Curriculum Vitae

Jeffrey S. Nowacki
Colorado State University
Department of Sociology
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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

2022-Present – Associate Professor, Department of Sociology, Colorado State University

2017–2022 - 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., White D., & Schafer, J. (In Press). Workplace Fit and Police Leaders: Do Race and Sex Matter? *Police Practice & Research.*

Roberts, A. & Nowacki, J. (In Press). Structural Gender Inequality & Women in Policing. *Justice Quarterly.*

Nowacki, J. & Giblin, M. (In Press). Police Organizations, Fiscal Distress, and Police

Employment Among Sworn and Non-Sworn Employees. *American Journal of Criminal Justice.*

Willert, B. & Nowacki, J. (In Press). Social Context & Early Disposition Departures: An Examination of Disparity in Immigration Sentencing Across U.S. District Courts. *Crime & Delinquency.*

Nowacki, J., Olivarez, C., Hagan, A., Hogan, M. (2024). Police Agencies and Civil Asset Forfeiture: An Organizational Perspective. *Policing: A Journal of Policy & Practice, 18.*

Alexander, K., Nowacki, J. Opsal, T, & Sims, S. (2024). Agency Directors' Reflections on "Success" in Community Corrections: The Role of Traditional and Alternative Measures. *Criminal Justice Policy Review, 35*(1), 41-60.

Nowacki, J., Makin, D. A., Willits, D., Parks. M., & Brooks, R. (2023). Gender, Police-Community Contacts, and Situational Outcomes. *Policing: A Journal of Policy & Practice, 17.*

Alexander, K. & Nowacki, J. (2022). Women in power? Examining gender and promotion in policing through an organizational perspective. *Feminist Criminology,* 17(2), 293-311.

Parks, M. & Nowacki, J. (2021). Race/Ethnicity, Sex, Age, and Fines: A Focal Concerns Approach. *Journal of Crime & Justice,* 44(4), 480-496.

Nowacki, J., Schafer, J., & Hibdon, J. (2021). Gender Diversification in Police Agencies: Is it a Zero-Sum Game? *Policing: An International Journal,* 44(6), 1077-1092.

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

Hagan, A. & Nowacki, J. Police organizations & immigration enforcement.

Nowacki, J., Willert, B. & Buss, F. Country of origin and early disposition departures in U.S. District Courts.

Nowacki, J. & Mazeika, D. Police settlements in New Jersey.

Awards

2012 - Pacific Sociological Association Distinguished Graduate Student Paper Competition – 3rd Place

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

Research Funding

Nowacki, J.S. (2025). Citizenship, Country of Origin, and Early Disposition Departures. *Colorado State University, Professional Development Program, College of Liberal Arts.* $500.

Nowacki, J.S. (2024). Police Organizations and Immigration Enforcement. *Colorado State University, Professional Development Program, College of Liberal Arts.* $800.

Nowacki, J.S. (2023). Civil Asset Forfeiture & Police Organizational Characteristics. *Colorado State University, Professional Development Program, College of Liberal Arts.* $750.

Nowacki, J. S. (2021) Redefining Success in Community Corrections Agencies. *Colorado State University, Professional Development Program, College of Liberal Arts.* $720.

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. & Roberts, A. (2024). The Social Ecology of Gender Inequality & Female Representation in Policing. Presented at the annual meetings for the American Society of Criminology, San Francisco.

Nowacki, J. & Willert B. (2023). Early Disposition Departures and Social Context. Paper Presented at the annual meetings for the American Society of Criminology, Philadelphia.

Nowacki, J. (2023). Discussant. Fifty Years of Police Organizational Theory: The State of the Art, Population Ecology, and Contingency Environments. Annual meetings for the American Society of Criminology, Philadelphia.

Nowacki, J., Opsal, T., Alexander, K., & Sims, S (2022). Success in Community Corrections Agencies: Recidivism, Program Completion, and Alternative Measures. Paper presented at the annual meetings for the American Society of Criminology, Atlanta.

Giblin, M. & Nowacki, J. (2022). Fiscal Distress and Changes to Law Enforcement Agency Employment, 2008-2016. Paper presented at the annual meetings for the Academy of Criminal Justice Sciences, Las Vegas.

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
Society, Deviance, & Crime (Graduate)

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:
Anne Uhlman, Committee Member (In Progress)
Bria Willert, Advisor (In Progress)
Hillary Vervalin, Outside Committee Member (In Progress, Social Work)
Kellie Alexander, Committee Member (Spring 2025)
Songyon Shin, External Committee Member (Spring 2020, Southern Illinois University)
Hannah Love, Committee Member (Summer 2019)
Monica Summers, Committee Member (Spring 2017)

Thesis Committees:
Feyla Buss, Advisor (In Progress)
Cassandra Olivarez, Committee Member (In Progress)
Rykr Ramirez, Advisor (Summer, 2025)
Maddie Zvalo, Advisor (Summer 2025, Plan B)
Elisa Ponce, Outside Committee Member (Fall 2024, Languages, Linguistics, and Cultures)
Buday Falkinburg, Advisor (Summer 2024)
Amber Reese, Committee Member (Fall 2022)
Taylor Ellis, Committee Member (Spring 2022)
Chelsey Potter, Committee Member (Spring 2021)
Danielle Creech, Advisor (Spring 2020)
Megan Parks, Advisor (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:
Jessica Hughes, Faculty Advisor (Spring 2024)
Evan Wilusz, Committee Member (Spring 2024)
Harrison Cory, Faculty Advisor (Spring 2023)
Claire Kraus, Faculty Advisor (Spring 2023)
Jordan Mahaffey, Faculty Advisor (Spring 2023)
Andrea Santiago, Faculty Advisor (Spring 2022)
Emma Perrell, Committee Member (Spring 2022)
Lily Gary, Faculty Advisor (Fall 2021)
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:
Rykr Ramirez (Fall 2024)
Maddie Zvalo (Fall 2024)
Jaymie Runyan (Spring 2024)
Kraus, Claire (Spring 2023)
Andrea Santiago (Spring 2023)
Jenny Shields (Fall 2022)
Andrea Santiago (Fall 2022)
Blake Watson (Spring 2022)
Dylan Rooney (Fall 2021)
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 & Behavior (2022-2025)
Criminal Justice Review (2018)
Criminal Justice Policy Review (2016; 2018-2019; 2021)
Criminology (2014; 2017; 2020; 2022-2023)
Criminology & Public Policy (2021-2023)
Deviant Behavior (2021; 2024)
Feminist Criminology (2021; 2022)
International Journal of Police Science & Management (2016-2018)
International Journal of Offender Therapy and Comparative Criminology (2016)
Journal of Crime & Justice (2019; 2021-2022)
Journal of Criminal Justice (2024-2025)
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; 2023-2025)
Justice Evaluation Journal (2024-2025)
Justice Quarterly (2018; 2020)
Law & Society Review (2016-2019)
Police Practice & Research (2022; 2024-2025)

Police Quarterly (2018; 2020; 2025)
Policing: A Journal of Policy & Practice (2020-2022)
Policing: An International Journal (2019; 2021; 2023-2025)
Policing & Society (2023)
Social Problems (2018; 2020; 2023)
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 (2021-2025)

Faculty Adviser, Criminal Justice Organization, Department of Sociology, Colorado State University (2018-2025)

Faculty Search Committee, Criminology, Department of Sociology, Colorado State University (2022)

Executive Committee, Department of Sociology, Colorado State University (2020-2021)

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

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

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

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)

Service to the Community:

Committee Member, Sentencing Reform Task Force, Commission on Criminal & Juvenile Justice (2023)

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)