

GAIL SEARS HUMISTON, Ph.D.

Department of Criminal Justice
University of Central Florida
College of Community Innovation and Education
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FACULTY POSITIONS

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|---|-----------------------------|
| Senior Lecturer | August, 2022 – present |
| <ul style="list-style-type: none">• Department of Criminal Justice• University of Central Florida (UCF), Orlando, FL | |
| Associate Lecturer | August, 2016 – August, 2022 |
| <ul style="list-style-type: none">• Department of Criminal Justice• University of Central Florida (UCF), Orlando, FL | |
| Instructor/Lecturer | August, 2010 – August, 2016 |
| <ul style="list-style-type: none">• Department of Criminal Justice• University of Central Florida (UCF), Orlando, FL | |

EDUCATION

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

RELEVANT PROFESSIONAL EXPERIENCE

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|---|--------------------------|
| Graduate Teaching Associate | May, 2009 – August, 2010 |
| <ul style="list-style-type: none">• Department of Criminal Justice and Legal Studies• University of Central Florida (UCF), Orlando, FL | |

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

PUBLICATIONS IN REFEREED ACADEMIC JOURNALS

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

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

BOOK CHAPTERS

Humiston, G. & Potter, R. (2021). Human trafficking and policing in an international context. In S. Kethineni (Ed.), *Comparative and international policing, justice, and transnational crime* (3rd ed., pp. 399-424). Durham, NC: Carolina Academic Press.

Kethineni, S., Harris, C., & **Humiston, G.** (2021). Specific crimes against humanity: Groups and minority rights. In S. Kethineni (Ed.), *Comparative and international policing, justice, and transnational crime* (3rd ed., pp. 259-292). Durham, NC: Carolina Academic Press.

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

May 10-12, 2021 – UCF Division of Student Learning & FCTL 2021 Summer Conference: HIP Course Designation Track: Integrative Experiences - \$500

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

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 ed., 127-131). Elsevier.

PUBLICATIONS IN PROFESSIONAL JOURNALS/MAGAZINES

Potter, R. H., & **Humiston, G. S.** (2021). Using organizational values to select organizational partners. *American Jails Magazine*, XXXV(3), 45-48.

Humiston, G. S., & Potter, R. H. (2021). Selecting the right evidence-based practice for your program. *American Jails Magazine*, XXXV(4), 49-52.

Humiston, G. (2020, October). Low-bandwidth teaching. *Faculty Focus*, 19(2), 11-12.

Humiston, G. (2020, March). Self-directed integrative learning experiences on intersecting justice issues. *Faculty Focus*, 19(1), 12-13.

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

WEB- and MEDIA-BASED ANCILLARIES

Humiston, G. S. (2020, November). *Intersections of justice and ethics: An integrative-experiential learning Webcourse module*. University of Central Florida, What's Next Faculty Resources. <https://undergrad.ucf.edu/whatsnext/intersections-of-justice-and-ethics-an-integrative-experiential-learning-webcourse-module/>

PROFESSIONAL CONFERENCES & PRESENTATIONS

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

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

Undergraduate

- Prosecution and Adjudication (Lecture & Webcourse) (Florida SUS Online *High Quality* Designation) (AIM Designation) (Dziuban Award - Honorable Mention 2021)
- Capstone: CJ Ethics (Lecture & Webcourse) (Florida SUS Online *High Quality* Designation) (IE Designated Course)
- Criminal Justice Management & Liability Issues (Webcourse) (Florida SUS Online *Quality* Designation)
- Criminal Justice System (Lecture & Webcourse) (Florida SUS Online *Quality* Designation)
- Research Methods (Lecture & Webcourse)
- Data Analysis (Lecture & Webcourse)
- Women and Crime (Lecture & Webcourse)
- Criminal Sentencing (Lecture & Webcourse)
- Crime in America (Lecture)
- Comparative Justice Systems (Lecture)

Graduate

- Criminal Justice Organizations (Webcourse) (Florida SUS Online *Quality* Designation)

TEACHING AWARDS

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| UCF Affordable Instructional Materials (AIM) Certificate | February 16, 2022 |
| <ul style="list-style-type: none">• Office of the Provost• CJL 3510 Prosecution & Adjudication | |
| 2021 Chuck D. Dziuban Award: Excellence in Online Teaching – Honorable Mention | November 4, 2021 |
| <ul style="list-style-type: none">• UCF Center for Distributed Learning | |
| UCF Affordable Instructional Materials: AIM Course Medallion | January 25, 2021 |
| <ul style="list-style-type: none">• Office of the Provost• CJL 3510 Prosecution & Adjudication | |
| UCF Department of Criminal Justice 2020 Excellence in Teaching Award | May 4, 2020 |
| UCF Faculty Excellence Teaching Incentive Program Award | April 22, 2020 |
| Florida State University System: Online Course Design <i>High Quality</i> Designations | |
| <ul style="list-style-type: none">• Webcourse: CCJ 4054 Capstone: CJ Ethics• Webcourse: CJL 3510 Prosecution & Adjudication | November 12, 2021 February 26, 2021 |
| Florida State University System: Online Course Design <i>Quality</i> Designations | |
| <ul style="list-style-type: none">• Webcourse: CCJ 3450 Criminal Justice Management and Liability Issues• Virtual: CCJ 4054 Capstone: Criminal Justice Ethics• Webcourse: CCJ 3024 Criminal Justice System• Webcourse: CCJ 6118 Criminal Justice Organizations• Webcourse: CJL 3510 Prosecution & Adjudication | April 15, 2022 January 20, 2021 March 17, 2020 January 3, 2020 January 3, 2020 |

PROFESSIONAL DEVELOPMENT

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| UCF FCTL Teaching and Learning Days | |
| <ul style="list-style-type: none">• The “New” Student Engagement Challenge | July 21, 2022 |
| UCF FCTL Teaching and Learning Days | |
| <ul style="list-style-type: none">• Planning & Assessing Group Assignments | July 16, 2021 |
| UCF FCTL Teaching and Learning Days | |
| <ul style="list-style-type: none">• Motivating Students in Remote or Online Courses | July 10, 2020 |
| UCF FCTL Teaching and Learning Days | |
| <ul style="list-style-type: none">• Academic Dishonesty in Online Environments | June 12, 2020 |

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| UCF Center for Distributed Learning (CDL) | | |
| <ul style="list-style-type: none"> • Zoom Essentials | | June 12, 2020 |
| UCF Human Resources | | |
| <ul style="list-style-type: none"> • Kognito At-Risk for Faculty and Staff | | April 18, 2020 |
| University Compliance, Ethics, and Risk Office | | |
| <ul style="list-style-type: none"> • Youth Protection Program Training | | January 10, 2020 |
| UCF FCTL Teaching and Learning Days | | |
| <ul style="list-style-type: none"> • Case-Based and Problem-Based Learning | | November 8, 2019 |
| University Compliance, Ethics, and Risk Office | | |
| <ul style="list-style-type: none"> • UCF Ethics Training Online | | October, 2019 |
| UCF FCTL Scholarship of Teaching and Learning (SoTL) Day | | |
| <ul style="list-style-type: none"> • Using Propensity Score Methods to Improve the Validity of Causal Inferences | | March 1, 2019 |
| UCF FCTL Scholarship of Teaching and Learning (SoTL) Day | | |
| <ul style="list-style-type: none"> • Explored strategies of publishing, sources of institutional data, and faculty panel experiences | | Sept. 28, 2018 |
| Academic Works Scholarship System | | |
| <ul style="list-style-type: none"> • Trained to utilize the Academic Works Scholarship System | | Spring, 2018 |
| UCF Faculty Center for Teaching and Learning Day | | |
| <ul style="list-style-type: none"> • Workshops: The Lightboard and One Button Studio; Supporting the 3 Pillars of Academic Achievement in a Diverse Classroom; and Textbook Affordability and Student Success | | March, 2018 |
| Advanced Online Course Development Certification IDL7000 | | |
| <ul style="list-style-type: none"> • Center for Distributed Learning, UCF • An online refresher of the Canvas learning system and various teaching tools. • 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. | | November, 2017 |
| The Teaching Professor Technology Conference | | |
| <ul style="list-style-type: none"> • Atlanta, GA; Magna Publications, Inc. • Online teaching resources and course design | | September, 2016 |

- Presentations: 2015 Summer Faculty Development
- Topics: Podcasting, UCF Apps, What's New in Webcourse, Flipping the Classroom, Webcourse Custom-Built Integrations May, 2015
 - Faculty Center for Teaching and Learning, UCF
- Workshop: Mobile Essentials
- Center for Distributed Learning, UCF April, 2015
- Workshop: eTextbook Essentials
- Center for Distributed Learning, UCF March, 2015
- Workshop: Equal Opportunity & Affirmative Action
- Faculty Center for Teaching and Learning, UCF January, 2015
- Workshop: University Wide Ethics Training
- UCF Comp, Ethics & Risk Office April, 2013

SERVICE & ACTIVITIES

- UCF ADL 5000 Mentorship (Center for Distributed Learning) Spring, 2022
- Mentorship of Alondra Garza in CCJ 4701 Research Methods in Criminal Justice
- Criminal Justice Scholar's Track BA/BS Liaison Fall, 2021 to present
- Assess student qualifications for degree, advise students, and communicate with Academic Advising
- Department Chair Search Committee January, 2022 to present
- Represented I/Ls in search of new department chair
- CCIE Teaching Incentive Program (TIP) Committee Fall, 2020 to Spring, 2022
- TIP rewards teaching productivity and excellence; the committee assesses the applications at the college level
- CCIE Teaching Incentive Program (TIP) Panel February 4, 2021
- TIP Panel provides suggestions to TIP applicants
- Departmental Award Committee (Chair 2021- present) Fall, 2020 to present
- Manage Department of CJ Excellence Award application document and assess applications for awards in excellence

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

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

PROFESSIONAL AFFILIATIONS

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

RESEARCH INTERESTS

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