

## **Curriculum Vitae**

Jeffrey S. Nowacki  
Colorado State University  
Department of Sociology  
Phone: (970) 491-4868  
Email: Jeffrey.Nowacki@colostate.edu

### **Education**

- Ph.D. 2014 University of New Mexico, Department of Sociology  
**Dissertation Title:** *United States v. Booker* and Federal Sentencing Outcomes: General, Extra-Legal, and Contextual Policy Effects.  
**Committee:** Dr. Lisa M. Broidy (co-chair), Dr. Christopher J. Lyons (co-chair), Dr. Maria Velez, Dawinder Sidhu  
**Comprehensive Exam Areas:** Criminology & Sociology of Gender
- M.A. 2009 University of New Mexico, Department of Sociology.  
**Thesis Title:** Policy, Racial Threat, and Economic Conditions: A Look at Police Use of Deadly Force.  
**Committee:** Dr. Lisa M. Broidy (chair), Dr. Christopher J. Lyons, & Dr. Aki Roberts
- B.A. 2005 University of New Mexico, Sociology.

### **Professional Positions**

- 2017 – Assistant Professor, Department of Sociology, Colorado State University
- 2014–2017 Assistant Professor, Department of Criminology & Criminal Justice, Southern Illinois University
- 2013-2014 – Lecturer, Department of Sociology & Criminology, University of Denver

### **Publications**

#### *Peer-Reviewed Journal Articles*

- Nowacki, J., Schafer, J., & Hibdon, J. (In Press). Gender Diversification in Police Agencies: Is it a Zero-Sum Game? *Policing: An International Journal*.
- Parks, M. & Nowacki, J. (In Press). Race/Ethnicity, Sex, Age, and Fines: A Focal Concerns Approach. *Journal of Crime & Justice*.
- Nowacki, J. S., Schafer, J., & Hibdon, J. (2021). Workforce Diversity in Police Hiring: The Influence of Organizational Characteristics. *Justice Evaluation Journal*, 4(1), 48-67.

- Nowacki, J. (2020). Gender equality and sentencing outcomes: An examination of state courts. *Criminal Justice Policy Review*, 31(5), 673-695.
- Nowacki, J. & Willits, D. (2020). An organizational approach to understanding police response to cybercrime. *Policing: An International Journal*, 43(1), 63-76.
- Nowacki, J. S., Creech, D., & Parks, M. (2020). Political Climate, Voter Suppression Policies, and Federal Sentencing Outcomes. *British Journal of Criminology*, 60(5), 1155-1180.
- Nowacki, J. & Spencer, T. (2019). Police discretion, organizational characteristics, and traffic stops: An analysis of racial disparity in Illinois. *International Journal of Police Science & Management*, 21(1), 4-16.
- Nowacki, J. S. & Windsong, E. A. (2019). Structural gender equality and federal sentencing outcomes: A test of the ameliorative and backlash hypotheses. *Feminist Criminology*, 14(1), 45-64.
- Giblin, M. J. & Nowacki, J. S. (2018). Organizational decline and fiscal distress in municipal police agencies. *Police Quarterly*, 21(2), 171-195.
- Nowacki, J. S. (2018). Federal sentencing guidelines and *United States v. Booker*: Social context and sentencing disparity. *Criminal Justice Policy Review*, 29(1), 45-66.
- Nowacki, J. S. & Willits, D. W. (2018). Adoption of body cameras by United States police agencies: An organisational analysis. *Policing & Society*, 28(7), 841-853.
- Nowacki, J. S. (2017). An intersectional approach to race/ethnicity, sex, and age disparity in US federal sentencing outcomes: An examination of policy across time periods. *Criminology & Criminal Justice*, 17, 97-116.
- Willits, D. W. & Nowacki, J. S. (2016). The use of specialized cybercrime policing units: An organizational analysis. *Criminal Justice Studies*, 29, 105-124.
- Nowacki, J. S. (2015). Organizational-level police discretion: An application for police use of lethal force. *Crime & Delinquency*, 61, 643-668.
- Nowacki, J. S. (2015). Race, ethnicity, and judicial discretion: The influence of the *United States v. Booker* decision. *Crime & Delinquency*, 61, 1360-1385.
- Willits, D. W. & Nowacki, J. S. (2014). Police organisation and deadly force: An examination of variation across large and small cities. *Policing & Society*, 24, 63-80.
- Nowacki, J. S. (2012). Sugar, spice, and street codes: The influence of gender and family attachment on street code adoption. *Deviant Behavior*, 33, 831-844.

### **Works in Progress**

Alexander, K. & Nowacki, J. Gender & supervision in police organizations.

Nowacki, J.S., Willits, D., Makin, D., Brooks, R., & Parks, M. Gender, De-escalation, and Situational Outcomes in Policing.

Willert, B., Nowacki, J., & Creech D. Political climate, immigration, and early disposition departures.

### **Awards**

2012 - Pacific Sociological Association Distinguished Graduate Student Paper Competition – 3<sup>rd</sup> Place

2007 - Western Social Science Association Student Paper Competition – Honorable Mention

### **Research Funding**

Nowacki, J. S. (2020). Policewomen & Promotion: An Organizational Approach. *Colorado State University, Professional Development Program, College of Liberal Arts*. \$1,700.

Nowacki, J. S. (2019). De-escalation and Situational Outcomes Among Policewomen. *Colorado State University, Ann Gill Faculty Development Award for Outstanding Research and Creative Activity, College of Liberal Arts*. \$5,000.

Nowacki, J. S. (2019). Gender, Early Disposition Departures, and Federal Sentencing Outcomes. *Colorado State University, Professional Development Program, College of Liberal Arts*. \$1,600.

Nowacki, J. S. (2018). Voter Restriction Policies & Federal Sentencing Outcomes. *Colorado State University, Professional Development Program, College of Liberal Arts*. \$1,600.

### **Presentations**

Nowacki, J. S., Hibdon, J., & Schafer, J. (2019). Gender Diversification in Accredited Police Agencies: An Intersectional Approach. Paper presented at the annual meetings for the American Society of Criminology, San Francisco.

Nowacki, J.S. & Creech, D. (2019). Voter Suppression Policies and Federal Sentencing Outcomes. Paper presented at the annual meetings for the Academy of Criminal Justice Sciences, Baltimore.

Nowacki, J. S., Hibdon, J. & Schafer, J. (2018). Police Recruitment & Selection: Organizational and Social Predictors of Hiring Minority Applicants. Paper presented at the annual

- meetings for the American Society of Criminology, Atlanta.
- Nowacki, J. S. (2018). Gender Equality and Sentencing in State Courts. Paper presented at the annual meetings for the Academy of Criminal Justice Sciences, New Orleans.
- Nowacki, J. S. & Spencer, T. (2017). Police Discretion, Organizational Characteristics, and Traffic Stops: An Analysis of Racial Disparity in Illinois. Paper presented at the annual meetings for the American Society of Criminology, Philadelphia.
- Giblin, M. & Nowacki, J. S. (2016). Structural and Organizational Sources of Financial Distress in Police Agencies. Paper presented at the annual meetings for the American Society of Criminology, New Orleans.
- Nowacki, J. S. & Windsong, E. A. (2016). Structural Gender Inequality & Federal Sentencing Outcomes. Paper presented at the annual meetings for the Academy of Criminal Justice Sciences, Denver.
- Willits, D. W. & Nowacki, J. S. (2016). Adoption of Body Cameras by Police Agencies: An Organizational Analysis. Paper presented at the annual meetings for the Academy of Criminal Justice Sciences, Denver.
- Nowacki, J. S. (2014). Federal Sentencing Guidelines & *United States v. Booker*: Sentencing Disparity Across Social Context. Paper presented at the annual meetings for the American Society of Criminology, San Francisco.
- Nowacki, J. S. (2013). Focal Concerns, Social Context, and Federal Sentencing Outcomes: The Impact of *United States v. Booker*. Paper presented at the annual meetings for the American Society of Criminology, Atlanta.
- Willits, D. W. & Nowacki, J. S. (2013). Measuring Assaults Against Police Officers: Comparing LEOKA & NIBRS Data. Paper presented at the annual meetings for the American Society of Criminology, Atlanta.
- Nowacki, J. S. (2012). Race, Ethnicity, and Judicial Discretion: Using Quantile Regression to Assess the Impact of *United States v. Booker*. Paper presented at the annual meetings for the American Society of Criminology, Chicago.
- Nowacki, J. S. (2012). Race, Ethnicity, and Judicial Discretion: The Influence of the United States v. Booker Decision. Paper presented at the annual meetings for the Pacific Sociological Association, San Diego.
- Nowacki, J. S. (2010). Organizational-Level Police Discretion: An Application for Police Use of Lethal Force. Paper presented at the annual meetings for the American Society of Criminology, San Francisco.
- Nowacki, J. S. (2009). Gender, Race and Social Capital: An Empirical Assessment. Paper

presented at the annual meetings for the American Society of Criminology, Philadelphia.

Nowacki, J. S. (2008). Predicting Deadly Force: Policy, Racial Threat, and Other Determinants. Paper presented at the annual meetings for the American Society of Criminology, St. Louis.

Nowacki, J. S. (2007). A Race-Specific Examination of the Effects of the *Tennessee v. Garner* Decision on Deadly Force. Paper presented at the annual meetings for the American Society of Criminology, Atlanta.

### **Guest Lectures**

Approaching Criminal Justice Research Through the Lens of Feminist Criminology. *Criminal Justice Organization*, Colorado State University, Feb. 12, 2020.

### **Teaching Experience**

#### ***Courses Taught at Colorado State University***

Inequality in Criminal Sentencing  
Introduction to Criminology & Criminal Justice  
Policing & Society

#### ***Courses Taught at Southern Illinois University:***

Introduction to Criminal Justice Statistics  
Prosecution & Adjudication  
Women, Crime, & Justice

#### ***Courses Taught at the University of Denver:***

Understanding Social Life  
Criminology  
Crime, Public Policy, & the Criminal Justice System  
Sociological Imagination & Inquiry Part B (Quantitative Methods)

#### ***Courses Taught at the University of New Mexico:***

Causes of Crime  
Crime, Public Policy, & the Criminal Justice System  
Gender & Crime  
Sociological Data Analysis

#### ***Dissertation Committees:***

Kellie Alexander, Committee Member (In Progress)  
Bria Willert, Committee Chair (In Progress)  
Songyon Shin, External Committee Member (Spring 2020, Southern Illinois University)  
Hannah Love, Committee Member (Summer 2019)  
Monica Summers, Committee Member (Spring 2017)

***Thesis Committees:***

Taylor Ellis, Committee Member (In Progress)  
Chelsey Potter, Committee Member (Spring 2021)  
Danielle Creech, Committee Chair (Spring 2020)  
Megan Parks, Committee Chair (Spring 2019)  
Colleen Bader, Committee Member (Spring 2017, Southern Illinois University, Psychology)  
Kanu Maeda, Committee Member (Fall 2016)  
Minori Maeda, Committee Member (Fall 2016)  
Charles Payne, Committee Member (Spring 2016)  
Yuko Matsushima, Committee Member (Fall 2015)

***Undergraduate Honors Thesis Committees:***

Desi Westrom, Faculty Advisor (Spring 2021)  
Mary O'Hara, Committee Member (Spring 2021)  
Brooke Hennessey, Committee Member (Fall, 2020)  
Jamie Stoner, Committee Member (Spring, 2018)

***Independent Study:***

Bria Willert (Fall 2020)  
Danielle Creech (Spring 2019)  
Megan Parks (Spring 2019)  
Kellie Alexander (Fall 2018)  
Sky Siegel (Fall 2018)  
Heather Duzan (Fall 2016)  
Sarah Buck (Spring 2016)  
Colleen Bader (Summer 2015)

**Service*****Journal Reviews:***

*American Journal of Criminal Justice* (2018; 2020)  
*Crime & Delinquency* (2019)  
*Criminal Justice Review* (2018)  
*Criminal Justice Policy Review* (2016; 2018-2019; 2021)  
*Criminology* (2014; 2017; 2020)  
*Criminology & Public Policy* (2021)  
*International Journal of Police Science & Management* (2016-2018)  
*International Journal of Offender Therapy and Comparative Criminology* (2016)  
*Journal of Crime & Justice* (2019; 2021)  
*Journal of Criminal Law & Criminology* (2019)  
*Journal of Criminological Research, Policy, & Practice* (2015)  
*Journal of Quantitative Criminology* (2016)  
*Journal of Research in Crime & Delinquency* (2018; 2020)  
*Justice Quarterly* (2018; 2020)  
*Law & Society Review* (2016-2019)  
*Police Quarterly* (2018; 2020)

*Policing: A Journal of Policy & Practice* (2020-2021)

*Policing: An International Journal* (2019)

*Social Problems* (2018; 2020)

*Sociological Forum* (2017)

*Victims & Offenders* (2021)

*Women & Criminal Justice* (2016-2017)

***Book Reviews***

UC Press (2017-2019)

***University Service:***

Colorado State University Presidential Task Force on Campus, Community, and Public Safety  
(2020)

***Departmental Service:***

Director of Graduate Studies, Department of Sociology, Colorado State University (2021-  
Present)

Faculty Adviser, Criminal Justice Organization, Department of Sociology, Colorado State  
University (2018-Present)

Criminology Curriculum Committee, Department of Sociology, Colorado State University  
(2018)

Search Committee, Racial and Ethnic Relations, Department of Sociology, Colorado State  
University (2017)

Graduate Committee, Department of Sociology, Colorado State University (2017-2020)

Graduate Committee, Department of Criminology & Criminal Justice, Southern Illinois  
University (2015-2017)

Criminal Justice Comprehensive Exam Committee, Department of Criminology &  
Criminal Justice, Southern Illinois University (2016)

Executive Committee, Department of Criminology & Criminal Justice, Southern Illinois  
University (2016-2017)

Undergraduate Committee, Department of Criminology & Criminal Justice, Southern Illinois  
University (2014-2015)

***Professional Service:***

Session Organizer, Police Personnel and Organizational Structure, American Society of  
Criminology Annual Meetings (2019)

Program Committee, American Society of Criminology (2018)

Assessment Committee, Forum Co-Coordinator, Academy of Criminal Justice Sciences (2018-2019)

### **Training**

2016:

ICPSR Summer Program. Survival Analysis, Event History Modeling, and Duration Analysis. Tenko Raykov. University of California-Berkeley. June 27-29.

2015:

ICPSR Summer Program. Multilevel Models: Pooled and Clustered Data. Tom Carsey. University of North Carolina-Chapel Hill. June 1-5.

2011:

Graduate Student Funding Initiative – Grant Writing Certificate. University of New Mexico.

### **Professional Affiliations**

Academy of Criminal Justice Sciences (2016-Present)

American Society of Criminology (2006-Present)

Midwest Criminal Justice Association (2015-2016; 2020)

Pacific Sociological Association (2012)