

# GAIL SEARS HUMISTON, Ph.D.

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University of Central Florida  
College of Community Innovation and Education  
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## FACULTY POSITIONS

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Associate Lecturer	August, 2016 – present
<ul style="list-style-type: none"><li>• Department of Criminal Justice</li><li>• University of Central Florida (UCF)</li><li>• Orlando, FL</li></ul>	
Instructor/Lecturer	August, 2010 – August, 2016
<ul style="list-style-type: none"><li>• Department of Criminal Justice</li><li>• University of Central Florida (UCF)</li><li>• Orlando, FL</li></ul>	

## EDUCATION

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Doctor of Philosophy in Public Affairs/Criminal Justice Track	December, 2014
<ul style="list-style-type: none"><li>• College of Health and Public Affairs</li><li>• University of Central Florida (UCF)</li><li>• Orlando, FL</li><li>• Dissertation: <i>Offender Reentry: A Mixed Model Study of Interorganizational Commitment to Partnership</i></li></ul>	
Master of Science in Criminal Justice	August, 2008
<ul style="list-style-type: none"><li>• Department of Criminal Justice Sciences</li><li>• College of Applied Science &amp; Technology</li><li>• Illinois State University</li><li>• Bloomington, IL</li></ul>	
Bachelor of Arts in Criminal Justice, <i>Summa Cum Laude</i>	August, 2005
<ul style="list-style-type: none"><li>• Department of Criminal Justice</li><li>• College of Public Affairs and Administration</li><li>• University of Illinois at Springfield</li><li>• Springfield, IL</li></ul>	
Associate in Applied Science	May, 2001
<ul style="list-style-type: none"><li>• Paralegal Program</li><li>• Illinois Central College</li><li>• East Peoria, IL</li></ul>	

## RELEVANT PROFESSIONAL EXPERIENCE

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Graduate Teaching Associate	May, 2009 – August, 2010
<ul style="list-style-type: none"><li>• Department of Criminal Justice and Legal Studies</li><li>• University of Central Florida (UCF)</li><li>• Orlando, FL</li></ul>	
Graduate Research Assistant	August, 2008 – May, 2009
<ul style="list-style-type: none"><li>• Department of Criminal Justice and Legal Studies</li><li>• University of Central Florida</li><li>• Orlando, FL</li></ul>	
Graduate Assistant	August, 2007 – May, 2008
<ul style="list-style-type: none"><li>• Department of Criminal Justice Sciences</li><li>• Illinois State University</li><li>• Bloomington, IL</li></ul>	
Graduate Assistant	August, 2006 – August, 2007
<ul style="list-style-type: none"><li>• McLean County SA Victim/Witness Program</li><li>• Bloomington, IL</li></ul>	
Legal Assistant	2000 – 2006
<ul style="list-style-type: none"><li>• Law Firm of Winget &amp; Kane</li><li>• Peoria, IL</li></ul>	

## PUBLICATIONS IN REFEREED ACADEMIC JOURNALS

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Sears, K., & **Humiston, G.** (2015). The role of emotion in workplace incivility. *Journal of Managerial Psychology, 30*(4), 390-405. doi: 10.1108/JMP-11-2012-0373

Rabe-Hemp, C., & **Humiston, G.** (2014). A survey of maternity policies and pregnancy accommodations in American police departments. *Police Practice and Research: An International Journal*. Advance online publication. doi: 10.1080/15614263.2013.872988

Kethineni, S., & **Humiston, G.** (2010). Dalits, the “oppressed people” of India: How are their social, economic, and human rights addressed? *War Crimes, Genocide, & Crimes against Humanity, 4*, 99-140.

Rabe-Hemp, C. E., Woollen, S., & **Humiston, G.** (2009). A comparative analysis of student engagement, learning, and satisfaction in lecture hall and online learning settings. *Quarterly Review of Distance Education, 10*(2), 207-218.

## BOOKS

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Potter, R. H., & **Humiston, G. S.** (2017). *Criminal justice organizations: Structure, relationships, control, and planning*. St. Paul, MN: West Academic.

## BOOK CHAPTERS

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**Humiston, G., & Rabe-Hemp, C.** (2020). The progression of women police: A comparative analysis. In C. Rabe-Hemp & V. Garcia (Eds.), *Women policing across the globe: Shared challenges and successes in the integration of women police worldwide* (pp. 11-27). Lanham, MD: Roman & Littlefield.

Kethineni, S., & **Humiston, G.** (2014). Specific crimes against humanity: Groups and minority rights. In S. Kethineni (Ed.), *Comparative and international policing, justice, and transnational crime* (2nd ed., pp. 301-334). Durham, NC: Carolina Academic Press.

Kethineni, S., & **Humiston, G.** (2010). Specific crimes against humanity: Groups and minority rights. In S. Kethineni (Ed.), *Comparative and international policing, justice, and transnational crime* (pp. 295-327). Durham, NC: Carolina Academic Press.

## INTERNAL GRANTS

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Spring, 2020 - QEP Faculty and Staff Cohort: Enhancing Integrative Learning at UCF: Creating Resources and Sharing Expertise - \$500

December 11-13, 2019 - UCF FCTL Winter Conference  
Project entitled "Drilling Down to Scale Up: Undergraduate Factors Measured at the National and State Levels" was included in the FCTL Understanding Our Students development conference - \$500

May 7-10, 2018 - UCF FCTL 2018 Summer Conference: QEP Track  
Project entitled "Conceptualizing Integrative Learning Experiences for a Diverse Body of Criminal Justice Undergraduates" was included in the Quality Enhancement Plan track for the FCTL development conference - \$800

April, 2018 – Program Innovation Grant Award for the *Incorporating Learning Experiences for Criminal Justice Majors*; a two-year project for planning, implementing, and assessing an integrative experiential learning module. Funded by University of Central Florida's *What's Next* Quality Enhancement Plan - \$9,309

November, 2011 - Online Course Development Certification IDL6543 – computer equipment

## ENCYCLOPEDIA ENTRIES

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Potter, R. H., & **Humiston, G. S.** (2015). "Crime and Criminal Justice: Applied Research from Routine Monitoring to Evidence-Based Practices." In Wright, J. (Ed.), *International Encyclopedia of the Social & Behavioral Sciences, 2nd edition*, Volume 5, 127-131. Elsevier.

## **PUBLICATIONS IN PROFESSIONAL JOURNALS/MAGAZINES**

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Potter, R. H., & **Humiston, G.** (2014, May/June). Science, religion, and re-entry: What is the balance? *Corrections Today*, 76(3), 32-35.

## **PROFESSIONAL CONFERENCES & PRESENTATIONS**

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**Humiston, G. S.** (2020, January). *A comparative analysis of students' self-directed service learning projects and literature reviews*. Paper presented at the Sunshine State Teaching and Learning Conference, Daytona Beach, FL.

**Humiston, G.,** & Rabe-Hemp, C. (2019, November). *Integration or segregation: A comparative analysis*. Paper presented at the annual meeting of the American Society of Criminology, San Francisco, CA.

Humiston, G. S. (2019, October). *Incorporating integrative learning experiences*. Department of Criminal Justice Teaching & Learning Workshop QEP Series, Orlando, FL.

Potter, R. H., & **Humiston, G. S.** (2019, September). *Inter-organizational partnerships: A research-based framework for criminal justice organizations*. Paper presented at the Forum on Criminal Justice Conference, Arlington, VA.

**Humiston, G. S.,** & Potter, R. H. (2018, February). *Using the sequential intercept model to examine criminal justice organizations' relationships to non-criminal justice organizations in a dynamic social environment*. Paper presented at the annual meeting of the Academy of Criminal Justice Sciences, New Orleans, LA.

Goltz, J. W., **Humiston, G.,** & Potter, R. H. (2015, March). *Spreading the word of evidence-based practice: A state-college-university-criminal justice community collaboration*. Paper presented at the annual meeting of the Academy of Criminal Justice Sciences, Orlando, FL.

**Humiston, G.,** & Potter, R. H. (2014, February). *Re-entry partnership planning: Differential perceptions*. Paper presented at the annual meeting of the Academy of Criminal Justice Sciences, Philadelphia, PA.

**Humiston, G.,** & Potter, R. H. (2013, November). *A survey of capacity to build evidence-based practices*. Paper presented at the annual meeting of the American Society of Criminology, Atlanta, GA.

**Humiston, G.,** & Rabe-Hemp, C. (2012, November). *A survey of maternity policies and pregnancy*. Paper presented at the annual meeting of The American Society of Criminology, Chicago, IL.

Agiro, A., **Humiston, G.**, Koegel, K., & Donmez, M. (2011, March). *Whistleblowing: An ethical dilemma for professionals*. Paper presented at the annual conference of The American Society for Public Administration, Baltimore, MD.

**Humiston, G.** (2010, November). *The tools of prisoner reentry governance: An examination of implementation*. Paper presented at the annual meeting of The American Society of Criminology, San Francisco, CA.

Rabe-Hemp, C., & **Humiston, G.** (2010, September). *Victim services by Illinois prosecutors: A test of institutional theory*. Paper presented at the annual meeting of the Midwestern Criminal Justice Association, Chicago, IL.

**Humiston, G.** (2009, November). *Victim services by Illinois prosecutors: An analysis of loose coupling*. Paper presented at the annual meeting of The American Society of Criminology, Philadelphia, PA.

Rabe-Hemp, C. E., Woollen, S., & **Humiston, G.** (2008, March). *A comparative analysis of student engagement in lecture hall and online learning settings*. Paper presented at the annual meeting of the Academy of Criminal Justice Sciences, Cincinnati, OH.

#### **POSTER PRESENTATIONS**

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Potter, R. H., & **Humiston, G. S.** (2017, November). *Using Merton's adaptations to strain to classify organizations in the criminal justice environment*. Poster session presented at the annual meeting of the Academy of Criminal Justice Sciences, Philadelphia, PA.

**Humiston, G.** (2016, March). *Producing better consumers of social science: Teaching with spreadsheets*. Poster session presented at the annual meeting of the Academy of Criminal Justice Sciences, Denver, CO.

**Humiston, G.** & Potter, R. H. (2015, November). *Applying system theory to change management in prisons and jails: A conceptual model*. Poster session presented at the annual meeting of The American Society of Criminology, Washington, DC.

**Humiston, G.** (2014, November). *Offender reentry: A survey of interorganizational commitment to partnership*. Poster session presented at the annual meeting of The American Society of Criminology, San Francisco, CA.

Sears, K., & **Humiston, G.** (2013, May). *Affective influences on workplace incivility*. Poster session presented at the annual convention of the Association for Psychological Science, Washington, DC.

**Humiston, G.** (2013, March). *Offender reentry partnerships: Interorganizational relationship formation and commitment*. Poster session presented at the annual meeting of the Academy of Criminal Justice Sciences, Dallas, TX.

**Humiston, G.** (2009, April). *Victim services by Illinois prosecutors: An analysis of loose coupling*. Poster session presented at the graduate research forum of the University of Central Florida, Orlando, FL. (Best in Category Award)

## **COURSES TAUGHT**

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### Undergraduate

- Research Methods (Lecture & Webcourse)
- Data Analysis (Lecture & Webcourse)
- Prosecution and Adjudication (Lecture & Webcourse)
- Criminal Justice System (Lecture & Webcourse)
- Capstone: CJ Ethics (Lecture & Webcourse)
- Women and Crime (Lecture & Webcourse)
- Criminal Sentencing (Lecture & Webcourse)
- Crime in America
- Comparative Justice Systems

### Graduate

- Criminal Justice Organizations (Webcourse)

## **TEACHING AWARDS**

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### Florida State University System *Quality* designations

- Webcourse: CCJ 6118 Criminal Justice Organizations Spring, 2020
- Webcourse: CJL 3510 Prosecution & Adjudication Spring, 2020

## **PROFESSIONAL DEVELOPMENT**

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University Compliance, Ethics, and Risk Office January 10, 2020

- Youth Protection Program Training

UCF FCTL Teaching and Learning Days November 8, 2019

- Case-Based and Problem-Based Learning

UCF Ethics Training Online October, 2019

UCF FCTL Scholarship of Teaching and Learning (SoTL) Day March 1, 2019

- Using Propensity Score Methods to Improve the Validity of Causal Inferences

UCF FCTL Scholarship of Teaching and Learning (SoTL) Day Sept. 28, 2018

- Explored strategies of publishing, sources of institutional data, and faculty panel experiences

Academic Works Scholarship System Spring, 2018

- Trained to utilize the Academic Works Scholarship System

UCF Faculty Center for Teaching and Learning Day	March, 2018
<ul style="list-style-type: none"> <li>• Workshops: The Lightboard and One Button Studio; Supporting the 3 Pillars of academic Achievement in a Diverse Classroom; and Textbook Affordability and Student Success</li> </ul>	
Advanced Online Course Development Certification IDL7000	November, 2017
<ul style="list-style-type: none"> <li>• Center for Distributed Learning, UCF</li> <li>• An online refresher of the Canvas learning system and various teaching tools.</li> <li>• Produced a module for assisting students in finding, citing, and summarizing scholarly empirical articles, as well as creating a peer review assignment in Canvas. Also produced an ADA compliant screencast.</li> </ul>	
The Teaching Professor Technology Conference	September, 2016
<ul style="list-style-type: none"> <li>• Atlanta, GA; Magna Publications, Inc.</li> <li>• Online teaching resources and course design</li> </ul>	
Presentations: 2015 Summer Faculty Development	May, 2015
<ul style="list-style-type: none"> <li>• Topics: Podcasting, UCF Apps, What's New in Webcourse, Flipping the Classroom, Webcourse Custom-Built Integrations</li> <li>• Faculty Center for Teaching and Learning, UCF</li> </ul>	
Workshop: Mobile Essentials	April, 2015
<ul style="list-style-type: none"> <li>• Center for Distributed Learning, UCF</li> </ul>	
Workshop: eTextbook Essentials	March, 2015
<ul style="list-style-type: none"> <li>• Center for Distributed Learning, UCF</li> </ul>	
Workshop: Equal Opportunity & Affirmative Action	January, 2015
<ul style="list-style-type: none"> <li>• Faculty Center for Teaching and Learning, UCF</li> </ul>	
Workshop: University Wide Ethics Training	April, 2013
<ul style="list-style-type: none"> <li>• UCF Comp, Ethics &amp; Risk Office</li> </ul>	

## **SERVICE & ACTIVITIES**

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Scholarship Committee	Spring, 2018 to Fall, 2019
<ul style="list-style-type: none"> <li>• Assessed criminal justice undergraduate scholarship applications</li> </ul>	

Learning Objectives Review	Fall, 2017
<ul style="list-style-type: none"> <li>Reviewed department's proposed course learning objectives and provided feedback</li> </ul>	
Research Methods Lab Coordinator	Fall, 2017 to Spring, 2018
<ul style="list-style-type: none"> <li>Implemented addition of separate Lab for Research Methods undergraduate course; mentored two graduate teaching assistants across five labs; presented "Coordinating Labs: Lessons Learned" to faculty</li> </ul>	
Undergraduate Affairs Committee (UAC)	2017 to present
<ul style="list-style-type: none"> <li>Member of the departmental strategic planning committee regarding matters such as catalog changes, curriculum reviews, new course proposals, and issues of institutional effectiveness</li> </ul>	
Research Methods and Data Analysis Committee	Spring, 2016 to Fall, 2017
<ul style="list-style-type: none"> <li>Member of the departmental strategic planning and curriculum mapping committee for undergraduate Research Methods and Data Analysis courses</li> </ul>	
UCF Online Departmental Video	Spring, 2016
<ul style="list-style-type: none"> <li>Represented the department's undergraduate online program in a CDL website video</li> </ul>	
UCF Showcase of Undergraduate Research Excellence (SURE)	Spring, 2016
<ul style="list-style-type: none"> <li>Mentor of undergraduate student, Bryant Santana, on research poster project <i>A descriptive analysis of DUI arrests across Florida counties</i></li> </ul>	
UCF Graduate Research Forum	Spring, 2016
<ul style="list-style-type: none"> <li>Judge of Graduate Posters at 13<sup>th</sup> Annual Showcase</li> </ul>	
Guest Lecturer	Spring, 2016
<ul style="list-style-type: none"> <li>Guest lectured on "Logic Modeling: A Reentry Application" in PAF 4754 Interdisciplinary Leadership in Public Affairs course taught by David Kanaan, A.B.D.</li> </ul>	
Reviewer of Sage book prospectus	Fall, 2015
<ul style="list-style-type: none"> <li><i>Research Methods in Criminal Justice and Criminology of Addington and Rennison</i></li> </ul>	



Preparing Future Researchers	Summer, 2015
<ul style="list-style-type: none"> <li>• Mentoring of Michigan State University undergraduate student, Chelsea Agee, on research poster project <i>The capacity of Florida county corrections</i></li> </ul>	
Atlas	Fall, 2014 & Spring, 2015
<ul style="list-style-type: none"> <li>• Mentor of students in use of Access software and development of Florida county-level database</li> </ul>	
Reviewer of Special Edition of <i>Criminal Justice Studies</i>	Spring, 2014
<ul style="list-style-type: none"> <li>• “Developing and Sustaining Collaborative Research Partnerships with Universities and Criminal Justice Agencies”</li> </ul>	
Honors in the Major Undergraduate Research Program (UCF)	2012 – 2013
<ul style="list-style-type: none"> <li>• Committee Member, Dayanne Harvey (Sociology), <i>Perceptions of sex offenders on college campuses</i></li> </ul>	
<ul style="list-style-type: none"> <li>• Committee Member, Sarah Lokey (Legal Studies), <i>The plight of foreign national women in the United Kingdom: Coercion and exploitation as factors of imprisonment</i></li> </ul>	2012 – 2013
<ul style="list-style-type: none"> <li>• Committee Member, Mary Bricker (Legal Studies), <i>The legality and constitutionality of same-sex marriage in America and the fundamental right to marriage</i></li> </ul>	2011
Instructor’s Manual with Test Bank	2010
<ul style="list-style-type: none"> <li>• R. Surrlette, <i>Media, crime, and criminal justice: Images, realities, and policies</i>, Belmont, CA: Wadsworth</li> </ul>	

**PROFESSIONAL AFFILIATIONS**

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American Society of Criminology	2009-2015
Academy of Criminal Justice Sciences	2008-2015

**RESEARCH INTERESTS**

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Research interests include criminal justice organizations and interorganizational relationships, offender reentry, gender, comparative justice, victimology, and criminal justice education.