

Bylaws of the Department of Criminology & Criminal Justice
Central Connecticut State University
(Revised May 2014)

Article I. Department Mission and Organization

The Department of Criminology and Criminal Justice (“Department”) offers B.A. and M.S. degrees. The academic field of criminology and criminal justice is interdisciplinary. It involves the study of the definition of crime, the causes and control of criminal behavior, the operation of the justice system, and the social origins of law.

The Department of Criminology and Criminal Justice aims to prepare both undergraduate and graduate students for successful careers in criminal justice and related fields. Students who complete our programs are also well prepared to pursue advanced professional degrees. Our programs welcome diversity, encourage creative thought, incorporate advanced technologies, and emphasize critical thinking. Students learn from faculty who are actively engaged in real-world research or currently work in criminal justice organizations.

In addition we seek to be a strong and active department at Central Connecticut State University (CCSU) that leads the state of Connecticut in the creation and dissemination of theoretical, scientific, and practical knowledge of Criminal Justice. The following values guide the pursuit of our purpose:

- Contribute to the overall mission of the university;
- Use of scientific knowledge to provide high-quality learning experiences for our undergraduate and graduate students;
- Involvement in creative endeavors designed to generate and disseminate knowledge of criminal justice;
- Use of knowledge to inform development of criminal justice policy and practice;
- Foster a learning and working environment that is collaborative and collegial in nature;
- Engage in service to the professional areas that make up the discipline of criminal justice.

The Department of Criminology and Criminal Justice also houses the Institute for the Study of Crime and Justice (“ISCJ”). The purpose of the ISCJ is to actualize the Department’s mission of creating and disseminating theoretical, scientific, and practical knowledge pertaining to crime and justice that will inform local, state, and federal criminal and juvenile justice policy. The ISCJ engages in a variety of activities including program evaluation, risk assessment development, creation of evidence-based programs and interventions, survey research, staff training and development, and technical assistance. The Criminology faculty represents various legal and social science disciplines that offer a broad range of knowledge and skills that support ISCJ initiatives. We also seek to actively engage both undergraduate and graduate students in research activities to facilitate the development of stronger analytical and communication skills. Lastly, we seek to inform the broader scientific community through scholarly publications and conference presentations.

The operations of the Department will be governed by the most recent collective bargaining Agreement (“Agreement”) between the Connecticut State University and the American Association of University Professors and the Board of Trustees for the Connecticut

State University. Nothing in these bylaws should be considered as conflicting with the Agreement, and in all instances the Agreement shall take precedence.

Article II. Meeting and Decision Making

- 1) The Department shall consist of all core and part time faculty members, department support staff as well as ISCJ staff [Hereinafter, unless indicated otherwise, the term “core faculty” shall mean only full time, tenure-track faculty, individually or collectively as appropriate.]
- 2) The core faculty members shall comprise the decision making body of the Department.
- 3) All Department decisions, except those involving routine matters within the responsibilities of a particular faculty member, require unanimous agreement.
- 4) All issues requiring a decision must be discussed at meetings. Decisions may be deferred to a later date upon core faculty approval.
- 5) A core faculty member may register dissent (and thus create non-unanimity) without attending a meeting so long as the dissent is registered explicitly at the meeting through a written statement.
- 6) Routine matters related to department procedures may be brought to the attention of the core faculty during a scheduled meeting to be reviewed as a part of the unanimous decision making process.
- 7) The chairperson has the responsibility of calling meetings with advance notice of two weeks to all core faculty members. All meetings shall be open to all members of the department except student workers and support staff (both Department and ISCJ) unless otherwise invited. There shall be at least two meetings per academic year called by the Chairperson. Placing a written memorandum or letter in the University mailbox of all core faculty members or sending an e-mail will satisfy the notice requirement. The Chairperson shall provide an agenda of the meeting at least one week prior to the meeting. Any faculty member may place an item on the agenda by notifying (within 3-days prior to the meeting) the Chairperson.
- 8) Any core faculty member may call a meeting by giving advance notice of two weeks to all core faculty members. The member calling the meeting shall produce an agenda at least one week prior to the meeting. Any other core faculty member may place an item on the agenda by notifying (within 3-days prior to the meeting) the member who called the meeting. The notification requirement can be satisfied through written communication (e.g., e-mail, letter, memorandum).
- 9) The Department shall take and keep minutes of all meetings. Meeting minutes shall be reviewed, approved, and posted on the Department’s shared CCSU network drive.

Article III. Personnel Receiving Workload Credit

Department Chairperson

As stipulated in the Collective Bargaining Agreement between the CSU-AAUP and the CONNSCU Board of Regents, the Department Chairperson has the dual responsibility of leading the department in fulfilling its responsibilities in academic and personnel areas and of facilitating the functioning of the department. The Department Chairperson is the normal channel of communications between the department and other departments, division/areas or like groupings, offices and the administration.

Duties:

- Routine administration of the Department and supervision of the support staff.
- Preparation of reports and correspondence as necessary and required.
- Maintenance of department files, records, and publications
- Expenditure of funds allocated to the Department, in consultation with full-time tenure track faculty members.
- Responding in an equitable fashion to all requests for the purchase of equipment and supplies and travel funding, and reporting regularly to the full-time tenure track faculty on the budget.
- Representing the Department to the Administration
- Hiring and supervising departmental staff (e.g., secretary, university assistants, and student workers).
- Ensuring that the responsibilities of the Department are fulfilled.

Selection Eligibility and Process:

Only full-time tenured faculty shall serve as Department Chairperson. The process for selecting the Chairperson is:

1. During the second year of the current Chairperson's term, tenured faculty interested in serving as the Chairperson must notify all full-time tenure track department faculty by April 1st of the academic year prior to becoming Chairperson.
2. At the April faculty meeting, full-time tenure track faculty will discuss the merits of each interested faculty and will arrive at a consensus on the next Chairperson. Interested faculty will not attend this discussion.
3. The newly selected Chairperson will work with the incumbent Chairperson during the Chairperson's third year for the purpose of understanding the role and responsibilities of the position.
4. The newly selected Chairperson will begin his/her term at the end of the current Chairperson's third year.

Terms:

A Department Chairperson will serve a three year term as prescribed by University policy. An incumbent Chairperson is eligible to serve consecutive terms but must participate in the Chairperson selection process.

Director of Undergraduate Programs

This position is responsible for administering the undergraduate program and coordinating these programs for the Department Chairperson and with the Director of the Field Studies Program.

Duties:

- Develop course advising procedures and monitor effectiveness
- Review Change of Major applications
- Review Declaration of Minor in CJ applications
- Monitor students' enrollment who failed a core course for the semester
- Coordinate representatives for events and functions
- Coordinate undergraduate awards and scholarship nominations
- Collect information on cases of academic integrity issues
- Work with Department Representative for the University Curriculum Committee

- Address inquiries from students/potential students regarding issues relevant to our department
- Provide updated information for website and other materials
- Track enrollment
- Complete University Assessment reports

Selection Eligibility and Process:

Only full-time tenure track faculty are eligible to serve in this position. Faculty cannot receive more than three administrative workload credits unless extenuating circumstances require a faculty member to hold more than one administrative position. Faculty will be selected using the following process:

1. By September 15th of the academic year prior to serving in this position, the Chairperson will notify all full-time tenure track faculty that this position will be available and ask for nominations of interested faculty.
2. Interested faculty will notify the Chairperson of their interest by October 1st.
3. At the October faculty meeting, the Chairperson will put forward his/her recommendation for this position. Full-time tenure track faculty will discuss the merits of this recommendation and will arrive at a consensus on whether the recommended faculty member merits this position.
4. The newly selected Director will work with the current Director during the Spring academic semester in order to learn the responsibilities of the position. The newly selected Director will receive one load credit during this semester.
5. The newly selected Director will begin his/her term at the beginning of the next academic year.

Terms:

The Director of Undergraduate Programs will serve a three year term concurrent with the Department Chairperson. The Department Chairperson may replace the Director prior to the end of the three year term if this person's performance in this position is determined to be inadequate. Prior to replacing the Director, the Department Chairperson must consult with tenured faculty.

Director of Graduate Programs

This position is responsible for administering the graduate program and coordinating these programs for the Department Chairperson and with the Coordinators of Graduate Cohort Programs

Duties:

- Respond to inquiries about program from prospective students
- Correspond with students and graduate school to obtain completed application materials
- Review applications for admission
- Coordinate graduate programming with the Graduate Cohort Coordinators
- Advise students
- Address faculty concerns about Graduate Students
- Hire and supervise departmental graduate assistants
- Coordinate with graduate school regarding academic probation/program dismissals
- Revising program materials (e.g., website, catalog, capstone guide)
- Troubleshoot student problems as needed
- Coordinate graduate award nominations
- Coordinate graduate assistant applications

- Attend Open Houses & Graduate Forums
- Research program completion and attrition
- Develop marketing materials
- Complete University Assessment Reports

Selection Eligibility and Process:

Only full-time tenure track faculty are eligible to serve in this position. Faculty cannot receive more than three administrative workload credits unless extenuating circumstances require a faculty member to hold more than one administrative position. Faculty will be selected using the following process:

1. By September 15th of the academic year prior to serving in this position, the Chairperson will notify all full-time tenure track faculty that this position will be available and ask for nominations of interested faculty.
2. Interested faculty will notify the Chairperson of their interest by October 1st.
3. At the October faculty meeting, the Chairperson will put forward his/her recommendation for this position. Full-time tenure track faculty will discuss the merits of this recommendation and will arrive at a consensus on whether the recommended faculty member merits this position.
4. The newly selected Director will work with the current Director during the Spring academic semester in order to learn the responsibilities of the position. The newly selected Director will receive one load credit during this semester.
5. The newly selected Director will begin his/her term at the beginning of the next academic year.

Terms:

The Director of Graduate Programs will serve a three year term concurrent with the Department Chairperson. The Department Chairperson may replace the Director prior to the end of the three year term if this person's performance in this position is determined to be inadequate. Prior to replacing the Director, the Department Chairperson must consult with tenured faculty.

Coordinators of the Graduate Cohort Program

This position is responsible for administering the graduate cohort program and coordinating this program for the Department Chairperson and the Director of the Graduate Programs. These positions will be filled only when there are active graduate cohorts.

Duties:

- Work with criminal justice agencies to determine the need and interest for a graduate cohort in a specific area of expertise.
- Develop and distribute marketing materials
- Create a marketing and recruitment plan involving other department faculty
- Respond to inquiries about program from prospective students
- Correspond with students and graduate school to obtain completed application materials
- Review applications for admission
- Coordinate graduate programming with the Director of the Graduate Program
- Advise students
- Address faculty concerns from and about Graduate Students
- Coordinate with Graduate School and the Director of the Graduate Program regarding academic probation/program dismissals
- Troubleshoot student problems as needed

- Organize and administer open houses
- Prepare and deliver orientation for new cohorts
- Maintain databases of prospective and current students
- Research program completion and attrition
- Provide feedback to the Department Chairperson regarding faculty performance

Selection Eligibility and Process:

Only full-time tenure track faculty are eligible to serve in this position. Faculty cannot receive more than three administrative workload credits unless extenuating circumstances require a faculty member to hold more than one administrative position. Faculty will be selected using the following process:

1. By September 15th of the academic year prior to serving in this position, the Chairperson will notify all full-time tenure track faculty that this position will be available and ask for nominations of interested faculty.
2. Interested faculty will notify the Chairperson of their interest by October 1st.
3. At the October faculty meeting, the Chairperson will put forward his/her recommendation for this position. Full-time tenure track faculty will discuss the merits of this recommendation and will arrive at a consensus on whether the recommended faculty member merits this position.
4. The newly selected Coordinators will work with the current Coordinators during the Spring academic semester in order to learn the responsibilities of the position. The newly selected Coordinator will receive one load credit during this semester.
5. The newly selected Coordinators will begin his/her term at the beginning of the next academic year.

The Coordinators of the Graduate Cohorts will serve a three year term concurrent with the Department Chairperson. The Department Chairperson may replace the Coordinators prior to the end of the three year term if this person's performance in this position is determined to be inadequate. Prior to replacing the Coordinator, the Department Chairperson must consult with the Director of Graduate Programs and tenured faculty.

Field Studies Director

Only full-time tenure track faculty are eligible to serve in this position. Faculty cannot receive more than three administrative workload credits unless extenuating circumstances require a faculty member to hold more than one administrative position. Faculty will be selected using the following process:

Duties:

- Work with criminal justice agencies to develop internship placements
- Maintain internship placement information
- Process internship applications
- Maintain student records
- Manage communications
- Preparation and coordination of faculty delivery of course materials
- Recruit faculty and assignment internships
- Communicate with criminal justice agencies regarding student issues/concerns
- Provide feedback to the Department Chairperson regarding faculty performance

Selection Eligibility and Process:

Only full-time tenure track faculty are eligible to serve in this position and will be selected using the following process:

1. By September 15th of the academic year prior to serving in this position, the Chairperson will notify all full-time tenure track faculty that this position will be available and ask for nominations of interested faculty.
2. Interested faculty will notify the Chairperson of their interest by October 1st.
3. At the October faculty meeting, the Chairperson will put forward his/her recommendation for this position. Full-time tenure track faculty will discuss the merits of this recommendation and will arrive at a consensus on whether the recommended faculty member merits this position.
4. The newly selected Director will work with the current Director during the Spring academic semester in order to learn the responsibilities of the position. The newly selected Director will receive one load credit during this semester.
5. The newly selected Director will begin his/her term at the beginning of the next academic year.

Terms:

The Director of Field Studies will serve a three year term concurrent with the Department Chairperson. The Department Chairperson may replace the Director prior to the end of the three year term if this person's performance in this position is determined to be inadequate. Prior to replacing the Director, the Department Chairperson must consult with tenured faculty.

Article IV. Department Operation

Faculty and Course Evaluation

Course evaluations will be administered pursuant to contract requirements and Department rules, which shall be established as needed.

Reappointment, Promotion, and Tenure:

All decisions shall be made in accordance with the Agreement and University rules and policies. The membership of the Department Evaluation committee ("DEC") shall be established in compliance with University policy and shall consist of three tenured members of the Department. However, members subject to pending actions of the DEC are not eligible to participate in action that pertains to them. If the Department does not have enough qualified members to constitute a DEC, then the faculty member who has an action pending may choose a DEC member or members from another department of the University.

The DEC will make evaluations and provide recommendations with respect to reappointment, promotion, tenure, professional assessments, and the evaluation of core faculty members (See the Appendix for the established DEC evaluation criteria for full-time tenure-track faculty). Part time faculty will be evaluated by using the Department approved evaluation procedures in the first semester of employment and as needed as established by the core faculty. Any observation of classroom teaching by the DEC shall be conducted under the following guidelines:

1. For reappointment, tenure, and promotion, only DEC members may observe classroom teaching, except that the faculty member under consideration may ask any

- person or persons to observe his or her classroom teaching, and that observer's or observers' evaluation(s) shall be included in the DEC recommendation.
2. The faculty member whose class is being observed shall be given at least one week's advance notice of the observation.
 3. Whether in written form, the evaluation and all notes, reports, and data regarding the observation shall be made available to the member in writing within 10-days of the observation and within 10-days of the gathering or compilation of any other evaluation, notes, reports, and/or data.
 4. If the faculty member wishes that a second DEC member observe the faculty member, then the faculty member may choose the DEC member.

Teaching Loads, Assignments, and Materials

The Department shall recommend teaching loads and optimal class sizes to the Dean. Class meetings and final examinations shall conform to University guidelines.

Scheduling of Courses

The Chairperson is responsible for scheduling courses in consultation with the Director of the Undergraduate Programs, the Director of Graduate Programs, and the Field Studies Director. Course scheduling will be performed by academic year. Course assignments will be based on the needs of the department and on sound academic principles. The Chairperson shall try to accommodate full-time tenure track faculty requests as much as practically possible.

The scheduling of courses for the Fall and Spring academic semesters will consist of:

1. By October 1st, the Chairperson shall ask all full-time tenure track faculty to submit requests for courses, date, and times they prefer to teach for the Fall and Spring semesters of the following academic year, and instructional format (e.g., on-ground, online, hybrid). Faculty must submit a preferred schedule comprised of 12 workload credits per semester, including faculty intent to apply for release time or sabbatical leave. Faculty will submit their preferred schedules by November 15th.
2. Prior to November 15th, the Chairperson will consult with the Director of the Undergraduate Programs, the Director of Graduate Programs, and the Field Studies Director to identify course needs in terms of which courses need to be offered for the Fall and Spring semesters of the following academic year and the number of seats needed for each course. In addition, these individuals will identify which courses need to be taught by adjunct faculty.
3. By December 1st, the Chairperson will distribute a draft schedule for the Fall semester to all full-time tenure track faculty for review. Changes to the Fall semester must be submitted to the Chairperson by January 20th.
4. By April 1st, the Chairperson will distribute a draft schedule for the Spring semester to all full-time tenure track faculty for review. Changes to the Spring semester must be submitted to the Chairperson by May 1st.

Any faculty may request to teach a winter or summer course but preference will be given to full-time tenure track faculty. Course assignments will be based on the needs of the department.

The scheduling of courses for the Winter sessions will consist of:

1. By August 1st, the Chairperson shall ask all full-time tenure track faculty to submit requests for courses and course format (i.e., on-ground, hybrid, or on-line) they prefer to teach for Winter session in the following academic year.
2. By September 1st, the Chairperson will distribute a draft schedule of the Winter session to all full-time tenure track faculty for review. Changes to the Winter session schedule must be submitted to the Chairperson by September 15th.
3. If more than one full-time tenure track wish to teach the same course over Winter session, preference will be given to the faculty member who has not taught the course during Winter session most recently. Non-assigned faculty will be given the opportunity to offer an alternative course as long as it does not directly compete with the enrollment of other courses being offered.

The scheduling of courses for the Summer sessions will consist of:

1. By November 15th, the Chairperson shall ask all full-time tenure track faculty to submit requests for courses and course format (i.e., on-ground, hybrid, or on-line) they prefer to teach for the Summer session. Faculty will submit their preferred schedules by December 1st.
2. By December 1st, the Chairperson will distribute a draft schedule of the Summer session to all full-time tenure track faculty for review. Changes to the Summer session schedule must be submitted to the Chairperson by January 20th.
3. If more than one full-time tenure track wish to teach the same course over Summer session, preference will be given to the faculty member who has not taught the course during a Summer session most recently unless extenuating circumstances necessitate otherwise. Non-assigned faculty will be given the opportunity to offer an alternative course as long as it does not directly compete with the enrollment of other courses being offered.
4. For CRM435, the Field Studies Director will always get preference for one Summer section of this course.

Office Space

Faculty shall be assigned office space on the basis of rank and rank in years in the Department.

Article V. Academic Affairs

The core faculty shall meet and make recommendations regarding curricula pertaining to the Department. The Department shall develop procedures for advising students. Faculty advising of students may be conducted during regular office hours.

Article VI. Departmental Committees and Hiring Committee

As needed, the Department shall create and disband committees and subcommittees.

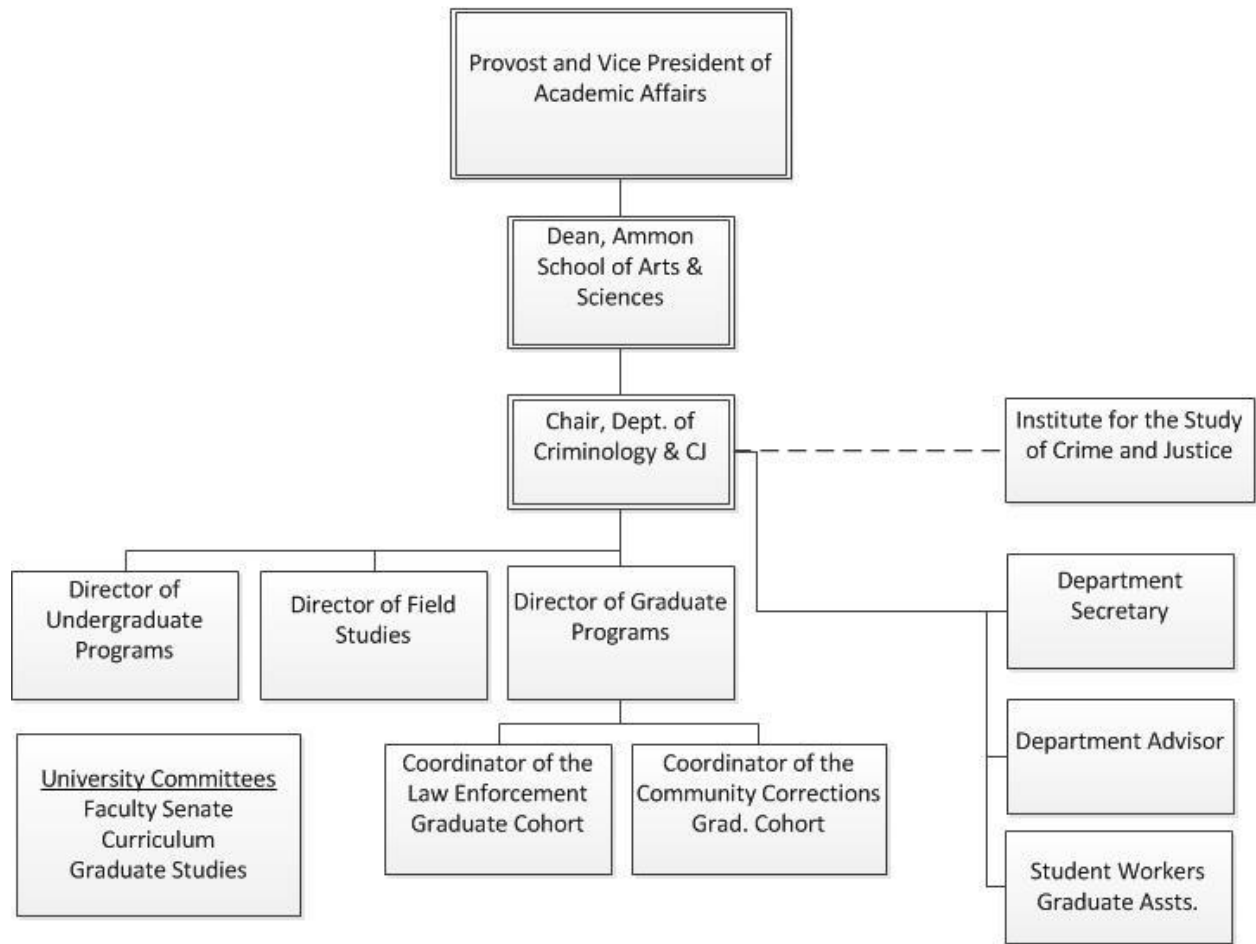
Hiring Committee

The Hiring Committee (“HC”) shall consist of all core faculty members, except those who decline to serve. The HC may create subcommittees. The HC will determine what specialties are needed in the Department, seek authorization to hire, advertise as required, interview, evaluate, and rank candidates and decide to whom offers may be made. Offers shall be made only in accordance with the process outlined above in Article II. In emergency situations, the Chairperson may offer employment to a part time faculty member without the approval of the HC for one semester, but, to the extent permitted by the Agreement, the HC must authorize further employment.

VII. Establishing and Amending Bylaws

1. These bylaws shall be effective upon the unanimous agreement of the core faculty.
2. These bylaws may be amended only as follows:
 - (A) Any core faculty member may propose an amendment to these bylaws by giving two weeks advance notice to all core faculty members that he or she intends to propose an amendment at a meeting called in accordance with Article II above. The meeting cannot occur during the period of time outside the nine-month academic year as established in the Agreement, unless approved by two-thirds of the faculty.
 - (B) These bylaws may be amended by a two-thirds vote of the core faculty.

Department of Criminology and Criminal Justice
 Central Connecticut State University
 Organizational Chart
 (revised May 2014)



APPENDIX

Department of Criminology and Criminal Justice Guidelines for Promotion and Tenure

This summary sheet is designed to provide a brief overview for putting together a portfolio and to offer departmental expectations for achieving tenure and promotion. The main emphasis is to provide information that is specific to the Criminology and Criminal Justice Department (hereinafter referred to as the department). It is not meant as a substitute for reading more detailed relevant documents related to the conditions of your employment or for face-to-face discussions with the Department Evaluation Committee Chairperson.

There are several important documents related to standards for promotion and tenure at CCSU. First is the *Collective Bargaining Agreement*, or contract, between members of the Connecticut State University American Association of University Professors and the Board of Trustees for the Connecticut State University System. The second is a Faculty Senate policy regarding promotion and tenure. It is strongly recommended that you review both. You should already have a copy of the *Collective Bargaining Agreement* and the information pertaining to tenure and promotion can be found in Article 4. The Faculty Senate policy can be found on the Faculty Senate website which can be accessed from the University web page.

Each year, prior to achieving tenure, full-time tenure track faculty members are required to submit a portfolio to their Department Evaluation Committee (DEC) which will form the basis for mentoring junior faculty (see comments on mentoring process below). The portfolio is designed to show evidence of quality performance across four categories of service:

Load credit activity: classroom teaching, administrative positions that receive load credit, and research release time;

Creative activity: publications, professional presentations, grants that you bring to the university;

Service to the department and university: participation in departmental activities, work on university wide committees, and representing the department or university to the larger outside community;

Professional activity: memberships and service to professional organizations, participation in peer review activities, and collaborations with criminal justice organizations.

The DEC chairperson can provide guidance on how to prepare, organize, and format your portfolio materials. In addition, the DEC chairperson will contact you with the relevant dates that review materials are due for each academic year.

Preparing Your Portfolio

The following are some tips to assist you in organizing your portfolio:

- *Familiarize yourself* with the Faculty Senate promotion and tenure policy. It provides a detailed structure for organizing your portfolio and lists the types of supporting materials that can be included
- *Seek examples* of how colleagues, who are familiar with the process, have organized and presented their materials
- *Attend* a promotion and tenure workshop held on campus
- *Create a filing system* that allows you to organize supporting materials (e.g., teaching evaluations, copies of a pages from convention presentations, invitations to peer review articles, a journal article that came out in print, etc.) as they come up during the course of

the year. A simple way to start is to create a folder for each performance category. You want to avoid the situation where you cannot completely remember all the significant activities you did during the year or cannot find the relevant supporting materials.

Mentoring Plan

Following the yearly review from the DEC, the DEC chairperson will meet with each faculty member to discuss strengths and weaknesses. Mentoring steps will be identified, if needed, to address any areas of weakness. In addition, at the beginning of the third year, the Department chairperson will meet with the faculty member to review strengths and weaknesses and to collaboratively identify ways to address any potential areas of concern.

Tenure Expectations

The culture surrounding evaluation differs across departments. So, it is important to have an understanding of both university requirements and department traditions. The following table highlights the expectations for tenure that have existed within the Department of Criminology and Criminal Justice since its inception.

Promotion Expectations

To be considered for promotion from Assistant to Associate Professor, faculty members must exceed expectations for tenure in one or more performance categories. To be considered for promotion from Associate to Full Professor, faculty members must exceed expectations in all performance areas.

Performance Category	Expectations
Load Credit Activity	<p><i>For teaching load activities:</i></p> <ul style="list-style-type: none"> • Has received positive teaching evaluations and/or shown steady improvement in teaching evaluations • Has received positive classroom observations from the DEC • Has demonstrated organized course materials and rigorous methods of assessment • Has taught both core and upper level elective courses at the undergraduate level • Has taught at the graduate level • Has developed a new course • Has supervised graduate capstone projects <p><i>For service load activities:</i></p> <ul style="list-style-type: none"> • Has contributed to the development and implementation of new initiatives while serving in an administrative role <p><i>For research load activities:</i></p> <ul style="list-style-type: none"> • Has generated products (e.g., technical report, journal article, conference presentation) as a result of research reassigned time
Creative Activity	<ul style="list-style-type: none"> • Has published peer-reviewed articles and/or books, or works of comparable significance (e.g., agency technical reports) • Has presented at regional and/or national conferences • Has served as a principal investigator or project manager on research projects, grants, or contracts that have been brought to CCSU • Has demonstrated ongoing engagement related to scholarly activity
Service to the Department & University	<ul style="list-style-type: none"> • Has participated in departmental service activities (e.g., faculty search, Open House, CJ club activity, graduation) • Has served in leadership or administrative roles in the department (e.g., Undergraduate, Graduate, or Internship Director; Chair of Faculty Search Committee, or CJ Club Advisor) • Has served on University wide committee(s); or made comparable contributions to University life and culture • Has demonstrated the ability to work collaboratively and collegially with department faculty
Professional Activity	<ul style="list-style-type: none"> • Has maintained active membership in professional organizations at the national level • Has participated in professional service activities (e.g., peer reviewer for journal or conference submissions, book reviewer, conference panel chair or discussant) • Has engaged in collaborative relationships with CJ agencies in the state of Connecticut (e.g., conducted an evaluation, provided training, established an internship)