. Philadelphia: University of Pennsylvania Press: 625-637.; U.S. Bureau of the Census, 1990 and 2000. "Special Equal Employment Opportunity (EEO) Tabulation, generated by author using Census EEO Data Tool." Web page accessed 1 Dec 2004. Available at <http://censtats.census.gov/eoo/eoo.shtml>.

My research pursues a systemic analysis of diversity by regarding justice systems as diffuse but coherent workforces. Though justice systems present “loosely coupled” assemblages of personnel, agencies and institutions, connected by strands of law, policy and routine, these systems can also be conceived as networked, hierarchical divisions of justice-related labor. This perspective helps disentangle statistical, substantive and symbolic representation by contextualizing inclusion in a given occupation, and across occupational sectors. As a generalizable analytic framework, this perspective should also help advance more systematic and comparative (i.e., historical and cross-national) research on race and the justice workforce.

Using data from the U.S. Census, this systemic perspective reveals the limited vertical integration of minorities in justice-related occupations, notwithstanding dramatic twentieth century increases in the size and ethnoracial diversity of the U.S. justice workforce. That is, compared to their white counterparts, non-white justice workers are heavily concentrated in “task executing” service occupations, while markedly absent in more influential or “task defining” professional and administrative roles.

Race and Representation in the U.S. Justice Workforce, 1970-2000

In 2000 the U.S. Census counted over two million Americans employed in ten justice-related occupations.² While the Census does not specify tasks these workers perform (i.e., roles, areas of law, etc.), these occupations are distinctly related to defining and administering justice in our society. To develop an analysis of workforce representation, we can organize these occupations according to a hypothetical division of justice-related labor, a hierarchy I define by three dimensions: power, prestige and risk. Power refers to influence upon the formal organization of justice administration, with emphasis on system (i.e., law and policy) rather than case-level influence. Thus, powerful occupations tend to involve “task definition,” while less powerful occupations are relatively limited to “task execution.”ⁱⁱ Prestige refers to the professional and social status of occupations, and risk relates to occupational hazard, particularly through exposure to violence.

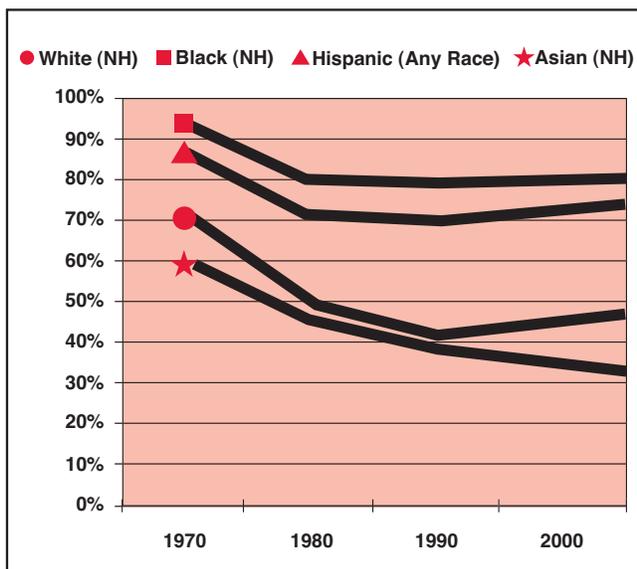
Using inferred or observed distinctions of power, prestige and risk, we can distribute the ten noted occupations across levels of this hypothetical division of labor (i.e., top, middle and lower tiers), to gain further insight on the statistical scope and substantive significance of diversity in the justice workforce. The pyramid shape best characterizes the hierarchical ordering and numerical distribution of this division of labor.³ *Top tier* occupations (legislators, judges, lawyers, and law professors) include positions with higher power and prestige, but limited risk. The middle tier includes workers providing primary services in justice administration (i.e., law enforcement administrators and officers, probation and parole, and legal assistants), roles with variable but relatively moderate power and prestige, and

variable but often very high exposure to risk. Finally, the bottom tier includes custodial and service occupations (i.e., corrections and security guards) with lower power and prestige, and variable but relatively high levels of risk.

With this division of labor in mind, occupational data from the U.S. Census throw valuable light on the statistical scope and substantive significance of diversity in the U.S. justice workforce. As space forbids a detailed data analysis, I will simplify this illustration by considering a smaller subset of occupations (judges, lawyers, police administrators and officers, and corrections officers). The question is, what proportion of *all* workers in these occupations, are employed in service or “task executing” roles (i.e., percent police officers and in corrections)? As the overwhelming majority of justice workers are lawyers and police, these restrictions do not significantly alter the representational trends we would see by considering additional occupations.

The table below shows the percent of all justice workers employed in service roles of the four selected occupations, by race and ethnicity, from 1970 to 2000. The data illustrates that non-white justice workers, and particularly blacks (non-Hispanic) and Hispanics, are concentrated in service sectors of the U.S. justice workforce. Whereas fewer than 5 in 10 non-Hispanic white justice workers, and fewer than 4 in 10 non-Hispanic Asian-American justice workers were in selected service occupations in 2000, roughly 7 and 8 of ten Hispanic and non-Hispanic black justice workers, respectively, were in service-related occupations that year. Asian-Americans are represented at very low rates in policing, prisons and the judiciary; this combined with substantial representation among lawyers reduces their service-sector concentration relative to other groups.⁴

TABLE 1. PERCENT OF SELECTED JUSTICE WORKERS IN SERVICE ROLES, BY ETHNORACIAL GROUP, 1970-2000 (SOURCE: US CENSUS).



2 Judges, lawyers, legal assistants, police officers, corrections officers, legislators, law professors, police supervisors, sheriffs and bailiffs, and security guards. While many other occupations should certainly be considered (i.e., probation and parole officers, wardens, military police and courts, etc.), these are not enumerated in the Census.

ii Young, Iris M. 1990. *Justice and the Politics of Difference*. Princeton, NJ: Princeton University Press: 216-217.

3 The 1990 Census listed 796,742 individuals employed in top tier occupations (ninety-four percent being lawyers), 956,990 middle tier workers (sixty-one percent in policing), and 970,178 lower tier workers (eighty-one percent being private police).

4 American Indian justice workers are excluded from this table as procedural, jurisdictional and other distinctions of tribal policing, courts, and prisons make their general comparison inappropriate.

It would be reassuring to find that current patterns of occupational concentration are at least marked improvements over previous decades, but in fact they appear rather modest. While the numerical presence of minority justice workers has certainly increased over the past century, the vertical integration of the justice workforce has not changed so substantially over time. Indeed, around ninety percent of black justice workers were in service sectors in 1940, 1950 and 1960, and that concentration increased briefly in 1970 (94%), before declining modestly over the past three decades. Accepting that these are cursory measures of the universe of “justice workers” in the United States, the limited vertical integration of certain minorities across several of the most important justice-related occupations in our society remains striking.

Considering that blacks and Hispanics remain concentrated in “task executing” roles in our justice system, while scarcely represented among “task definers,” we should question the systemic impact of increased minority representation in the U.S. justice workforce over the past century. Insofar as professional and administrative roles yield greater system influence, minorities enjoy relatively limited substantive representation, and perhaps symbolic representation, in the U.S. justice workforce. Beyond intimating how far we have come, and not, in the integration of justice systems, these data illustrate the importance of a systemic perspective—a wider analytic lens—in studies of race and representation in the justice workforce.

Beyond the Numbers: Toward the Democratization of Justice

Representative democracies are challenged with reconciling diverse group interests in prevailing ideas and practices of justice. This reality continues to shape the living histories of justice systems, in “old” and “new” democracies alike, in part through contests over representation in justice administration. While oppressed and marginalized groups seek representation to gain equal protection under law, dominant groups have often moved to limit such influence, thus maintaining their dominion in and through law. These global, historical, and political contingencies contextualize our continued study and pursuit of substantively representative justice.

Northeastern is of course home to one of the more prominent criminal justice programs in this country, and many of our graduates will have a hand in the future of our justice systems. The addition of our Doctoral program, drawing domestic and international students, increases this potential to prepare leaders for various spheres of justice administration. As a premier criminal justice program at an urban university, we have a unique opportunity, perhaps a responsibility, to contribute toward the preparation and placement of a representative justice workforce. In particular, we have the opportunity to promote pluralism in professional and

administrative roles, the ranks of those “task definers” who will likely be critical to advancing the democratization of our justice systems.

There are several ways our College might add directly and indirectly to the understanding and realization of substantively representative justice:

- 1 *Support justice workforce research and education:* The college is positioned to become a leader in the study of ethnoracial, gender and other status group representation in justice-related occupations, a body of work which must extend and deepen if we are to fully understand, communicate and realize the potential for representative justice systems;
- 2 *Increase diversity in the College:* We should strive to increase ethnoracial diversity at all levels of the College, including administration, faculty, staff and of course students. These should be regarded as mutually dependent efforts, as qualities of representation in any of these contexts may generally affect our ability to establish and maintain a substantively diverse community;

compared to their white counterparts, non-white justice workers are heavily concentrated in “task executing” service occupations, while markedly absent in more influential or “task defining” professional and administrative roles

While there are many empirical questions which remain unanswered regarding the scope and substantive significance of diversity, the absence of stakeholders in leadership positions is clearly a democratic void.

- 3 *Encourage minority youth engagement:* We should work with community partners to engage young people of various backgrounds in critical discussion of crime and criminal justice, and the significance of being involved in their resolution, whether through public service, policy, research, education, or advocacy. This outreach would communicate the importance of substantively representative justice systems, promote awareness of educational and career opportunities in the field, and assist interested youth in preparing for these futures.

Pursuing these and related efforts would facilitate the preparation of new leaders, of every ethnoracial background, who can work in various societal and organizational contexts toward the democratization of justice. Diversity is but one variable in the large and complex equation of representative justice, but one upon which other processes and outcomes may hinge. While there are many empirical questions which remain unanswered regarding the scope and substantive significance of diversity, the absence of stakeholders in leadership positions is clearly a democratic void. As Justice A. Leon Higginbotham observed,

“Pluralism does not absolutely and forever guarantee an effective and fair [justice system]. Nothing really does. However, pluralism is a sine qua non in building a [system] that is both substantively excellent and respected by the general population.”ⁱⁱⁱ

Insofar as we intend to be leaders in the preparation and placement of substantively excellent and respected scholars and professionals, promoting pluralism in our academic programming, our organization, and through community relations seems a sine qua non in building an outstanding criminal justice program. ■

iii Higginbotham, Hon. A. Leon. 29 Jul 1992. “The Case of the Missing Black Judges.” *The New York Times*, A (1), p. 21.

INSTITUTE ON RACE AND JUSTICE UPDATE

IRJ Receives National Institute of Justice Grant to Study Law Enforcement Responses to Human Trafficking

In October, 2005 The Institute on Race and Justice was awarded a grant from the National Institute of Justice to provide a comprehensive assessment of the current state of law enforcement responses to human trafficking. Trafficking in persons has become a critical human rights and law enforcement issue in the 21st century. As one of the world's fastest growing criminal enterprises, local law enforcement officials must help prevent international and domestic trafficking. Building on previous research around police recognition and reprioritization of new types of crimes (e.g., domestic violence, stalking, bias-motivated crime), this project seeks to understand how police identify, report and investigate trafficking incidents. This project will provide information to law enforcement agencies, investigators, prosecutors and service providers about the quantity and quality of current law enforcement responses to trafficking and identify successful models for recognizing, reporting and intervening in situations of human trafficking.

Rhode Island Justice Commission Releases 2nd And 3rd Quarter Data Reports

The Rhode Island Justice Commission has now released the 2nd and 3rd quarter reports on traffic stop data under the End Racial Profiling Act of 2004. Reports were prepared by the Institute on Race and Justice, and provides information on traffic stops for 38 municipal jurisdictions and the State Police between April and June 2005. The report can be found at: www.racialprofilinganalysis.neu.edu/IRJdocs?MasterCopy.pdf. The final report on all data collected under the End Racial Profiling Act will be released by IRJ in the Spring 2006.

Massachusetts Racial and Gender Profiling Project

Funded through the Massachusetts Executive Office of Public Safety, The Institute on Race and Justice convened its first meeting with the *Committee To Promote Community Discussion on Race and Traffic Stops*. This statewide committee, which consists of twenty community and law enforcement leaders throughout the state, has been charged with identifying avenues that support the goal of preventing racial profiling in traffic stops and building police / community collaboration. The first meeting was held October 18, 2005 and will continue on a monthly basis through June 2006. The Committee will be asked to provide (EOPS) with recommendations and formulate an action plan to address intertwined issues facing local communities who are working on the issue of analysis and response to data/research about racial profiling in traffic stops. The committee will also be asked to provide Northeastern with expertise in implementing demonstration sites for community dialogue.

Boston Police Department Integrity Project

With funding from the United States Department of Justice, Office of Community Oriented Policing Services, the Boston Police Department has sought to better understand and improve citizen oversight in their complaint review process. To assist them in their efforts and evaluation, they partnered with Northeastern University's Institute on Race and Justice (IRJ). IRJ began this evaluation by examining the strengths and challenges of the current complaint process. During the course of the project, the Boston Police asked IRJ to examine the use of force and citizen review of use of force decisions, and these areas were added to the project. IRJ studied other models in the United States (reviewing their literature, talking with different organizations), conducted site visits at other agencies across the county, and conducted interviews with different Boston Police staff and different community groups and citizens about topics that included complaint review, use of force complaints, relationships between police and community, and citizen satisfaction with the police. IRJ also focused on the work of Internal Affairs, examining the citizen complaint process through interviews with Internal Affairs staff, citizen groups, and the development of a citizen satisfaction survey to assess citizens and officers sentiments / experiences about the complaint process. IRJ anticipates completing the final report for this project early in the new year. ■

TRIVIA

Name the first Dean of the College of Criminal Justice.

The first five correct responses will win an NU t-shirt. E-mail responses to: c.loiselle@neu.edu

Congratulations to the winners of the last alumni contest:

Wayne Bennett, '78; Marc Pascucci, '00. The first building on campus, constructed by Northeastern University is: Richards Hall.



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