

Proposal for the Establishment  
of the  
Southern Police Institute's (SPI)  
Center for Training Research and Innovative Simulation (TRAINS)  
at the  
University of Louisville

October 2021

Proposal by the  
Department of Criminal Justice  
Southern Police Institute  
Department of Theatre Arts

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to establish the  
Southern Police Institute’s (SPI)  
Center for Training Research and Innovative Simulation (TRAINS)**

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## Proposal for the Establishment of Center or Institute

### **Proposed Name of the Institute:**

Southern Police Institute's (SPI)  
Center for Training Research and Innovative Simulation (TRAINS)

### **University official(s) to whom Center or Institute reports:**

Thomas (Tad) Hughes (PhD), Department of Criminal Justice Chair  
Michael Bassi (MA/MS), Southern Police Institute Director

### **Name(s) and title(s) of individuals submitting the proposal:**

Bradley A Campbell (PhD), Associate Professor, Department of Criminal Justice  
SPI TRAINS Director

Rachel K Carter (MFA), Assistant Professor, Department of Theatre Arts  
SPI TRAINS Associate Director

**Existing Center or Institute the proposed Center or Institute is intended to replace:** None.

#### **1. Describe the purpose of the proposed Center or Institute.**

##### **A. *What is the purpose of SPI TRAINS?***

In a September 2020 email to the UofL community, the university administration called for a focused effort to improve law enforcement and the criminal justice system. As mentioned in the [Chronicle of Higher Education article](#) about the University of Louisville's efforts to meet this call to action, the Southern Police Institute, Department of Criminal Justice, and Department of Theatre Arts began planning to establish the Center for Training, Research, and Innovative Simulation (SPI TRAINS). SPI TRAINS will serve three primary purposes. *First, SPI TRAINS aims to accelerate UofL's mission by developing and implementing innovative simulation training – using human-based simulation, virtual reality, and other simulation modalities – that can improve training effectiveness for criminal justice professionals.* Research has suggested that traditional classroom training does not always translate to improved behavior on the job (Campbell et al., 2020, 2022<sup>1</sup>; Lonsway et al., 2001<sup>2</sup>; Rajakaruna et al., 2017<sup>3</sup>; Sloan & Paoline, 2021<sup>4</sup>). Thus, simulation training is valuable because it brings course material to life by

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<sup>1</sup> Campbell et al. (2020) An evaluation of Kentucky's sexual assault investigator training: Results from a randomized three-group experiment. *Journal of Experimental Criminology*, 16, 625-647.

Campbell et al. (2022) An evaluation of victim centered, trauma informed interview training for sexual assault investigators using standardized patient actors: A randomized controlled trial. Office of Justice Programs, National Institute of Justice: Washington, DC. Report No. NIJ 306563

<sup>2</sup> Lonsway, K. et al. (2001) Police training in sexual assault response: Process, outcomes, and elements of change. *Criminal Justice & Behavior*, 28, 695-730

<sup>3</sup> Rajakaruna, N. (2017) Ensuring the validity of police use of force training. *Police Practice & Research*, 18, 507-521.

<sup>4</sup> Sloan, John J., & Eugene A. Paoline (2021) "They need more training!" A national level analysis of police academy basic training priorities. *Police Quarterly*, online first.

providing hands-on experience in realistic scenarios which allow participants to practice skills with trained actors or virtual environments before entering the field. Simulation has long been used to train medical professionals to be effective communicators, deliver prognoses in a compassionate manner, detect evidence of patients' physical and emotional trauma, and learn technical skills needed to carry out their work. UofL has already demonstrated its support of this training method through the Paris Simulation Center in the School of Medicine, the Dr. Gary & Allyson Ball Simulation Clinic in the School of Dentistry, and the School of Nursing's Clinical Simulation Center. *The goal of SPI TRAINS is to bring this style of training to criminal justice agencies in Louisville, the Commonwealth of Kentucky, and throughout the United States.*

*Second, we also aim to contribute to UofL's reform mission by providing research and evaluation services to local, state, and national criminal justice agencies.* In the Department of Criminal Justice, the capacity exists to evaluate programming focused on reducing disparities in the criminal justice system (e.g., arrest, incarceration, traffic stops), evaluating training programs (e.g., correctional officers, police sexual assault investigations, cybercrime investigations), and assessing outcomes related to new and existing criminal justice policy initiatives (e.g., jail policy reform, drug policy, capital punishment, public opinion of crime policy). Our faculty have obtained external funding from local (e.g., Kentucky Department of Juvenile Justice, Louisville Metro Police Department, Kentucky Department of Corrections, Kentucky Office of the Attorney General, Kentucky Department of Public Advocacy) and national (e.g., Arnold Foundation, Pew Charitable Trusts, Bureau of Justice Assistance, National Institute of Justice, Department of Homeland Security, National Security Agency) funding agencies. However, there is no central organization to coordinate criminal justice research, even though several UofL faculty are conducting community-engaged research in this area. *SPI TRAINS will serve as a hub to focus criminal justice research efforts at UofL.*

*Third, SPI TRAINS provides an opportunity for multiple disciplines to collaborate and use their expertise for the improvement of justice systems in the Commonwealth.* For example, SPI TRAINS would build a formalized structure for Criminal Justice and Theatre Arts to continue their collaboration that brings simulation training to police agencies in Kentucky and beyond. There is value in formalizing interdisciplinary work, ensuring that this collaboration continues. The partnership facilitates an opportunity for Theatre Arts faculty and students to apply theatre skills to different disciplines. A true collaborative effort with Criminal Justice and Theatre Arts would not only provide the opportunity for actors to further their skills in other contexts, it would also provide opportunities for designers and technicians to apply their expertise by bringing a higher degree of fidelity to simulations through scenery, makeup, and costuming. Additionally, there is an opportunity for the Theatre Arts and Criminal Justice collaboration to expand to work with other disciplines across the university. For example, we have reached out to Dr. Brian Schaefer in the School of Public Health and Information Sciences. Dr. Schaefer has written a letter of support (See APPENDIX A) indicating that SPI TRAINS could assist in his work training individuals for the Louisville Metro Emergency Services Alternative Responder Evaluation projects. We have also had extensive conversations with Dr. Adel Elmaghraby in the Speed School of Engineering. There is a strong potential to collaborate with Dr. Elmaghraby's new VR efforts in the "Beyond Reality: Immersive Technology and Virtual Exploration Center" to build and develop virtual scenarios tailored toward training justice professionals in controlled environments. *As the SPI TRAINS center grows, other partnerships would be formed to improve justice training and evaluation efforts across UofL.*

## ***B. What goals could not be accomplished without the existence of the Center or Institute?***

Currently, UofL does not have an organization to coordinate efforts to evaluate criminal justice training and conduct research to improve the functioning of the criminal justice system. The institutionalization of a structure for the specific purpose of researching and evaluating the criminal justice system and practitioner training will benefit the University of Louisville by expanding opportunities for inter-disciplinary collaboration, as well as giving researchers access to the UofL Department of Criminal Justice's and SPI's strong network of criminal justice agencies at the local and national level. This inter-disciplinary collaboration is exemplified in a recently completed project funded by the National Institute of Justice (grant amount \$335,131) led by Brad Campbell (Department of Criminal Justice) and Rachel Carter (Department of Theatre Arts). In collaboration with the Kentucky Department of Criminal Justice Training (KY DOCJT), this project developed, implemented, and experimentally evaluated a training program on trauma informed interviewing for sex crimes investigators ([Link to National Institute of Justice Final Report](#)). The project used human-based simulation to improve law enforcement officers' performance in interviews with sexual assault victims and assessed the effectiveness of trauma informed training on behavior in interviews with actors, as well as cognitive and attitudinal outcomes. Officer feedback from this course has been very positive and the KY DOCJT has indicated a strong interest in adopting simulation in future training programs (see KY DOCJT letter of support, APPENDIX A).

As evidenced by Campbell and Carter's previous success obtaining external funding, SPI TRAINS has a strong potential to attract external funding for innovative research and training programs. To this end, Campbell and Carter have obtained more than \$1.6 million in external research funding. Recently, Campbell and Carter were awarded a combined \$327,335 in funding to continue offering simulation-based training to Kentucky police officers. This current funding is being used to provide 16 trainings focused on teaching police officers to conduct cold case investigations and current investigations in a trauma informed manner, and the partnership with Theatre Arts will allow officers to practice their skills with actors before reentering the field.

The SPI TRAINS also has potential to generate revenue by incorporating human-based simulation with actors in SPI's continuing education courses for law enforcement ([Link to SPI's continuing education courses](#)). For example, if approved by UofL, SPI TRAINS will add at least two trauma-informed interviewing courses per year to the SPI continuing education course offerings in 2024, 2025, and 2026. These new training programs have the potential to generate \$162,000 (30 attendees per class) to \$216,000 (40 attendees per class) in new revenue for SPI over three years. Finally, a new course that teaches UofL Theatre Arts students about applied acting for human-based training simulations will be developed and implemented. Through this course, students will learn valuable skills that can assist them in obtaining employment as a standardized performer.

## ***What goals will SPI TRAINS Advance for the UofL Mission?***

As mentioned above, SPI TRAINS will accelerate UofL's commitment to improving law enforcement training and the criminal justice system. Specifically, the Center will benefit from SPI's well-established reputation as a national leader in law enforcement training and education. The Center will also benefit from the Theatre Arts department's social justice reputation,

including the African American Theatre Program (AATP). The AATP is the first (and only) graduate program in African American Theatre in the region.

The Center will provide researchers with access to SPI's and the Department of Criminal Justice's network with the goal of updating training programs, as well as, implementing new and innovative training programs coupled with simulation. Some potential training topics are:

- Trauma informed interviewing of crime victims
- Crisis intervention training for police, EMTs, correctional officers, and social workers
- Use of procedural justice during police interactions with citizens
- Domestic violence response
- De-escalation and use of force avoidance
- Implicit and cultural bias reduction through intelligence led policing
- Trauma informed criminal justice responses

Additionally, we have a large network of established partnerships through the SPI Alumni Association, as well as criminal justice agencies and theatre companies who have provided letters of support for the creation of SPI TRAINS including (see APPENDIX A):

*Criminal justice agencies:*

- Kentucky Department of Criminal Justice Training
- Kentucky Law Enforcement Council
- Kentucky Office of the Attorney General Office for Victim Advocacy

*Theatre companies:*

- Actors Theatre of Louisville
- Kentucky Shakespeare
- Pandora Productions of Louisville

Through these partnerships, SPI TRAINS can better position the UofL community to obtain external funding for criminal justice research and training programming. By creating these research opportunities, SPI TRAINS will contribute to several of UofL's strategic goals. Specifically, SPI TRAINS would contribute to these **Learn**, **Discover**, and **Connect** goals:

**Learn:**

- Strategy L2/Action 1. Ensure all undergraduate students participate in experiential learning:
  - Theatre arts and criminal justice students will have the opportunity to participate in administering training to police agencies in the field.
- Strategy L2/Action 2: Involve students in university research:
  - Undergraduate and graduate students will have the opportunity to gain hands-on experience implementing and evaluating programming in the field.

**Discover:**

- Strategy D1/Action 1: Build and enhance infrastructure to support research:
  - Formalizing the partnership between Theatre Arts and Criminal Justice would build an infrastructure for UofL and SPI to continue being a leader in justice system training innovation.
- Strategy D2/Action 1: Develop and support a culture that celebrates innovation:

- SPI TRAINS would be the first University Center in the United States to couple simulation with justice training to improve delivery and retention of training content.
- Strategy D2/Action 3: Expand innovation and translational research support:
  - Establishing SPI TRAINS will help UofL show its commitment to being a leader in Criminal Justice and Theatre Arts research and education.

**Connect:**

- Strategy C1/Action 1: Recognize work that empowers our communities through research and community partnerships:
  - All training endeavors and research projects directly involve community members as well as criminal justice, non-profit, and other organizations focused on improving justice system responses and relationships with the community.
- Strategy C1/Action 2: Expand partnerships that support professional development to advance the health of our community:
  - SPI TRAINS programs will focus on providing training and research through a trauma informed lens aimed at improving the outcomes of encounters between criminal justice professionals and community members.
- Strategy C1/Action 3: Engineer our future economy by developing creative ideas that facilitate engagement with community and government entities:
  - SPI TRAINS will focus on engaging community members as well as criminal justice related organizations to improve justice responses and education.
- Strategy C2/Action 1: Create learning opportunities that bring people to campus by leveraging faculty, staff, and student expertise:
  - SPI TRAINS programming will draw on SPI’s national network of law enforcement agencies and the Department of Criminal Justice’s national reputation for being a leader in Criminal Justice education and research to bring experts to campus, provide innovative simulation training that is not currently available in the United States, and conduct high quality research with practitioners at the local, state, and national level.

***What goals will SPI TRAINS advance for the Department of Criminal Justice Mission?***

While SPI TRAINS touches on several aspects of the UofL mission, the Center would also directly support the Department of Criminal Justice in achieving the goals established in the Department’s 2021-2026 Strategic Plan (see Appendix C). The Department of Criminal Justice aims to be “*community engaged, policy oriented, and future focused,*” and is guided by a recently adopted three-part mission to:

- (1) foster partnerships focused on improving community safety and promoting equity in the criminal justice system;
- (2) produce high quality research aimed at informing policy and theory; and
- (3) to promote social justice, diversity, and inclusion in the education of students, practitioners, policy makers, and researchers.

In line with this mission, SPI TRAINS fits directly with the Department of Criminal Justice’s goal (Criminal Justice Strategic Goal 3) to increase research infrastructure to better serve our mission to be community engaged, policy oriented, and future focused. The Department has a strong national reputation for productivity and innovation in research. This reputation fits well with UofL’s mandate to be a preeminent nationally recognized metropolitan research university.

Recent and current research projects led by our faculty have been financially supported by several prestigious external funders, as well as local funding agencies. Our faculty were ranked 10<sup>th</sup> in our field for publications per faculty member by an article that examined the productivity of faculty employed by Criminology and Criminal Justice doctoral granting programs (Kleck & Mims, 2017<sup>5</sup>). Though our research efforts have been successful, we seek to improve our publication and grant productivity and increase the number of long-term partnerships with local, state, and national funding organizations. We also seek new community partnerships aimed at improving policy and practice through evidence-based research.

Though the primary focus of SPI TRAINS is on achieving these research goals, its broader educational goal fits with the UofL and Department of Criminal Justice missions to improve student success (Criminal Justice Strategic Goal 2) and increase community engagement (Criminal Justice Strategic Goal 4). The Center will be committed to broadening students' exposure to community engaged research by creating opportunities for undergraduate and graduate research assistantships. Our efforts will also be complemented by the proposed Beyond Reality: Immersive Technology and Virtual Exploration Center housed in the Speed School. Indeed, our training focus will create opportunities for students to develop innovative VR technology than can be added to our new and existing law enforcement education programs. For example, the course we have developed on victim centered interviewing for sexual assault investigators, includes mock interviews with standardized performers portraying victims of sexual assault. We also hope to add a virtual crime scene, providing an environment where learners can practice both investigative skills and how to communicate with victims in a trauma informed manner.

### ***What goals will SPI TRAINS advance for the Department of Theatre Arts?***

UofL's Theatre Arts Department mission (see Appendix D) states that it is "committed to Art in Action: theatre that is engaged and inclusive, rigorous and enjoyable, thoughtful and transformative."

SPI TRAINS aims to serve this mission by engaging with art that serves a larger purpose, to make art that will propel change. We are engaging our artists to educate. One way SPI TRAINS activates the Theatre Arts mission is through scholarship such as applied theatre/drama. Human-based simulation, such as the type SPI TRAINS will implement into criminal justice trainings, is a type of applied theatre/drama. The emergence of the terms 'applied theatre' and 'applied drama' in the 1980's and 1990's marked the shift among academics and theatre practitioners to name work that existed outside of mainstream theatrical settings intended to benefit individuals, communities, and societies (Nicholson 2014<sup>6</sup>). In her book, *Drama and Diversity: A Pluralistic Perspective for Educational Drama*, Sharon Grady asserts applied drama establishes a space for critical inquiry and play that permits participants to make connections, rehearse skills, problematize content, and envision new alternatives. Moreover, the process is not always geared towards a performance with an audience; rather the process evokes a shift in understanding for the participants (2005<sup>7</sup>). This non-traditional type of theatre engages and

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<sup>5</sup> Kleck et al. (2017) Article Productivity Among the Faculty of Criminology and Criminal Justice Doctoral Programs, 2010–2014, *Journal of Criminal Justice Education*, 28:4, 467-487.

<sup>6</sup> Nicholson, Helen (2014) *Applied Drama : The Gift of Theatre* (version Second edition.) Second ed. Theatre and Performance Practices. Houndmills, Basingstoke, Hampshire: Palgrave Macmillan.

<sup>7</sup> Grady, Sharon (2005) *Drama and Diversity : A Pluralistic Perspective for Educational Drama* [Nachdr.] ed. Portsmouth, NH: Heinemann.



includes individuals who may not attend a theatre performance, but rather collaborate with artists and individuals in the process of research.

SPI TRAINS will also provide opportunities for the Theatre Arts department, and theatre artists to be used and recognized beyond its current context. It has the potential to implement the skills of theatre artists such as actors, costume, set, sound, and lighting designers, among others, in both high fidelity human-based and virtual reality simulation. And it will give valuable training to our students and community.

## **2. Name the unit and unit head that will provide oversight to the Center or Institute.**

SPI TRAINS will be housed in the Southern Police Institute and Department of Criminal Justice. Oversight will be provided by SPI Director Michael Bassi, the Department of Criminal Justice Chair, Dr. Thomas “Tad” Hughes.

## **3. Director and administration**

- a. Indicate who will direct the proposed Center or Institute and what other members of the administration and faculty will be involved in it. Indicate also the level of each individual’s involvement on an annual FTE bases for the first three years of the Center’s or Institute’s operation. Attach a brief curriculum vitae for the person who will direct the Center or Institute and for the key faculty members who will be involved in it. Indicate how any current members of the faculty or administration who will be involved in the Center or Institute will be replaced in their present activities. Provide a statement from each key faculty member (5% time commitment or greater) indicating that his or her approved work plan includes time spent on Center or Institute activity.**

The SPI TRAINS will be directed by Dr. Bradley Campbell, an Associate Professor of Criminal Justice. Campbell has worked with police departments throughout the country on several projects involving investigations, the processing of forensic evidence, police decision-making, and training implementation and evaluation. Since joining the UofL Department of Criminal Justice in 2015, Campbell has published 26 peer reviewed articles/reports and has been awarded \$1,594,783 in external state and federal funding. Currently, Campbell is the lead researcher on a three-year study – the Kentucky Sexual Assault Kit Backlog Research Project – funded by the Federal Bureau of Justice Assistance (\$312,335), a study that examines the problem of unsubmitted sexual assault kits in Kentucky. Campbell was also the principal investigator of a National Institute of Justice funded (\$335,131) experiment to implement and evaluated trauma-informed interview training for sexual assault investigators – a project that was completed in 2022. Campbell has extensive contacts with police training organizations (Southern Police Institute, Kentucky Department of Criminal Justice Training, Louisville Metro Police Department Training Academy, Law Enforcement Management Institute of Texas, Kentucky Law Enforcement Council).

Fifteen percent of Campbell’s FTE will be allocated to his work as Founding Director of SPI TRAINS. For this administrative post, he will allocate 15% of his time to service and receive a \$10,000 stipend with an option to move from a 10-month to an A12 contract (depending on SPI TRAINS meeting revenue targets). Campbell’s work as the SPI TRAINS director will focus

largely on (a) building researcher-practitioner partnerships with police departments and police training agencies throughout Kentucky and the United States, (b) developing and implementing training programs for the Southern Police Institute that incorporate simulation coupled with traditional lecture-based instruction, and (c) securing external funding for research, training implementation, and evaluation.

Rachel Carter (MFA), an Assistant Professor of Theatre Arts, will serve as the SPI TRAINS Associate Director. Carter works in theatre and arts communities, training and coaching actors and non-actors in acting, voice, dialects, vocal production, and better communication. Carter was a co-investigator of a National Institute of Justice funded experiment to implement and evaluate trauma-informed interview training for sexual assault investigators. Carter is also currently the principal investigator for a \$15,000 state funded grant to implement human-based simulation in police training. Because of her extensive voice and dialect coaching, she has built relationships with theatre companies and organizations around Louisville, including Actors Theatre of Louisville, Kentucky Shakespeare, Pandora Productions, and Theatre [502].

Fifteen percent of Carter's FTE will be allocated to her work as Founding Associate Director of SPI TRAINS. Ten percent of this allocation will count towards creative activity, as this applied theatre work involves designing and executing high-fidelity experiences for learners. The creative work also includes training and directing actors in the field of human-based simulation, providing vocational training for actors. The remaining 5% will count towards service and will include administrative work to support SPI TRAINS. For this post, Carter will receive an \$8,000 stipend. As the Associate Director Carter will focus largely on (a) designing simulations for the Southern Police Institute and other projects based on client/course needs, (b) recruiting and training actors to be standardized performers for human-based simulation, and (c) overseeing the incorporation and evaluation of simulation in courses and projects.

**b. Was the center/institute director appointed by the Board of Trustees (BOT)? (Yes or No) The guideline requiring BOT appointment is stated in The Redbook Section 3.3.5 A.**

**<http://louisville.edu/provost/redbook/contents.html/chap3.html#SEC3.3.5>. If the current director has not been appointed by the BOT, please contact Vice Provost for Faculty Affairs Office for assistance.**

No. We are currently seeking approval.

- 4. Projected Financial Information: Indicate the anticipated amount and source of revenue for the Center or Institute in its first three years. Include a narrative that explains in detail all sources of revenue including center research incentive funds.**
- 5. Indicate the amount and source of funds that will be needed to operate the Center in its first three years. Include itemized amounts for personnel, equipment, technological support, and operating expenses.**

Appendix F displays the 3-year budget projections for SPI TRAINS, including total revenues, personnel costs, and expenditures. During the first three years of existence (2024, 2025, and 2026), SPI TRAINS will be fully funded by the Department of Criminal Justice, Department of Theatre Arts, grants and contracts, as well as revenue from adding new courses to SPI's continuing education offerings. The Department of Criminal Justice will reallocate existing

funds to cover Dr. Bradley Campbell's 15% service allocation (\$15,681 per year in salary; \$3,703 per year in fringe benefits).<sup>8</sup> This reallocation will allow Campbell the time allotted to managing the Center. The Department of Theatre Arts will reallocate funds to cover Rachel Carter's 15% service allocation (\$11,251 per year in salary; \$3,318 per year in fringe benefits). This reallocation will allow Carter time to manage actors for the Center. An additional \$41,337 reallocation from the Department of Criminal Justice will cover a Doctoral Research Assistant's (DRA) salary (\$20,000 per year), tuition (\$18,036 per year), and fringe benefits (\$3,301 per year). The DRA will be responsible for assisting in any research projects and marketing of the Center via social media. The SPI TRAINS Director's stipend (\$10,000 per year in X-pay; \$2,361 per year in fringe benefits) and Associate Director's stipend (\$8,000 per year in X-pay; \$2,360 per year in fringe benefits) will be covered by an internal reallocation of SPI revenue generated from continuing education courses. Additionally, the center will pay for 2% of the Criminal Justice Unit Business Manager's time (\$1,267 per year in salary; \$401 per year in fringe benefits). As mentioned previously, Campbell has obtained a new grant through the Kentucky Office of the Attorney General's Sexual Assault Kit Initiative totaling \$312,335 over three years. The EVPRI has agreed to allocate an additional 5% of F&A from grants and contracts to a Center RIF account. Based on previous grants obtained by the SPI TRAINS team, we estimate the revenue from RIF funds to be more than \$2,500 per year. SPI TRAINS will add at least 2 courses per year to the [SPI continuing education course offerings](#). SPI courses charge \$900 per participant for a 1-week 40-hour course. We expect 30 to 40 participants to attend each class. These new training programs will generate \$162,000 (30 attendees) to \$216,000 (40 attendees) in new revenue for SPI over three years. For the first three years, SPI Director Bassi has agreed to reinvest all revenue (\$54,000 to \$72,000/per year) generated from these new continuing education courses back into SPI TRAINS. All supplies needed for recording audio and video, VR capabilities, and computing will be purchased using \$10,000 in startup funds from the UofL College of Arts and Sciences as noted in Campbell's 2022 retention offer letter (See APPENDIX E). Additionally, SPI TRAINS has received a one-time gift \$10,000 from the J Allen Lamb and Edward S. Pockock III Foundation. The A&S funds will be expended to on recording, computing, and VR supplies and equipment only. The Lamb Pockock Foundation gift will also be used to purchase supplies and equipment. Remaining funds will be kept in an account to pay for actor background checks and hiring expenses. See Table 1 in Section 8 for estimates regarding how these funds will be spent.

- 6. Indicate on an annual FTE basis the needs of the Center or Institute for P&A staff, classified staff, and other personnel in its first three years. Indicate how any current members of the university staff who will be involved in the Center or Institute will be replaced in their present activities. (Must match personnel information provided on the budget form accompanying this report).**

The SPI TRAINS is not requesting any new staff at this time. All SPI TRAINS efforts will be completed by the Director, Associate Director, and Doctoral Research Assistant for the first three years. If the SPI TRAINS exceeds budget projections, in year 3 we may request to hire a full-time Simulation Director. The Simulation Director will be responsible for managing grants and contracts, finding research opportunities, developing human-based simulation for new and existing SPI continuing education courses, and overseeing the recruitment and training of actors.

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<sup>8</sup> Exact fringe benefits were calculated at a rate of 23.61% for Campbell and 29.29% for Carter.

**7. Indicate the space requirements for the Center or Institute in its first three years, and how that space will be provided.**

The Southern Police Institute will provide existing space to house the Center. In the Southern Police Institute’s McCandless Hall, two currently unoccupied offices will be designated for the Center. These offices (#202 and #202A) contain 1 desktop computer, several lockable filing cabinets that will be used for storage of equipment and data, and desks and chairs.

**8. Indicate initial equipment and other infrastructure resources (including technology) that the Center or Institute will need and explain how these will be provided.**

The Department of Criminal Justice and Dr. Bradley Campbell have existing technology and equipment that will provide some initial support for the Center. First, Criminal Justice will designate one MacBook Pro for the center to use for data storage and analysis. Second, Bradley Campbell will designate recording equipment for SPI TRAINS obtained from a previous grant funded project. This equipment includes 5 GoPro cameras, 10 SD cards, and 7 audio recorders.

Additional equipment to support the center will be purchased through an in-kind gift of \$10,000 from the J Allen Lamb and Edward S. Pocock III Foundation. The UofL College of Arts & Sciences also committed \$10,000 for startup funds. These funds will allow the purchase of 5 iPad pros (\$6,000), 1 iPad keyboard (\$200), 5 OtterBox iPad protective cases (\$500), and 5 iPad tripods (\$200). To ship iPads to and materials to off-campus training locations, we will purchase 1 iPad carrying/shipping case (\$500), and one iPad tripod carrying/shipping case (\$200). The funds will also be used to purchase 1 MacBook Pro (\$3,500), two external hard drives (\$400), 3 MacBook/iPad docking stations (\$900), three keyboards (\$450), three computer monitors (\$3,000), and three wireless mice (\$120). Finally, two VR headsets (\$2,600) will also be purchased to build the VR and AR capabilities of the Center. All remaining funds (\$1,430) will be kept in an SPI TRAINS account and used for costs associated with hiring actors for training programs (e.g., background checks, mandatory advertising, etc.). Table 1 also displays these items with estimated costs and a link to each product needed for the center.

Table 1. Recording, VR, and computer equipment cost estimates

Item	Cost per item	# of items	Estimated cost w/tax	Link
iPad pro	\$1,200.00	5	\$6,000.00	<a href="#">Link</a>
iPad keyboard	\$200.00	1	\$200.00	<a href="#">Link</a>
iPad case	\$100.00	5	\$500.00	<a href="#">Link</a>
iPad tripod	\$40.00	5	\$200.00	<a href="#">Link</a>
Tripod shipping case	\$200.00	1	\$200.00	<a href="#">Link</a>
iPad shipping case	\$500.00	1	\$500.00	<a href="#">Link</a>
MacBook Pro	\$3,500.00	1	\$3,500.00	<a href="#">Link</a>
Computer monitor	\$1,000.00	3	\$3,000.00	<a href="#">Link</a>
External hard drive	\$200.00	2	\$400.00	<a href="#">Link</a>
MacBook/iPad docking station	\$300.00	3	\$900.00	<a href="#">Link</a>
Wireless keyboard	\$150.00	3	\$450.00	<a href="#">Link</a>
Wireless mouse	\$40.00	3	\$120.00	<a href="#">Link</a>
VR headset	\$1,300.00	2	\$2,600.00	<a href="#">Link</a>
Actor hiring expense fund			\$1,430.00	
<i>Total</i>			<i>\$20,000.00</i>	

- 9. Provide a written statement from the Dean, University Libraries (or designee) concerning the adequacy of current resources. The statement should include a comparison of local holdings to standards/recommendations of national accrediting agencies, the holdings of benchmark institutions, and/or other recognized measures of adequacy. If additional resources are needed to support the program, the statement should include an estimate of costs and the sources of additional funding. The statement should be requested at least one month prior to submitting the final proposal to the Provost Office of Academic planning and Accountability.**

The Dean of libraries indicated that sufficient resources to support the Center exist in the library. See appendix H for letter from:

- Robert Fox – Dean, University Libraries

- 10. Provide a written statement from the Dean, Vice President or department chairs verifying each financial commitment made in support of the program.**

SPI Director Bassi, Criminal Justice Department Chair Hughes, Theatre Arts Department Chair Tucker, and A&S Dean Touron have all written letters of support for the Center. Each letter also indicates verification of their financial commitment to support the TRAINS CENTER

See Appendix G for letters from:

- Thomas (Tad) Hughes – Chair, Department of Criminal Justice
- Michael Bassi – Director, Southern Police Institute
- Shona Tucker – Chair, Department of Theatre Arts
- Dana Touron – Dean, College of Arts and Sciences

#### **11. Center Evaluation plan**

- a. Indicate how the work of the Center will be evaluated. Please describe the Center's evaluation plan according to the following criteria:**

- i. the specific objectives or anticipated outcomes for the work of the Center or Institute;**
- ii. the specific measures, assessment tools, and/or performance indicators that will be used to assess the fulfillment of the Center or Institute's objectives;**
- iii. the schedule for collection, analysis, and reporting of evaluation data described in b. above;**
- iv. the person, committee, or entity that will receive the evaluation data or reports and is responsible for developing and implementing changes and improvements.**

**b. Indicate what type of annual reports will be submitted to Dean or Vice President providing oversight to the new Center or Institute.**

The Center will report directly to the Department of Criminal Justice Chair, the Director of the Southern Police Institute, and the Dean of the College of Arts and Sciences. The SPI TRAINS director will prepare and submit an annual report documenting the Center's activities, revenue generation, and research activity. Interim reports will also be submitted to all four evaluating parties with updates on the Center's progress and successes.

Bases for evaluation will include the following:

- successful completion of trauma informed interviewing training program listed above;
- submission of grant applications for new research projects;
- count of all faculty and student research projects, papers, and presentations;
- grants and awards secured by the Center in support of its goals; and
- success in meeting financial goals and revenue targets.

At the end of its initial three years of existence, the Center will be subjected to an external review by evaluators from criminal justice and standardized patient programs. Specifically, we will recruit three criminal justice scholars who direct research centers in PhD granting criminal justice programs identified by the Association of Doctoral Programs Criminology and Criminal Justice ([link to website](#)) (e.g., University of Cincinnati, Institute of Crime Science; Sam Houston State University, Center for Intelligence and Crime Analysis; Arizona State University, Center for Violence Prevention and Crime Science). Additionally, we will recruit three standardized patient educators from reputable standardized patient programs in medical or nursing schools (e.g., Eastern Virginia Medical School, Standardized Patient Program; UCLA, Simulation Center; University of Nevada Las Vegas, Clinical Simulation Center of Las Vegas).

APPENDIX A: Letters of Support

August 16, 2021

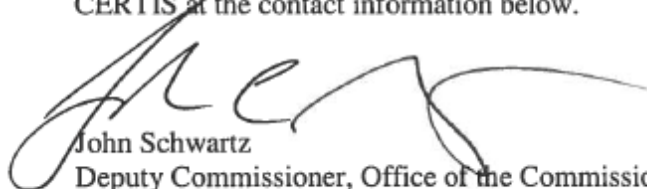
To Whom It May Concern,

As an authorized representative of the Kentucky Department of Criminal Justice Training (KYDOCJT), I am writing to express support for the establishment of the Center for Evaluation Research and Training Innovation through Simulation (CERTIS) at the University of Louisville. It is my understanding that CERTIS will establish a partnership between the UofL Criminal Justice and Theater Arts Departments. The goal of CERTIS will be to create new training programs and supplement existing programs for law enforcement officers with varying forms of simulation (e.g., standardized actor, virtual reality). This type of training would benefit our agency by providing students with the opportunity to engage in experiential learning. Additionally, simulated experiences would provide students with an opportunity to practice skills they learn in the classroom before applying them in the field.

The KY DOCJT is the primary provider of academy and in-service training for law enforcement officers in the Commonwealth of Kentucky, providing basic and advanced training for the majority of law enforcement officers in the state. Our agency offers over 200 classes that cover roughly 90 topic areas. We are accredited by the Commission on Accreditation for Law Enforcement Agencies (CALEA) as well as the International Association of Continuing Education and training (IACET).

In the past, we have partnered with the UofL Criminal Justice and Theatre Arts Departments on a training program that used actors to portray sexual assault survivors in interviews with police investigators. The training program has been successful, and we have received positive feedback on the course from several of our students. We would be interested in incorporating simulation training in some of our existing programming, or new programs developed in conjunction with UofL.

Thank you for your consideration of creating a center that could provide our clientele with enhanced training opportunities. Please contact us with any questions regarding our support for CERTIS at the contact information below.



John Schwartz  
Deputy Commissioner, Office of the Commissioner  
Department of Criminal Justice Training  
521 Lancaster Avenue, Richmond, KY 40475  
859-622-6864



Chief Spike Jones, Chairman  
John Moberly, Executive Director



Kentucky Law Enforcement Council  
4449 Kit Carson Drive, Suite 401  
Richmond, KY 40475

*"Justice Through Education, Training and Accountability"*

October 11, 2021

To Whom It May Concern,

As the Executive Director of the Kentucky Law Enforcement Council (KLEC) I am writing to express support for the establishment of the Center for Evaluation Research and Training Innovation through Simulation (CERTIS) at the University of Louisville. It is my understanding that CERTIS will establish a partnership between the UofL Criminal Justice and Theater Arts Departments. The goal of CERTIS will be to create new training programs and supplement existing programs for law enforcement officers with varying forms of simulation (e.g., standardized actor, virtual reality). This type of training would benefit Kentucky law enforcement officers by providing an opportunity to engage in experiential learning and critical thinking. Additionally, simulated experiences offer police officers with an opportunity to practice and develop skills they learn in the classroom before applying them in the field.

The KLEC prescribes standards for law enforcement training academies, law enforcement instructors, curricula, and law enforcement officer certification/decertification. In line with these tasks, we approve all law enforcement training programs for agencies throughout the Commonwealth. I believe that CERTIS could assist agencies in developing more hands-on training for Kentucky police officers that can improve officer performance in the field. As a former Kentucky State Police Commander, I saw the direct and necessary benefits of scenario-based training. Now, being directly involved with training curriculum and accountability for all Kentucky law enforcement officers, this best-practice training will allow us to better apply real-world scenarios in a controlled environment, allowing for better skill development, improved recollection, and effective reactions. For multiple years, as the Commissioner of the Kentucky Department of Criminal Investigations, I worked with Dr. Campbell from the UofL Department of Criminal Justice on the Kentucky Sexual Assault Kit Initiative. One aspect of that study evaluated a training program for sexual assault investigators. It is my hope that CERTIS will be approved to carry out this type of evaluation research for agencies throughout Kentucky.

Thank you for your consideration of creating a center that could provide Kentucky law enforcement officers with enhanced training opportunities. Please contact us with any questions regarding our support for CERTIS at the contact information below.

Sincerely,

A handwritten signature in blue ink, appearing to read "John R. Moberly", is written over a faint, larger version of the same signature.

John R. Moberly, Executive Director  
Kentucky Law Enforcement Council  
Website - [KLECS.KY.Gov](http://KLECS.KY.Gov)  
Desk - (859) 622-8088 / Email - [John.Moberly@KY.Gov](mailto:John.Moberly@KY.Gov)



8/1/2022

To Whom it May Concern,

As an Associate Professor in UofL's SPHIS Department of Health Promotion and Behavioral Sciences, I am writing in support of the creation of the Center for Evaluation Research and Training Innovation through Simulation (CERTIS) at UofL. I have discussed the Center with Dr. Bradley Campbell in UofL's Department of Criminal Justice. Based on these conversations it is my understanding that the Center will establish a formal partnership between Criminal Justice, Theatre Arts, and the Southern Police Institute. The primary goal of the Center will be to create new training programs and supplement existing training programs for criminal justice practitioners with varying forms of simulation (e.g., standardized actor, virtual reality).

This type of training would benefit my own work as the Principal Investigator on the Louisville Metro Emergency Services Alternative Responder Evaluation projects. Specifically, the Center could assist in providing simulated scenarios for interdisciplinary training programs aimed at improving Metro's responses to individuals experiencing mental health crises. Additionally, my work aimed at reforming criminal justice responses to violence, mental health, and correctional treatment would also benefit from working with members of the Center's team, as well as the broad network of police leaders involved with the SPI alumni network.

Thank you for considering the creation of this Center that could serve as a catalyst for more interdisciplinary collaboration at UofL. I also believe this Center could increase our opportunities to obtain external funding for criminal justice and public health research that will further serve the University of Louisville, Louisville Metro Area, and Commonwealth of Kentucky.

Please contact me with any questions regarding my support for this Center at the contact information below.

Sincerely,



Brian P. Schaefer  
Associate Professor  
Health Promotion and Behavioral Sciences  
University of Louisville  
Email: [Brian.schaefer@louisville.edu](mailto:Brian.schaefer@louisville.edu)  
Phone: 502-852-3007



COMMONWEALTH OF KENTUCKY  
OFFICE OF THE ATTORNEY GENERAL

DANIEL CAMERON  
ATTORNEY GENERAL

CAPITAL COMPLEX EAST  
1024 CAPITAL CENTER DRIVE, SUITE 200  
FRANKFORT, KENTUCKY 40601  
(502) 696-5300  
FAX: (502) 573-8317

November 3, 2021

Dr. Bradley A. Campbell, PhD  
Associate Professor, University of Louisville  
Research Associate, Southern Police Institute  
Department of Criminal Justice  
Brigman Hall #223  
2311 S. 3rd Street  
Louisville, KY 40208

Dear Dr. Campbell:

The Office of Victims Advocacy is a subdivision of the Kentucky Office of the Attorney General and its mission is to improve our criminal justice system's response to violent crime. In meeting that mission, the Office works to equip law enforcement officers and other criminal justice professionals with the adequate tools to appropriately respond to sexual violence and other crimes. For that reason, I am writing in support of the prospective Center for Evaluation, Research, and Training Innovation through Simulation (CERTIS) at the University of Louisville.

CERTIS would provide professionals with a unique and effective method of instruction above and beyond traditional learning. From my understanding of the CERTIS, the creation of a collaborative partnership to help train criminal justice system professionals would further the mission of the Office of Victims Advocacy to strengthen the criminal justice system's response to violent crime.

The Office of Victims Advocacy is supportive of the possibility of this new Center. Thank you for your consideration.

Sincerely,

Denise T. Durbin, M.S., J.D.  
Executive Director  
Office of Victims Advocacy  
Kentucky Office of the Attorney General  
1024 Capital Center Drive, Ste. 200  
Frankfort, KY 40601  
[denise.durbin@ky.gov](mailto:denise.durbin@ky.gov)

AN EQUAL OPPORTUNITY EMPLOYER M/F/D

**ACTORS**  
THEATRE OF LOUISVILLE

September 17, 2021

To Whom It May Concern,

I am writing to express my support for the establishment of the Center for Evaluation Research and Training Innovation through Simulation (CERTIS) at the University of Louisville. It is my understanding that CERTIS will establish a unique partnership between the UofL Criminal Justice and Theater Arts Departments that will result in creating new training programs, as well as supplement existing programs, for law enforcement officers with varying forms of simulation. I have seen this type of work equip artists with hireable skills and also expand their artistic craft. These programs benefit our community of artists and our arts ecology by providing flexible and consistent employment to performers and artists across Louisville and Kentucky.

In my work at Actors Theatre of Louisville, I have been part of our goal to (r)evolutionize the way theatre engages and serves our community. One of our current efforts is working with the Kentucky Nurses Association to bring performance-based workshops to help combat burnout and compassion fatigue within our nursing community. These hybrid efforts, at the intersection of art and service, are integral to the collective care, ongoing learning and growth, and sustained wellness of our community. I feel aligned with the goal of CERTIS and know they are seeking to provide a dedicated effort to serve several communities and enhance and innovate trainings within our criminal justice sector.

Thank you for your consideration of creating the Center for Evaluation Research and Training Innovation through Simulation (CERTIS). Please contact me with any questions regarding our support for CERTIS at the contact information below.

Sincerely,

Emily Tarquin  
Artistic Producer  
Actors Theatre of Louisville



604 S. Third St., Suite 304  
Louisville, KY 40202  
[info@pandoraprods.org](mailto:info@pandoraprods.org)

September 13, 2021

To Whom It May Concern,

I am writing to express enthusiastic support for the establishment of the Center for Evaluation Research and Training Innovation through Simulation (CERTIS) at the University of Louisville.

It is my understanding that CERTIS will establish a unique partnership between the UofL Criminal Justice and Theater Arts Departments. The inspirational goal of CERTIS will be to create new training programs and supplement existing programs for law enforcement officers with varying forms of simulation (e.g., standardized performer, virtual reality).

These programs will create opportunities for performers throughout the Louisville area and allow performers and artists the chance to engage with additional training and build new skills. Continued and consistent employment of artists and performers is vital to a sustainable Louisville Arts community. These programs benefit Pandora Productions by providing flexible and consistent employment to performers and artists in the Louisville and surrounding community.

I am particularly excited about this opportunity for young professional artists. The theatre industry is ever evolving and while there will always be theatre being produced, the addition of simulations has been a boon to our industry offering flexible work for actors with experience and offering a new sort of training for up-and-coming actors who've just finished their university or conservatory training. I, myself, have been a Standardized Patient for 10 years at the School of Medicine and have seen the impact this work has on students. It's immediate and puts a face to the statistics and the issues. No doubt the CERTIS program will have the same kind of impact.

Pandora Productions has sought to examine our shared connections and responsibilities as a society, using theatre to challenge and build community. Our community only benefits from more opportunities to use theatre for training and education in new and innovative spaces, such as the ones CERTIS aims to provide.

Thank you for your consideration of creating the Center for Evaluation Research and Training Innovation through Simulation (CERTIS). Please contact me with any questions regarding our support for CERTIS at the contact information below.

Respectfully,

Michael J. Drury  
Producing Artistic Director  
Pandora Productions  
[artisticdirector@pandoraprods.org](mailto:artisticdirector@pandoraprods.org)  
502.592.6009





September 9, 2021

To Whom It May Concern,

I am writing to express support for the establishment of the Center for Evaluation Research and Training Innovation through Simulation (CERTIS) at the University of Louisville. It is my understanding that CERTIS will establish a unique partnership between the UofL Criminal Justice and Theater Arts Departments. The goal of CERTIS will be to create new training programs and supplement existing programs for law enforcement officers with varying forms of simulation (e.g., standardized performer, virtual reality). These programs will create opportunities for performers throughout the Louisville area, and allow performers and artists the chance to engage with additional training and build new skills. Continued and consistent employment of artists and performers is vital to a sustainable Louisville Arts community. These programs benefit Kentucky Shakespeare by providing flexible and consistent employment to performers and artists in the Louisville and surrounding community. It further allows us to keep these talented professionals working, living, and remaining in our community.

As director of Kentucky Shakespeare and Shakespeare Behind Bars, I've witnessed first-hand the impact of the powerful combination of criminal justice programs and the arts. I've seen the power of what the arts and performance can do, from a social service point of view. And the CERTIS program is part of that vital work.

Kentucky Shakespeare serves communities through the Kentucky Shakespeare Festival in Central Park, education programs for schools, public performances, and community outreach programs. As the most comprehensive in-school arts education provider in the Commonwealth, Kentucky Shakespeare serves schools throughout the region with interactive educational programming directly tied to academic standards, helping impact student achievement. Our many community programs explore conflict resolution, empathy building, and communication, in a range of settings from preschools to senior centers. Shakespeare Behind Bars offers theatrical encounters with personal and social issues to incarcerated, post-incarcerated, and at-risk communities, allowing them to develop life skills that will ensure their successful integration into society.

Kentucky Shakespeare has sought to create programs that use theatre to build community, to educate, and to explore. Our community only benefits from more opportunities to use theatre for training and education in new and innovative spaces, such as the ones CERTIS aims to provide.

Thank you for your consideration of creating the Center for Evaluation Research and Training Innovation through Simulation (CERTIS). Please contact us with any questions regarding our support for CERTIS at the contact information below.

Sincerely,

Matt Wallace  
Producing Artistic Director

APPENDIX B: Vitas for SPI TRAINS Director and Associate Director

**BRADLEY A. CAMPBELL**

*Curriculum Vita*

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**CONTACT INFORMATION**

Department of Criminal Justice  
University of Louisville  
2311 South Third Street, 223 Brigman Hall  
Louisville, KY 40208

Phone: (502) 852-4763  
Fax: (502) 852-0065  
Email: [bradley.campbell@louisville.edu](mailto:bradley.campbell@louisville.edu)  
Links: [Google Scholar](#); [ORCID](#); [Research Gate](#)

---

**EDUCATION**

2015 Ph.D., Criminal Justice and Criminology, Sam Houston State University  
2011 M.A., Criminal Justice, Sam Houston State University  
2009 B.A., Criminal Justice, Saint Joseph's College of Maine  
B.A., Political Science, Saint Joseph's College of Maine

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**ACADEMIC/PROFESSIONAL POSITIONS**

2021-Present Associate Professor, Department of Criminal Justice, University of Louisville  
2022-Present Faculty Member, Southern Police Institute, University of Louisville  
2021-Present Founding Director, Southern Police Institute's Center for Evaluation Research and Training Innovation through Simulation (SPI CERTIS)  
2015-Present Research Associate, Southern Police Institute, University of Louisville  
2015-2021 Assistant Professor, Department of Criminal Justice, University of Louisville  
2013-2015 Research Associate, Law Enforcement Management Institute of Texas (LEMIT), Sam Houston State University  
2009-2015 Graduate Research Assistant, College of Criminal Justice and Criminology, Sam Houston State University  
2008-2011 Summer Police Officer, York, Maine Police Department

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**RESEARCH AREAS**

Police training  
Police decision making  
Police response to victims

Investigations  
Experimental evaluation  
Trauma informed policing

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## PUBLICATIONS

### *Peer Reviewed Articles*

\*Denotes Graduate Student Co-Author

- Forth* **Campbell, B. A.**, Lapsey Jr., D. S., Franklin, C. A., Garza, A. D., Goodson, A. Police sexual assault investigations training, impulsivity, and officer intentions to arrest and use procedural justice: A randomized experiment. *Journal of Experimental Criminology*. [Link to Article](#)
- 2023 Lapsey, Jr., D. S., **Campbell, B. A.**, & \*Benitez, I. Focal concerns theory and case advancement in sexual assault cases: A systematic review and meta-analysis. *Journal of Criminal Justice*, 86. [Link to Article](#)
- 2022 \*Lapsey Jr., D. S., **Campbell, B. A.**, & \*Plumlee, B. T. Focal concerns and police decision-making in sexual assault cases: A systematic review and meta-analysis. *Trauma, Violence, & Abuse*. [Link to Article](#)
- 2021 **Campbell, B. A.**, Wells, W., & King, W. R. What happens when sexual assault kits go untested? A focal concerns analysis of suspect identification and police pre-arrest decisions. *Journal of Criminal Justice*, 76. [Link to Article](#)
- 2021 **Campbell, B. A.**, & \*Lapsey Jr., D. S. Do impulsivity and education moderate the effectiveness of police sexual assault investigations training? Findings from a Solomon four-group quasi-experiment. *Criminal Justice & Behavior*, 48, 1411-1430. [Link to Article](#)
- 2020 Matusiak, M. C., King, W. R., & **Campbell, B. A.** The multi-dimensional environment of publicly funded U.S. crime laboratories and its impact on lab priorities. *Journal of Crime & Justice*, 43, 362-376. [Link to Article](#)
- 2020 Hughes, T. W., **Campbell, B. A.**, & Shaefer, B. P. The influence of body worn cameras, minority threat, and concentrated disadvantage on police activity. *Journal of Community Psychology*, 48, 68-85. [Link to Article](#)
- 2020 **Campbell, B. A.**, \*Lapsey Jr., D. S., & Wells, W. An evaluation of Kentucky's sexual assault investigator training: Results from a randomized three-group experiment. *Journal of Experimental Criminology*, 16, 625-647. [Link to Article](#)
- 2019 \*Shadwick, J. T., King, W.R., Zhang, Y., Matusiak, M.C., & **Campbell, B. A.** Assessing best practices in crime labs' structure, processes, and performance: A partial test of Gagliardi's 13 critical tasks. *Policing: An International Journal*, 42, 751-766. [Link to Article](#)
- 2019 Wells, W., \*Fansher, A. F., & **Campbell, B. A.** The results of CODIS-hit investigations in a sample of cases with unsubmitted sexual assault kits. *Crime & Delinquency*, 65, 122-148. [Link to Article](#)

- 2018 **Campbell, B. A.**, Nix, J., & Maguire, E. R. Is the number of citizens fatally shot by police increasing in the post-Ferguson era? *Crime & Delinquency*, 64, 398-420. [Link to Article](#)
- Featured in: *The Crime Report*
- 2018 Wolfe, S. E., Nix, J., & **Campbell, B. A.** Police managers' self-control and the use of organizational justice. *Law & Human Behavior*, 42, 71-82. [Link to Article](#)
- 2018 King, W. R., Matusiak, M. C., & **Campbell, B. A.** Organizational and environmental determinants of ballistics imaging productivity in United States crime laboratories. *Journal of Crime & Justice*, 41, 450-462. [Link to Article](#)
- 2018 Nix, J., Wolfe, S. E., & **Campbell, B. A.** Command-level police officers' perceptions of the "war on cops" and de-policing. *Justice Quarterly*, 35, 33-54. [Link to Article](#)
- 2017 Nix, J., Pickett, J. T., Wolfe, S. E., & **Campbell, B. A.** Demeanor, race, and police perceptions of procedural justice: Evidence from two randomized experiments. *Justice Quarterly*, 34, 1154-1183. [Link to Article](#)
- 2017 King, W. R., **Campbell, B. C.**, Matusiak, M. C., & Katz, C. M. Forensic evidence and criminal investigations: The impact of ballistics information on the investigation of violent crime in nine cities. *Journal of Forensic Sciences*, 62, 874-880. [Link to Article](#)
- 2017 Maguire, E. R., Nix, J., & **Campbell, B. A.** A war on cops? The effects of Ferguson on the number of U.S. police officers murdered in the line of duty. *Justice Quarterly*, 34, 739-758. [Link to Article](#)
- 2017 Menaker, T. A., **Campbell, B. A.**, & Wells, W. Investigator perceptions of the use of forensic evidence in sexual assault investigations. *Violence Against Women*, 23, 399-425. [Link to Article](#)
- 2017 Nix, J., **Campbell, B. A.**, \*Byers, E. H., & Alpert, G. P. A bird's eye view of civilians killed by police in 2015: Further evidence of implicit bias. *Criminology & Public Policy*, 16(1), 309-340. [Link to Article](#)
- Featured in: *The Washington Post*, *The Chicago Tribune*, *The Pittsburgh Post-Gazette*, *The Cleveland Plain Dealer*, *The Atlantic*, *The Crime Report*
- One of *Criminology & Public Policy's* top cited articles for 2017-2018.**
- 2016 Wells, W., **Campbell, B. A.**, \*Li, Y., & \*Swindle, S. The characteristics and results of eyewitness identification procedures conducted during robbery investigations in Houston, TX. *Policing: An International Journal of Police Strategies and Management*, 39(4). [Link to Article](#)
- Recipient of the 2017 Outstanding Paper Award from *Policing: An International Journal of Police Strategies & Management*.** [Link to Award](#)



- 2016 Maguire, E. R., King, W. R., Matusiak, M. C., & **Campbell, B. A.** Testing the effects of new personnel, processes, and technology on ballistics evidence processing productivity. *Police Quarterly*, 19, 199-215. [Link to Article](#)
- 2015 **Campbell, B. A.**, Menaker, T. A., & King, W. R. The determination of victim credibility by adult and juvenile sexual assault investigators. *Journal of Criminal Justice*, 43, 29-39. [Link to Article](#)
- 2015 **Campbell, B. A.** Summer cop: A qualitative study of summer reserve police officers. *Journal of Qualitative Criminal Justice and Criminology*, 3, 87-116. [Link to Article](#)
- 2014 Matusiak, M. C., **Campbell, B. A.**, & King, W. R. The legacy of LEMAS: Effects on police scholarship of a federally administered, multi-wave establishment survey. *Policing: An International Journal of Police Strategies and Management*, 37(3), 630-648. [Link to Article](#)

#### ***Federally Funded Grant Reports***

- 2022 **Campbell, B. A.**, Carter, R. K., Lapsey Jr., D. S., Carter, E. D. An evaluation of victim centered trauma informed interview training for sexual assault investigators using standardized patient actors: A randomized controlled trial. Washington, D.C.: National Institute of Justice, Office of Justice Programs, U.S. Department of Justice (92 pages). Award No.: 2018-VA-CX-0003. [Link to Full Report](#); [Project Homepage](#)
- 2016 Wells, W., **Campbell, B. A.**, & Franklin, C. A. (2016). *Unsubmitted sexual assault kits in Houston, TX: Case characteristics, forensic testing results, and the investigation of CODIS hits*. Washington, D.C.: National Institute of Justice, Office of Justice Programs, U.S. Department of Justice (65 pages). [Link to Full Report](#); [Link to Executive Summary](#); [Project Homepage](#)

#### ***Non Peer-Reviewed Articles***

- 2016 Nix, J, **Campbell, B. A.**, & Alpert, G. P. Fatal shootings by US police officers in 2015: A bird's eye view. *The Police Chief*, 83, 48-52. [Link to Article](#)
- 2015 **Campbell, B. A.** (December). Survivors and downstream decision-making: Investigator evaluation of victim credibility in sexual assault cases. *The Blue Review: Popular Scholarship in the Public Interest*. [Link to Article](#)
- 2014 **Campbell, B. A.** (October). Building young researchers in the trenches (Sidebar to Andrew Marcoux's "How NIJ is building the nation's research infrastructure"). *NIJ Journal No. 274*, pp. 54-55. [Link to Article](#)

#### ***Book Chapter***

- Forth* **Campbell, B. A.** Advancements in trauma informed training and interviewing for law enforcement and prosecutors. In *Sexual Assault Kits and Reforming the Response to Rape* (eds. Rachel Lovell & Jennifer Langhinrichsen-Rohling).

#### ***Manuscripts under Review/In Progress***

- R&R* Carter, R. K., Carter, T., & **Campbell, B. A.** Actors portraying victims of sexual assault: An interdisciplinary team seeks to innovate police training.

- Working* Lapsey Jr., D. S., **Campbell, B. A.**, & Benitez, I. A quasi-experimental assessment of the impact of training and agency characteristics on police perceptions of victims.
- Working* **Campbell, B. A.**, Carter, R. K., Lapsey Jr., D. S., Carter, E. D. Effects of trauma informed interview training for police sexual assault investigators on knowledge, self-efficacy, and behavior: A randomized experiment.

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## GRANTS AND CONTRACTS

### ***Funded Externally (Total: \$1,594,783; as Principal Investigator/Researcher: \$937,295)***

- 2023- Roles: **Campbell, B. A. (Principal Research Partner)**, Hughes, T. W. (Co-Research  
2025 Partner), Ouellette, H. M (Co-Research Partner).  
Title: *2021 Kentucky Sexual Assault Kit Initiative Training and Research Project*.  
Funder: Bureau of Justice Assistance, through Kentucky Office of the Attorney General.  
Amount: \$2,000,000, University of Louisville subaward \$312,335
- 2022 Role: **Campbell, B. A. (Principal Research Partner)**.  
Title: *2019 Kentucky Sexual Assault Kit Initiative Research & Evaluation*.  
Funder: Bureau of Justice Assistance, through Kentucky Office of the Attorney General.  
Amount: \$1,500,000, University of Louisville subaward \$50,000
- 2021- Roles: Richards, T. N. (Principal Investigator), Nix, J. (Co-Investigator), Wright, E.  
2023 (Co-Investigator), **Campbell, B. A. (Co-Investigator)**.  
Title: *Minnesota Sexual Assault Kit Research Project*.  
Funder: National Institute of Justice, Research and Evaluation on Violence Against Women (2019-MU-MU-0095).  
Amount: \$657,488, University of Louisville subaward \$51,327
- 2019- Roles: **Campbell, B. A. (Principal Investigator)**, & Carter, R. K. (Co-Principal  
2022 Investigator).  
Title: *An Evaluation of Victim Centered, Trauma Informed Interview Training for Sexual Assault Investigators using Standardized Patient Actors: A Randomized Controlled Trial*.  
Funder: National Institute of Justice, Research and Evaluation on Violence Against Women (2018-VA-CX-0003).  
Amount: \$335,131
- 2018- Role: **Campbell, B. A. (Principal Research Partner)**.  
2021 Title: *2017 Kentucky Sexual Assault Kit Initiative Research & Evaluation*.  
Funder: Bureau of Justice Assistance, National Sexual Assault Kit Initiative (2017-AK-BX-0009)  
Amount: \$2,998,090, University of Louisville subaward \$189,831

- 2017 Role: **Campbell, B. A. (Principal Investigator)**.  
Title: *Kentucky Sexual Assault Forensic Examination (SAFE) Kit Backlog Research Project*.  
Funder: Kentucky Office of the Attorney General, Office of Victims Advocacy.  
Amount: \$49,998

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## TECHNICAL REPORTS

- 2021 **Campbell, B. A., & \*Lapsey, D. S.** An evaluation of the Kentucky DOCJT Sexual Assault Investigator Training Program: Results from a randomized experiment. Solicited report for the Kentucky SAFE Kit Backlog Research Project Working Group (26 pages). [Link to Report](#)
- 2018 **Campbell, B. A., & \*Lapsey, D. S.** SAFE kit submission to the KSP Forensic Laboratory: An analysis of trends before and after DANY/SB63. Solicited report for the Kentucky SAFE Kit Backlog Research Project Working Group (10 pages).
- 2018 **\*Lapsey, D. S., & Campbell, B. A.** Kentucky sexual assault responder training: Results and recommendations from DOCJT and KY OAG trainings. Solicited report prepared for the Kentucky SAFE Kit Backlog Working Group (14 pages).
- 2018 Schaefer, B. P., **Campbell, B. A., & Hughes, T. W.** LMPD's wearable video system implementation: Outcome evaluation. Solicited report prepared for the Command Staff of the Louisville, Kentucky Metropolitan police Department (43 pages).
- 2017 **Campbell, B. A.** Kentucky SAFE kit backlog research project initial report: Data collection, sources, methods, and research questions. Solicited report prepared for the Kentucky SAFE Kit Backlog Working Group (12 pages). [Link to Report](#)
- 2016 Schaefer, B. P., **Campbell, B. A., Hughes, T., & Reed, J. C.** *LMPD's wearable video system implementation: Year one report*. Solicited report prepared for the Command Staff of the Louisville, Kentucky Metropolitan Police Department (39 pages). [Link to Report](#)
- 2014 **Campbell, B. A., & Wells, W.** *Sexual assault investigator training: Perceptions from juvenile and adult sex crimes investigators*. Solicited report prepared for the Houston, Texas Sexual Assault Kit Action-Research Working Group (16 pages). [Link to Report](#)
- 2014 **Campbell, B. A., & Wells, W.** *Testing sexual assault kits in cold cases and follow-up investigations: Practices used in agencies across the United States*. Solicited report prepared for the Houston, Texas Sexual Assault Kit Action-Research Working Group (16 pages). [Link to Report](#)
- 2013 King, W. R., & **Campbell, B. A.** *The Texas chiefs of police panel project: Wave I report*. Solicited report prepared for the Law Enforcement Management Institute of Texas (LEMIT) (2 pages).

- 2011 King, W. R., Matusiak, M. C., & **Campbell, B. A.** (2011). *An analysis of proposed GPLEA questions, with response and suggestions*. Unsolicited report prepared for the Bureau of Justice Statistics and the Urban Institute, December (4 pages).
- 2011 King, W. R., Matusiak, M. C., & **Campbell, B. A.** (2011). *An analysis of published studies using variables or constructs derived from the BJS LEMAS survey*. Unsolicited report prepared for the Bureau of Justice Statistics and the Urban Institute, December (4 pages).

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## PAST RESEARCH EXPERIENCE

July 2015 – May 2018

*Research Associate:* Southern Police Institute, University of Louisville

**Kentucky Mid-Level Executives Current Leadership Issues Survey**

Principal Investigator.

**Kentucky Police Executive Command Course Survey**

Principal Investigator (with Justin Nix and Scott E. Wolfe).

**An Evaluation of the Louisville Metropolitan Police Department's Implementation of Body-Worn Cameras**

Co-PI (with Brian P. Schaefer, Thomas (Tad) Hughes, and John C. Reed).

June 2013 – June 2015

*Research Associate:* Law Enforcement Management Institute of Texas (LEMIT)

**Texas Chiefs of Police Panel Project (TCPPP)** ([TCPPP Project Page](#))

Supervisor: William R. King, Ph.D.

Duties: administered surveys to Texas chiefs of police; managed data; created focus group protocols; revised survey instruments; wrote reports.

**Houston Police Department Eyewitness Identification Experiment** (*Houston Police Department sub-contract: \$14,103*) ([Eyewitness Project Page](#))

Supervisor: William Wells, Ph.D.

Duties: screened survey data for protocol violations; met with study participants to ensure experimental conditions were followed; collected photo spreads, witness descriptions, and police descriptions of suspects for photo spread fairness assessment.

**Recipient of the 2014 Gold Award for Excellence in Law Enforcement Research from the International Association of Chiefs of Police**

May 2011 – June 2015

*Graduate Research Assistant:* Sam Houston State University, College of Criminal Justice

**Action Research to Enhance Investigations and Prosecutions of Sexual Assaults in Houston: Improving the Analysis and Use of Forensic Evidence (National Institute of Justice Grant No. NIJ-2011-2808)** (*Houston Police Department sub-contract: Award Total: \$394,100*) ([HPD Project Page](#))

Supervisor: William Wells, Ph.D.

Duties: scheduled and conducted interviews with juvenile and adult sex crimes investigators at the Houston Police Department; assisted in developing interview protocol for police investigators; collected and analyzed interview data from investigators; wrote methodology section for NIJ report; wrote reports.

Spring 2011 – Fall 2013

*Graduate Research Assistant:* Sam Houston State University, College of Criminal Justice

**Opening the Black Box of NIBIN: A Process and Outcome Evaluation of the Use of NIBIN and its Effects on Criminal Investigations (National Institute of Justice Grant No. NIJ-2010-DN-BX-001) (Award Total: \$341,807) ([NIBIN Project Page](#))**

Supervisor: William R. King, Ph.D.

Duties: identified national population of crime labs; administered a national survey of crime labs; conducted crime laboratory site visit; entered and managed survey data; merged secondary data with primary data.

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## CONFERENCE PRESENTATIONS

- 2023 **Campbell, B. A.** An evaluation of trauma informed interview training for sexual assault investigators using standardized actors. Invited presentation for the National Institute of Justice, National Research Conference – Evidence to Action. Arlington, VA. May.
- 2023 **Campbell, B. A.** Standardized actors in police training: An experimental evaluation of a trauma informed interview course in Kentucky. American Society for Evidence Based Policing. Las Vegas, NV. May.
- 2022 **Campbell, B. A.,** Carter, R., Root, J. S., Lapsey Jr., D. S., \*Benitez, I., \*Moses, R., \*Prata, A. J., & Carter, T. Evaluation of trauma informed interview training for sexual assault investigators using standardized actors: A randomized Experiment. American Society of Criminology. Atlanta, GA. November.
- 2022 **Campbell, B. A.,** & Root, J. S. Trauma informed interview training for police sexual assault investigators: Curriculum development and implementation. American Society of Criminology. Atlanta, GA. November.
- 2022 Lapsey Jr., D. S., **Campbell, B. A.,** Root, J. S., \*Moses, R., \*Benitez, I., & \*Prata, A. J. Sexual assault reform and police training in Kentucky. American Society of Criminology. Atlanta, GA. November.
- 2022 **Campbell, B. A.,** Carter, R., & Carter, T. Actors portraying sexual assault survivors: An interdisciplinary approach to improving police sexual assault investigations training. American Society of Criminology. Atlanta, GA. November.
- 2022 \*Branscum, C., Richards, T., Wright, E., Nix, J., & **Campbell, B. A.,** The victim-survivor notification process and experience from practitioners and survivors. American Society of Criminology. Atlanta, GA. November.

- 2022 Richards, T., \*Goldsmith, M. E., Wright, E., Nix, J., **Campbell, B. A.** & Mourtgos, S. M. Assessing the feasibility and impact of using the Violent Criminal Apprehension Program in Sexual Assault Kit Initiative Projects. American Society of Criminology. Atlanta, GA. November.
- 2022 **Campbell, B. A.** Applying the medical training model to policing: Officer perceptions of the use of standardized actors in sexual assault investigations training. Midwestern Criminal Justice Association. Chicago, IL. September.
- 2019 **Campbell, B. A.** & \*Lapsey, D. S. The impact of self-control and training on police perceptions of victims: Results from a partially randomized experiment. American Society of Criminology. San Francisco, CA. November.
- 2019 \*Lapsey, D. S. & **Campbell, B. A.** What caused the backlog? Correlates of the decision to submit sexual assault kits for forensic analysis in Kentucky. American Society of Criminology. San Francisco, CA. November.
- 2019 \*Lapsey, D. S. & **Campbell, B. A.** The impact of training, self-control, and rape myth acceptance on decisions in hypothetical sexual assault cases: Evidence from a randomized study. Midwestern Criminal Justice Association. Chicago, IL, September.
- 2018 Todd, D., Cassady, M. B., Welch, T., & **Campbell, B. A.** What's a KySAKI? A discussion of the Kentucky Sexual Assault Kit Initiative. Kentucky Association of Sexual Assault Programs' 20<sup>th</sup> Ending Sexual Assault & Domestic Violence Conference. Lexington, KY. November.
- 2018 **Campbell, B. A.** & \*Lapsey, D. S. An evaluation of statewide sexual assault investigator training: Results from a Solomon four-group design. American Society of Criminology: Atlanta, GA. November.
- 2018 **Campbell, B. A.** *Panel Chair and Discussant.* Criminal histories of serial sex offenders identified via the unsubmitted Sexual Assault Kit Initiative. American Society of Criminology: Atlanta, GA. November.
- 2018 \*Lapsey, D. S., & **Campbell, B. A.** The impact of statewide reform on the submission and testing of sexual assault kits. American Society of Criminology: Atlanta, GA. November.
- 2018 **Campbell, B. A.** *Panel Chair and Discussant.* The "me too" movement: Changing the culture around sexual victimization (Organized by the Division of Victimology). American Society of Criminology: Atlanta, GA. November.
- 2018 Matusiak, M. C., **Campbell, B. C.**, Haberman, C., Peck, J. H., & Pleggenkule, B. Entry into academic careers: Guidance and advice from junior faculty in criminology and criminal justice departments. Midwestern Criminal Justice Association: Chicago, IL. September.
- 2017 Nix, J, Wolfe, S. E., & **Campbell, B. A.** The (in)variance of police self-legitimacy. American Society of Criminology: Philadelphia, PA. November.
- 2017 Schaefer, B. P., & **Campbell, B. A.** Focal concerns of internal affairs investigators: The influence of body-worn cameras on investigations. American Society of Criminology: Philadelphia, PA. November.

- 2017 Conference attendee: Moving Beyond the Testing of Sexual Assault Kits. The Begun Center for Violence Prevention Research and Education, Case Western Research University. Cleveland, OH, March.
- 2017 **Campbell, B.A.** Discussant. Researcher-practitioner partnerships in Victimology II – Large scale projects. Roundtable by the Victimology/Victim Studies Division. Academy of Criminal Justice Sciences: Kansas City, MO. March.
- 2017 Nix, J., Pickett, J. T., Wolfe, S., & **Campbell, B. A.** Do suspect race and demeanor influence officers’ willingness to use procedural fairness? Academy of Criminal Justice Sciences: Kansas City, MO. March.
- 2017 **Campbell, B. A.** & Schaefer, B. P. Case processing and focal concerns in internal affairs investigations. Academy of Criminal Justice Sciences: Kansas City, MO. March.
- 2016 Nix, J., **Campbell, B. A.**, \*Byers, E. H., & Alpert, G. P. A bird’s eye view of civilians killed by police in 2015: Further evidence of implicit bias. American Society of Criminology: New Orleans, LA. November.
- 2016 **Campbell, B. A.**, Nix, J., & Maguire, E. R. Civilians killed by police pre- and post-Ferguson: An interrupted time-series analysis. American Society of Criminology: New Orleans, LA. November.
- 2016 Kaminski, R. J., Nix, J., **Campbell, B. A.** & Alpert, G. P. A spatial analysis of civilians killed by police in 2015. American Society of Criminology: New Orleans, LA. November.
- 2016 \*Byers, E. H., **Campbell, B. A.**, & Nix, J. Less-lethal force? An in-depth look at 50 civilians killed by conductive energy devices in 2015. American Society of Criminology: New Orleans, LA. November.
- 2016 **Campbell, B. A.** When the victim cooperates: Correlates of victim cooperation and pre-arrest decisions in sexual assault cases. Academy of Criminal Justice Sciences: Denver, CO. April.
- 2015 **Campbell, B. A.** Correlates of Police Decision Making in non-Stranger Sexual Assaults. American Society of Criminology: Washington, DC. November.
- 2015 **Campbell, B. A.** When the suspect is identified: Correlates of investigative decision making in sexual assault. Midwestern Criminal Justice Association: Chicago, IL. September.
- 2015 **Campbell, B. A.** Predictors of police decision making in sexual assault investigations. Academy of Criminal Justice Sciences: Orlando, FL. February.
- 2014 **Campbell, B. A.**, Franklin, C. A., & Wells, W. Legal and extralegal correlates of victim credibility in sexual assault cases: An analysis of cases coded by police investigators. American Society of Criminology: San Francisco, CA. November.
- 2014 **Campbell B. A.**, Li, Y., Swindle, S., & Wells, W. The nature and results of eyewitness lineups conducted by the Houston Police Department Robbery Division:

- August 2011–2012. American Society of Criminology: San Francisco, CA. November.
- 2014 King, W. R., & **Campbell, B. A.** The impact of organizational sovereigns on the goals of forensic crime labs in the United States. American Society of Criminology: San Francisco, CA. November.
- 2014 **Campbell, B. A.**, & King, W. R. The dimensionality of institutional sovereigns of forensic crime labs. Midwestern Criminal Justice Association: Chicago, IL. September.
- 2014 Katz, C. M., Matusiak, M. C., **Campbell, B. A.**, & Clausen, J. A. The organization and operation of ATF's National Integrated Ballistics Imaging Network (NIBIN). Academy of Criminal Justice Sciences: Philadelphia, PA. February.
- 2014 Maguire, E. R., King, W. R., Matusiak, M. C., & **Campbell, B. A.** Testing the effects of new personnel, procedures, and technology on ballistic evidence processing productivity. Academy of Criminal Justice Sciences: Philadelphia, PA. February.
- 2013 **Campbell, B. A.**, & King, W. R. Physical evidence processing times as a performance metric for crime laboratories. Midwestern Criminal Justice Association: Chicago, IL. September.
- 2013 King, W. R., Matusiak, M. C., & **Campbell, B. A.** Organizational and environmental determinants of ballistics imaging productivity in United States crime laboratories. Academy of Criminal Justice Sciences: Dallas, TX. March.
- 2012 **Campbell, B. A.**, Menaker, T. A., & King, W. R. The determination of victim credibility in sexual assault cases: Discretionary evaluations by police investigators. American Society of Criminology: Chicago, IL. November.
- 2012 Menaker, T. A., **Campbell, B. A.**, & Wells, W. Investigator perceptions of the use of forensic evidence in sexual assault investigations. American Society of Criminology: Chicago, IL. November.
- 2012 Matusiak, M. C., **Campbell, B. A.**, & King, W. R. Twenty-five years of LEMAS: The utilization of variables and constructs derived from the BJS LEMAS survey. American Society of Criminology: Chicago, IL. November.
- 2012 **Campbell, B. A.**, & Oliver, W. M. Stress in small town and rural police: A comparison of the types and levels of stress between rural police officers and sheriffs. Academy of Criminal Justice Sciences: New York, NY. March.
- 2011 **Campbell, B. A.**, & Oliver, W. M. Summer cop: A qualitative study of summer reserve police officers in a Maine police department. Southwestern Association of Criminal Justice: College Station, TX. October.
- 2011 **Campbell, B. A.** Reserve police officers: Perceptions of interactions with full-time cops. Academy of Criminal Justice Sciences: Toronto, Canada. March.



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## INVITED PRESENTATIONS

- 2023 Lapsey, Jr., D. S., & **Campbell, B. A.** Police sexual assault investigation training, impulsivity, and officer intentions to arrest and use procedural justice. Invited presentation for the Sexual Assault Kit Initiative Training & Technical Assistance (SAKI TTA) Research/Analyst Working Group. July.
- 2023 **Campbell, B. A.** Trauma informed training for police investigators using actors. Invited presentation for the Southern Police Institute Alumni Association annual conference. Covington, Ky. July.
- 2022 **Campbell, B. A.** An overview of findings from the Kentucky Sexual Assault Kit Action Research Project. Invited presentation for the Fort Knox SHARP Continuing Education Course. Fort Knox, KY. December.
- 2022 **Campbell, B. A.** An introduction to trauma informed policing: The sexual assault training example. Invited presentation for the Southern Police Institute Alumni Association annual conference. North Charleston, SC. July.
- 2022 **Campbell, B. A.,** Carter, R. K., Lapsey Jr., D. S., & Carter, R. E. An Evaluation of Victim Centered, Trauma Informed Interview Training for Sexual Assault Investigators using Standardized Patient Actors: A Randomized Controlled Trial. Invited presentation for the Kentucky Department of Criminal Justice Training Command Staff. Richmond, KY. June.
- 2022 **Campbell, B. A.** Trauma informed policing: Concepts and practice. Invited presentation for the Southern Police Institute's Administrative Officer Course. Louisville, KY. April.
- 2021 **Campbell, B. A.** Research from the Kentucky Sexual Assault Kit Initiative: Correlates of submission decisions, geographics of the backlog, and training evaluations. Invited presentation (webinar) for the New Beginnings Sexual Assault Support Services' Green River Sexual Assault Interagency Council Guest Speaker Series. Webinar. December.
- 2021 **Campbell, B. A.** Findings from two evaluations of trauma-informed sexual assault investigator training programs in Kentucky. Invited presentation (webinar) for the Marshal University Department of Social Work Trauma Informed Responses to Victims Course. Webinar. July.
- 2020 **Campbell, B. A. & Root, J.** Implementing and evaluating statewide sexual assault investigations training. Invited presentation for the Sexual Assault Kit Initiative Statewide Sexual Assault Response Reform National Meeting. Webinar. December.
- 2020 **Campbell, B. A. & Lapsey Jr., D. S.** The impact of police sexual assault training and impulsivity on perceptions about arrest and using procedural justice: A randomized experiment. Invited presentation for the Kentucky SAKI Taskforce. Webinar. September.

- 2020 **Campbell, B. A.** How can action research help identify problems and solutions in law enforcement agencies? Invited presentation for the Southern Police Institute’s Administrative Officers Course. Louisville, KY. Webinar. August.
- 2020 **Campbell, B. A.** & Lapsey Jr., D. S. What caused the backlog? Correlates of the decision to submit sexual assault kits for forensic analysis in Kentucky. Invited presentation for the Kentucky SAKI Taskforce. Webinar. July.
- 2020 **Campbell, B. A.**, \*Lapsey Jr., D. S., & Wells, W. Kentucky’s experimental evaluation of sexual assault investigations training: A discussion of findings and next steps. Invited presentation for the Sexual Assault Kit Initiative Training & Technical Assistance (SAKI TTA) Research/Analyst Working Group. Webinar. February.
- 2020 **Campbell, B. A.** Using action research to implement and create evidence based practice in your department. Invited presentation for the Southern Police Institute’s Administrative Officers Course. Louisville, KY. February.
- 2019 **Campbell, B. A.** Action research in law enforcement settings: Building a research program that benefits your agency. Invited presentation for the Southern Police Institute’s Administrative Officers Course. Louisville, KY. October.
- 2019 **Campbell, B. A.**, & Aldridge, C. Kentucky’s Sexual Assault Kit Initiative: A discussion and evaluation of sustainability efforts. Invited presentation for the Bureau of Justice Assistance’s Researcher Practitioner Partnerships Fellows Academy. Denver, CO. May.
- 2018 **Campbell, B. A.**, & Strom, K. (*Facilitators*) Research in statewide SAKI sites roundtable discussion – Addressing key challenges. Invited Presentation for the Bureau of Justice Assistance, SAKI Statewide Sexual Assault Reform meeting. Louisville, KY. August.
- 2018 **Campbell, B. A.**, & Campbell, R. Collecting Sexual Assault Kit Initiative (SAKI) data statewide. Invited Presentation for the Bureau of Justice Assistance, SAKI Statewide Sexual Assault Reform meeting. Louisville, KY. August.
- 2017 **Campbell, B. A.** & \*Lapsey, D. S. Kentucky SAFE Kit Backlog Research Project: SART-AC Research Update on Preliminary Findings. Invited presentation to the Kentucky Sexual Assault Response Team Advisory Committee, Frankfort, KY. October.
- 2017 **Campbell, B. A.** How to get started with a research partner. Co-presenter Julie Valentine, Brigham Young University. Invited presentation to the Sexual Assault Kit Initiative’s Summit of the Cities Meeting, Portland, OR. October.
- 2017 **Campbell, B. A.** Sexual Assault Kit Initiative key research findings. Co-presenter Rachel Lovell, Begun Center for Violence Prevention Research and Education. Invited presentation to the Sexual Assault Kit Initiative’s Summit of the Cities Meeting, Portland, OR. October.
- 2017 **Campbell, B. A.** SAFE kit backlog research project and victim responses to sexual assault kit testing notification. Invited presentation to the Kentucky Annual Victim Assistance Conference. June.

- 2017 **Campbell, B. A.** Preventing rape kit backlogs and enhancing cases: An introduction to the Kentucky SAFE kit backlog research project. Invited presentation for the “From Investigation to Conviction: Prosecuting Sexual Assault Cold Cases Conference” a training provided to victim advocates, law enforcement, and prosecutors by the Kentucky Office of the Attorney General, Lexington, KY. April.
- 2017 **Campbell, B. A.** Kentucky SAFE kit backlog research project and related research. Invited presentation (webinar) for the Sexual Assault Kit Initiative Training & Technical Assistance (SAKI TTA) Research/Analyst Working Group. March.
- 2016 **Campbell, B. A. & Nix, J.** Use of fatal force by police. Invited presentation for the Springdale Presbyterian Church Issues Class, Louisville, KY. December.
- 2016 **Campbell, B. A.** Unsubmitted sexual assault kits in Houston, TX: Processes, procedures, and recommendations. Invited Presentation for the Kentucky Association of Sexual Assault Programs, Frankfort, KY. July.
- 2015 **Campbell, B. A.** Repeat and near-repeat offenses: Concept and practice. Invited presentation for the Southern Police Institute Alumni Association Annual Conference, Reno, NV. July.
- 2013 **Campbell, B. A., Wells, W., & Swindle, S.** Assessment of photo spread fairness in robbery cases: Methodological procedures and sample selection. Invited presentation for the Robbery Unit Command Staff at the Houston, Texas Police Department. September.
- 2013 **Campbell, B. A.** Qualitative data analysis using Atlas.ti software: An introduction to data organization, coding, and analysis. Invited presentation for the Sexual Assault Kit Action Research Project Team, Faculty, and Students at Sam Houston State University. April.
- 2013 **Campbell, B. A., Menaker, T. A., & King, W. R.** The determination of victim credibility in sexual assault cases: Discretionary evaluations by police investigators. Invited presentation for the Houston, Texas Sexual Assault Kit Action-Research Working Group. February.
- 2013 Menaker, T. A., **Campbell, B. A., & Wells, W.** Investigator perceptions of the use of forensic evidence in sexual assault investigations. Invited presentation for the Houston, Texas Sexual Assault Kit Action-Research Working Group. February.

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## TEACHING

### *Southern Police Institute Administrative Officers Course (University of Louisville)*

Trauma Informed Policing

Fall 2022

### *Doctoral Courses Taught (University of Louisville)*

Field Research (Qualitative Methods)

Fall 2017, Fall 2018, Fall 2019, Fall 2020,  
Fall 2021, Fall 2022

***Undergraduate Courses Taught (University of Louisville)***

Law Enforcement in the US (Face-to-Face)	Fall 2015, Spring 2016 (2), Fall 2016, Spring 2017 (2), Spring, 2018, Spring, 2019, Summer 2019, Spring 2020, Spring 2021 (hybrid), Spring 2022
Policing and the Community (Face-to-Face)	Fall 2015, Spring 2022
Law Enforcement in the US (Online)	Fall 2016, Summer 2017, Fall 2017, Summer 2018, Fall 2018, Summer 2020, Summer 2021, Summer 2022
Policing and the Community (Online)	Fall 2017, Summer 2018, Spring 2021

***Undergraduate Courses Taught (Sam Houston State University)***

Introduction to Research Methods (Face-to-Face)	Summer 2014
Criminology (Guest Instructor, Zhejiang Police College Hangzhou, China)	April 2015

***Independent Reading/Research Courses Taught***

Impact of Self-Control on Rape Myth Acceptance and Police Behavior (Doctoral)	Spring 2019
Intelligence-Led Policing (Doctoral)	Fall 2017
Media and Fraternity Involvement in Sexual Crime (Undergraduate)	Spring 2017
Body-Worn Cameras in Policing (Doctoral)	Spring 2017

***Teaching Certifications***

Digital media academy. Delphi Center for Teaching Innovation and Learning. University of Louisville. Spring 2023

Engaging students in the classroom. Delphi Center for Teaching Innovation and Learning (October 8). University of Louisville. Fall 2021

Course Design Institute: Teaching and Innovation Learning Lab – Understanding by Design (May 7 – 8). University of Louisville. Spring 2019

Delphi U Online: Quality Matters, Technology, and Resources for Facilitating Online Learning (8 weeks). University of Louisville. Fall 2018

The Art of Teaching Series: The Professional and Academic Center for Excellence & The Department of Foreign Languages Professional Development, “Starting Out Right” (1 hour). Sam Houston State University. Fall 2012

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**RESEARCH/PROFESSIONAL CERTIFICATIONS AND TRAINING**

Bureau of Justice Assistance's Researcher Practitioner Partnerships Fellows Academy (40 hours). February 2018.

SAFE Summit: Co-Hosted by the Kentucky Office of the Attorney General and the Kentucky Sexual Assault Response Team Advisory Committee (8 hours). September 13, 2016.

Atlas.ti Qualitative Data Analysis Training: Introduction to Atlas.ti Web-Conferencing workshop (6 hours). January 11, 2013.

Texas Association Against Sexual Assault (TAASA): Preventing Revictimization and Victim Blaming in the Criminal Justice System (1.5 hours). April 18, 2013.

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## **PROFESSIONAL SERVICE**

### ***Journal Peer Reviewer for:***

*American Journal of Community Psychology* (2020)

*American Journal of Criminal Justice* (2020)

*Criminal Justice & Behavior* (2018, 2020, 2021, 2022)

*Criminal Justice Policy Review* (2018, 2019, 2020)

*Criminal Justice Review* (2018)

*Criminal Justice Studies* (2015, 2019)

*Criminology & Public Policy* (2018, 2021)

*Feminist Criminology* (2020)

*International Journal of Offender Therapy and Comparative Criminology* (2018)

*Journal of Community Psychology* (2019, 2022)

*Journal of Crime & Justice* (2017, 2018, 2019)

*Journal of Criminal Justice* (2015, 2016, 2017, 2019, 2020)

*Journal of Criminal Justice & Law* (2017)

*Journal of Criminal Justice Education* (2015, 2016)

*Journal of Experimental Criminology* (2018, 2019)

*Journal of Police and Criminal Psychology* (2021)

*Journal of Qualitative Criminal Justice & Criminology* (2018, 2019, 2020)

*Journal of Research in Crime & Delinquency* (2018, 2021)

*Justice Quarterly* (2017, 2018, 2019, 2020, 2021, 2022)

*Law & Society Review* (2019)

*Police Practice & Research* (2021, 2022)

*Police Quarterly* (2017, 2018, 2019)

*Policing: An International Journal* (2015, 2018, 2019, 2020)

*Policing: A Journal of Policy & Practice* (2019, 2022)

*Psychology, Crime and Law* (2020)

*Social Forces* (2020)

*Social & Personality Psychological Science* (2017)

*Social Science Quarterly* (2020)

*Trauma, Violence, & Abuse* (2022)

*Violence Against Women* (2017, 2022)

**Book Peer Reviewer for:**

*Routledge: Criminology & Criminal Justice (2017)*

**Grant Peer Reviewer for:**

*National Institute of Justice (2017, 2021)*

**Professional Organization Service**

- Jul 2022 *Bureau of Justice Statistics, RTI International, National Policing Institute, An International Association of Directors of Law Enforcement Standards: Census of Law Enforcement Training Academies stakeholder meeting.*
- Sept 2019 *Registration Table for the Midwestern Criminal Justice Association – Chicago, IL (University of Louisville)*
- Nov 2018 *American Society of Criminology Division of Victimology Program Committee – Atlanta, GA (University of Louisville)*
- Sept 2018 *Registration Table for the Midwestern Criminal Justice Association – Chicago, IL (University of Louisville)*
- Aug 2018 *Conference Coordination for the Bureau of Justice Assistance Sexual Assault Kit Initiative (SAKI) SAKI Statewide Sexual Assault Reform meeting – University of Louisville, Louisville, KY (University of Louisville)*

**Institutional and Community Service:**

- Nov 2022- Jan 2023 *College of Arts and Sciences Research Office Business Manager Search Committee member (University of Louisville)*
- Jan 2022- Mar 2022 *Southern Police Institute Associate Director Search Committee member (University of Louisville)*
- Jan 2021- Aug 2021 *Department of Criminal Justice Strategic Planning Committee Chair (University of Louisville)*
- Jan 2021- Present *College of Arts and Sciences, Community Engagement Advisory Council member (University of Louisville)*
- July 2020- Present *Department of Criminal Justice Doctoral Student Qualifier Review Committee member (University of Louisville)*
- Sept 2019- Present *Department of Criminal Justice Graduate Program Committee member (University of Louisville)*
- Sept 2019- Present *Department of Criminal Justice Doctoral Student Professional Development Committee Chair (University of Louisville)*
- July 2019- Sept 2019 *Southern Police Institute Associate Director Search Committee (University of Louisville)*
- Sept 2019 *Recruitment of Potential Doctoral Students, Midwestern Criminal Justice Association Annual Meeting (University of Louisville)*
- Sept 2018- Present *Department of Criminal Justice Grants and Contracts Committee (University of Louisville)*
- Sept 2018 *Recruitment of Potential Doctoral Students, Midwestern Criminal Justice Association Annual Meeting (University of Louisville)*

Nov 2017- Jun 2018 University of Louisville Police Department New Police Chief Search Committee (University of Louisville)

Aug 2017- Oct 2018 Department of Criminal Justice By-Laws Review Committee (University of Louisville)

Sept 2017 Recruitment of Potential Doctoral Students, Midwestern Criminal Justice Association Annual Meeting (University of Louisville)

May 2017 College for a Day, Boy Scouts of America (Criminal Justice Merit Badge Lecturer) (University of Louisville)

Jan 2017- May 2017 Department of Criminal Justice Curriculum Committee (University of Louisville)

Apr 2017- May 2017 Kentucky Department of Criminal Justice Training, Current Leadership Issues for Mid-Level Executives Course, Lecturer on Body Worn Camera Research (University of Louisville)

Oct 2016- Sept 2019 Department of Criminal Justice Doctoral Student Professional Development Committee Member (University of Louisville)

Oct 2016- Nov 2016 Kentucky Department of Criminal Justice Training, Police Executive Command Course, Lecturer on Body Worn Camera Research (University of Louisville)

Sept 2016 Recruitment of Potential Doctoral Students, Midwestern Criminal Justice Association Annual Meeting (University of Louisville)

Jul 2016- Dec 2016 Association of Prosecuting Attorneys Task Force on Fatal Police Shootings, Research Partner (University of Louisville) [Link to Report](#)

Oct 2015- Feb 2016 Louisville Metropolitan Human Trafficking Alliance Research, Data Collection, and Curriculum Development Subcommittee (University of Louisville)

Aug 2015- Jan 2016 New Faculty Search Committee (University of Louisville)

Sept 2015 Recruitment of Potential Doctoral Students, Midwestern Criminal Justice Association Annual Meeting (University of Louisville)

Aug 2014- May 2015 First Year Doctoral Student Mentor (Sam Houston State University)

Sept 2014 Recruitment of Potential Doctoral Students, Midwestern Criminal Justice Association Annual Meeting for the SHSU College of Criminal Justice (Sam Houston State University)

Sept 2013 Recruitment of Potential Doctoral Students, Midwestern Criminal Justice Association Annual Meeting for the SHSU College of Criminal Justice (Sam Houston State University)

Jun 2013- Aug 2014 Chair of the Graduate Student Organization Committee on Research and Theory Development (Sam Houston State University)

Aug 2012- May 2013 First Year Doctoral Student Mentor (Sam Houston State University)

Mar 2012 Academy of Criminal Justice Sciences Employment Exchange Volunteer (Sam Houston State University)

### ***Students Supervised***

- 2022- Present Katelyn McMahon, Doctoral Research Assistant, Department of Criminal Justice, University of Louisville
- 2022- Present Rychelle Moses, Doctoral Research Assistant, Department of Criminal Justice, University of Louisville
- 2020- Present Ana Prata, Undergraduate Martin Luther King Scholar, Department of Criminal Justice, University of Louisville
- 2021- 2022 Ivan Benitez, Doctoral Research Assistant, Department of Criminal Justice, University of Louisville.
- 2017- 2021 David S. Lapsey Jr., Doctoral Research Assistant, Department of Criminal Justice, University of Louisville
- 2018- 2021 Bryant Plumlee, Doctoral Research Assistant, Department of Criminal Justice, University of Louisville
- 2015- 2017 Edward Byers, Doctoral Research Assistant, Department of Criminal Justice, University of Louisville
- 2016- 2017 David S. Lapsey Jr., Masters Research Assistant, Department of Criminal Justice, University of Louisville

### ***Theses and Dissertations Supervised***

- Aug 2022 Ivan Benitez – Impact of SRO roles and teacher training on positive behavioral intervention strategies: A multivariate analysis of behavioral approaches and student outcomes (Chair – Department of Criminal Justice Doctoral Dissertation).
- Apr 2022 Lamar A. Hardy – Contemporary blackface theatre: Exploring Split Second from an authentic black lens to combat white stereotypes (Committee Member – Department of Theatre Arts Master of Fine Arts Thesis).
- Apr 2021 David S. Lapsey Jr. – Focal concerns and case advancement in sexual assault cases: A systematic review and meta-analysis (Chair – Department of Criminal Justice Doctoral Dissertation).
- Apr 2021 Katie L. Hughes – Correctional officers’ response to stress: An exploration of the association between violence and trauma exposure, coping mechanisms, and PTSD (Committee Member – Department of Criminal Justice Doctoral Dissertation).
- Dec 2020 Brian K. Simpkins – Assaults on law enforcement officers: A spatial and theoretical analysis through social disorganization (Committee Member – Department of Criminal Justice Doctoral Dissertation).
- April 2020 Timothy P. Roach – Utility of physical evidence collected in child sexual assault cases (Committee Member – Department of Pediatrics Professional Paper).
- May 2018 Ethan Higgins – Composition styles of the most productive and influential criminologists (Committee Member – Department of Criminal Justice Doctoral Dissertation).



- May 2018 Hyunin Baek – Confidence in the police among Caribbean countries (Committee Member – Department of Criminal Justice Doctoral Dissertation)
- Dec 2017 Ashley French – The forgotten ones: The prevalence of post-traumatic stress disorder in correctional staff (Committee Member – Department of Criminal Justice Doctoral Dissertation).
- May 2017 David S. Lapsey – Testing Black’s behavior of law and moral time in homicide investigations (Chair – Department of Criminal Justice Master’s Thesis).

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- Aug 2022 Ivan Benitez – Impact of SRO roles and teacher training on positive behavioral intervention strategies: A multivariate analysis of behavioral approaches and student outcomes (Chair – Department of Criminal Justice Doctoral Dissertation).
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- April 2020 Timothy P. Roach – Utility of physical evidence collected in child sexual assault cases (Committee Member – Department of Pediatrics Professional Paper).
- May 2018 Ethan Higgins – Composition styles of the most productive and influential criminologists (Committee Member – Department of Criminal Justice Doctoral Dissertation).
- May 2018 Hyunin Baek – Confidence in the police among Caribbean countries (Committee Member – Department of Criminal Justice Doctoral Dissertation)
- Dec 2017 Ashley French – The forgotten ones: The prevalence of post-traumatic stress disorder in correctional staff (Committee Member – Department of Criminal Justice Doctoral Dissertation).
- May 2017 David S. Lapsey – Testing Black’s behavior of law and moral time in homicide investigations (Chair – Department of Criminal Justice Master’s Thesis).

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**AWARDS/HONORS**

- 2022 Student Champion, University of Louisville
- 2017 Emerald Literari Awards, Outstanding Paper Winner, *Policing: An International Journal of Police Strategies & Management*, for Wells, W., **Campbell, B. A.**, \*Li, Y., & \*Swindle, S. The characteristics and results of eyewitness identification procedures conducted during robbery investigations in Houston, TX. *Vol. 39(4)*
- 2016 Faculty Favorite Nominee, University of Louisville
- 2015 Houston Police Department's Chief of Police Unit Citation Award
- 2009 Awarded Most Outstanding Criminal Justice and Sociology Student – Saint Joseph's College of Maine
- 2008 Awarded Leon and Lisa Gorman Pioneer Scholar Award (Recognizes a Mitchell Scholar who has demonstrated strong qualities of leadership, character, and hard work)

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## PROFESSIONAL AFFILIATIONS

Academy of Criminal Justice Sciences  
Midwestern Criminal Justice Association

American Society of Criminology  
Southern Criminal Justice Association

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# Rachel K. Carter (Hillmer)

Associate Professor of Acting and Voice, Theatre Arts

September 25, 2023

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rachel.hillmer@louisville.edu ▪ Office: 502-852-8446 ▪ Cell: 785-218-2255

## EMPLOYMENT HISTORY

### ACADEMIC INSTITUTIONS

- 2023 – Present Associate Professor at the University of Louisville (Louisville, KY)  
2016 – 2023 Assistant Professor at the University of Louisville (Louisville, KY)  
2010 – 2013 Adjunct Faculty at Virginia Commonwealth University (Richmond, VA)

### OTHER RELEVANT EMPLOYMENT

- 2013 – 2016 Outreach Coordinator at the Civic Leadership Foundation (Chicago, IL)  
2013 – 2014 Instructor at Chicago High School for the Arts (Chicago, IL)  
2008 – 2010 Education Associate at Chicago Shakespeare Theater (Chicago, IL)

### EDUCATION

- Virginia Commonwealth University, Richmond, VA (2010 – 2013)  
*Master of Fine Arts in Theatre Pedagogy: Voice and Speech*  
*Thesis – The Mysteries of Breath: What Do We Need and How Do We Teach It?*  
Loyola University of Chicago, Chicago, IL (2004 – 2008)  
*Bachelor of Arts in Theatre and English*

### OTHER RELEVANT TRAINING

- Certified Alexander Technique Teacher (AmSAT)  
*Training at the Alexander Technique Training Center in Chicago (2013 – 2016)*  
Estill Voice Training System: Levels 1 and 2 (*Richmond VA 2011, Pittsburgh, 2012*)  
Seminar on Teaching for New Faculty, *University of Louisville (2016 – 2017)*  
Intimacy in Performance, *Intimacy Directors and Coordinators (December 2018)*  
Jessica Wolf's *Art of Breathing* Certification, *Postgraduate Program, Part 1 (July 2019)*  
Mental Health First Aid Certification, *Louisville, KY (July 2019)*

### **PUBLISHED JOURNAL ARTICLES (PEER REVIEWED)**

Calvano, J. Ariadne & Rachel K. Carter. (2022) *Consciously Building Bridges: Team-teaching to Merge and Evolve Actor Training in Voice & Movement*. Journal of Interdisciplinary Voice Studies, 7:2, 163-185. DOI: [10.1386/jivs.00063.1](https://doi.org/10.1386/jivs.00063.1)

Carter, Rachel K. & Justin T. White (2019) *An Integrative, Changing Practice: The Importance of Collaboration among Voice Professionals*, Voice and Speech Review, 13:3, 298-311, DOI: [10.1080/23268263.2019.1579480](https://doi.org/10.1080/23268263.2019.1579480)

### **PUBLISHED ARTICLES**

Carter, Rachel K. (2019) *Creating new possibilities and discoveries*, Theatre, Dance and Performance Training, 10:3, 366, DOI: [10.1080/19443927.2019.1660531](https://doi.org/10.1080/19443927.2019.1660531)

### **PUBLICATIONS UNDER REVIEW**

*Actors Simulating Survivors of Sexual Assault: An Interdisciplinary Team Seeks to Innovate Police Training*. Co-authored with Ted Carter and Bradley Campbell. Research in Drama Education: The Journal of Applied Theatre and Performance. edited by James Thompson (revise and resubmit with Routledge [Taylor & Francis Group])

### **GRANT PROPOSALS AND SPONSORED PROJECTS**

#### **FUNDED EXTERNALLY**

- 2022 Campbell, B.A. and **Rachel K. Carter** (Co-Investigator). *Sexual Assault Kit Initiative Research Project*, Funder: Kentucky Office of the Attorney General, funded \$312,335.
- 2019–2021 Campbell, B.A. and **Rachel K. Carter** (Co-Principal Investigator). *An Evaluation of Trauma Informed Victim-Centered Technique Training for Sexual Assault Investigators using Standardized Patient Actors: A Randomized Controlled Trial*. Funder: National Institute of Justice, Research and Evaluation on Violence Against Women (2018-90367-KY-VA), funded \$335,131

#### **FUNDED INTERNALLY**

- 2019 Heberle, Lauren, Kelly L. Kinahan, and **Rachel Carter**. *Housing Justice in Louisville Metro and Beyond*. University of Louisville Cooperative Consortium for Transdisciplinary Social Justice Research, Faculty Research Fellowship, funded \$10,000
- 2018 Heberle, Lauren, Kelly L. Kinahan, **Rachel Carter**, and Meena Khalili. *Housing Justice in Louisville Metro and Beyond*. University of Louisville Cooperative Consortium for Transdisciplinary Social Justice Research, Faculty Research Fellowship, funded \$10,000

## CREATIVE ACTIVITY

2020 Artist-in-Residence at Actors Theatre of Louisville. Collaboration with the artistic department and the organization on digital projects, including radio plays of *Dracula*, *A Christmas Carol* and other properties.

## VOCAL AND DIALECT DESIGN/DIRECTING/ACTING

### 2023

Dialect and Voice Designer/Coach

<i>It Shoulda Been You</i>	Zachary Boone	Pandora Productions
<i>The 25<sup>th</sup> Annual Putnam</i>	J. Ariadne Calvano	University of Louisville
<i>County Spelling Bee</i>		

### 2022

Dialect and Voice Designer/Coach

<i>Blood at the Root</i>	Nefertiti Burton	University of Louisville
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### 2021

Dialect and Voice Designer/Coach

<i>The Turn of the Screw</i>	Matt Wallace	Kentucky Shakespeare Theatre
<i>Shakespeare in Love</i>	Matt Wallace	Kentucky Shakespeare Theatre
<i>The Breasts of Tiresias</i>	Robert Berry Fleming	Actors Theatre of Louisville
<i>(official selection of Black Film Fest ATL, New Orleans Second Line Film Festival, and Paris Lift-Off Film Festival)</i>		
<i>Profundis</i>	Jack Wallen	Pandora Productions
<i>Twelfth Night</i>	Jennifer Pennington	University of Louisville
<i>Split Second</i>	Sidney Edwards	University of Louisville
<i>[re]Fashion</i>	J. Ariadne Calvano	University of Louisville

### 2020

Dialect and Voice Designer/Coach

<i>A Christmas Carol: A Radio Play</i>	Robert Berry Fleming	Actors Theatre of Louisville
<i>(re-released in 2021)</i>		
<i>Dracula: A Radio Play</i>	Robert Berry Fleming	Actors Theatre of Louisville
<i>(re-released in 2021)</i>		
2020 Humana Festival		
<i>Nicole Clark is Having a Baby</i>	Morgan Gould	Actors Theatre of Louisville
<i>Flex</i>	Delicia Turner Sonnenberg	Actors Theatre of Louisville
<i>The Wolves</i>	Pirronne Yousefzadeh	Actors Theatre of Louisville
<i>Black N Blue Boys/Broken Men</i>	Robert Berry Fleming	University of Louisville
<i>Six Degrees of Separation</i>	Geoffrey Nelson	University of Louisville

### 2019

Dialect and Voice Designer/Coach

2019 Humana Festival		
<i>The Corpse Washer</i>	Mark Brokaw	Actors Theatre of Louisville

<i>How to Defend Yourself</i>	Marti Lyons	Actors Theatre of Louisville
Kennedy Center American College Theatre Festival		
<i>National Irene Ryan Acting Award Winners</i>		
<i>A Piece of My Heart</i>	Sidney Monroe Williams	University of Louisville
Vocal Director		
<i>Fires in the Mirror</i>	J. Ariadne Calvano	University of Louisville
Dialect Consultant		
<i>Sergio's Museum</i>	Diana Grisanti	Theatre [502]
Director		
<i>The Tasters</i> (Staged Reading)		Comparative Drama Conference
<b>2018</b>		
Dialect and Voice Designer/Coach		
<i>A Doll's House, Part 2</i>	Pirronne Yousefzadeh	Actors Theatre of Louisville
<i>The Curious Incident of the Dog in the Night-time</i>	Meredith McDonough	Actors Theatre of Louisville
2018 Humana Festival		
<i>You Across From Me</i>	Jessica Fisch	Actors Theatre of Louisville
<i>Cabaret</i>	Michael J. Drury	Pandora Productions
<i>Victor/Victoria</i>	Jimmy Bohr	Pandora Productions
<i>Appropriate</i>	Sarah Provencal	Three Bone Theatre
<i>How Water Behaves</i>	Gil Reyes	Theatre [502]
<i>The Taming of the Shrew</i>	J. Ariadne Calvano	University of Louisville
<i>Fabulation</i>	Jacqueline Thompson	University of Louisville
Vocal Director		
<i>Eurydice</i>	J. Ariadne Calvano	University of Louisville
Voice Consultant		
2018 Humana Festival		
<i>Marginal Loss</i>	Meredith McDonough	Actors Theatre of Louisville
Director		
<i>The Master and Margarita</i> (Staged Reading)		Comparative Drama Conference
Actor		
<i>Ria</i> (Play Development Workshop)	Various	Comparative Drama Conference
<i>The Master and Margarita</i> (Staged Reading)	Margarita	Comparative Drama Conference
<b>2017</b>		
Dialect and Voice Designer/Coach		
<i>Sordid Lives</i>	Jason Cooper	Pandora Productions
<i>Hedwig and The Angry Inch</i>	Michael J. Drury	Pandora Productions
<i>The Fairytale Lives of</i>	Amy Attaway	Theatre [502]

<i>Russian Girls</i>		
<i>The Language Archive</i>	Gil Reyes	Theatre [502]
<i>Baltimore</i>	Nefertiti Burton	National Black Theatre Festival
<i>Our Country's Good</i>	Baron Kelly	University of Louisville
<i>Miss Ida B. Wells</i>	Nefertiti Burton	University of Louisville
<i>Antigone</i>	Andrew Harris	University of Louisville
<i>Vanya and Sonia</i>	Russell Vandenbrouke	University of Louisville
<i>and Masha and Spike</i>		
<i>Baltimore</i>	Nefertiti Burton	University of Louisville
Dialect Consultant		
<i>Jekyll &amp; Hyde The Musical</i>	Jason Cooper	CenterStage
Director		
<i>The Master and Margarita</i> (Staged Reading)		University of Louisville
<b>2016</b>		
Dialect and Voice Designer/Coach		
<i>Fences</i>	Baron Kelly	University of Louisville
<i>The Syrian Monologues</i> (Staged Reading)	Russell Vandenbrouke	University of Louisville
<i>King Lear</i>	Jennifer Pennington	Commonwealth Theatre Center & University of Louisville
<b>2015</b>		
Dialect Designer/Coach		
<i>Immunity: A Tale of</i> <i>Ordinary Invulnerability</i>	Paola Coletto	School for Theatre Creators
<b>2012</b>		
Dialect and Voice Designer/Coach		
<i>Noises Off</i>	Anita Maynard-Losh	Virginia Commonwealth University
<i>The 25<sup>th</sup> Annual</i>	Gary Hopper	Virginia Commonwealth University
<i>Putnam County Spelling Bee</i>		
<i>Grania and other Irish Plays</i>	Dan Granke	Shafer Street Alliance Theatre
<b>2011</b>		
Dialect Designer/Coach		
<i>Legacy of Light</i>	Bruce Miller	Virginia Repertory Theatre (co- production with Virginia Commonwealth University)
<b>2010</b>		
Dialect Designer/Coach		
<i>Les Liasons Dangereues</i>	Tawnya Pettiford-Wates	Virginia Commonwealth University

## **CONFERENCE PRESENTATIONS AND WORKSHOPS**

“Trauma Informed Training Using Actors” Presentation. Southern Police Institute Alumni Association Training Conference. July 2023.

“Using Standardized Actors in Police Training: An Experimental Evaluation of a New Trauma Informed Sexual Assault Investigations Course in Kentucky” Presentation. American Society of Evidence-Based Policing Conference. March 2023.

“Say, What?” Teaching Accents/Dialects in Southern USA”. Panelist. Roundtable discussion. Southeastern Theatre Conference. March 2023.

“An Experimental Evaluation of Trauma-Informed Interview Training for Police Sexual Assault Investigators using Standardized Performers” Panelist. Panel presentation. American Society of Criminology Conference. November 2022.

“Professional Development of Voice Instruction in Academia” Panelist. Virtual panel presentation and discussion. Voice and Speech Trainers Association Conference. July 2022.

“The Ethics of Re-enactment and Repetition.” Panelist. Panel presentation and discussion Association for Theatre in Higher Education Conference. Virtual Conference, 2021

“Vocal Wellness and Wellbeing in Training Programs.” Coordinator and panelist. Panel discussion and Q&A. Association for Theatre in Higher Education Conference. Virtual Conference, 2020

“Applied Theatre and Drama in a Changing World.” Coordinator and panelist. Panel presentation and discussion. Association for Theatre in Higher Education Conference. Orlando, FL, 2019

“The Balanced Performer.” Active workshop co-led with Kelley Schoger. Southeastern Theatre Conference. Mobile, AL, 2018

“Finding Bridges Across Voice Pedagogies.” Coordinator and panelist. Roundtable discussion and Q&A. Southeastern Theatre Conference. Mobile, AL, 2018

“Dart and Voice Procedures” Active workshop co-led with Daria Okugawa. AmSAT Annual Conference and General Meeting. San Diego, CA, 2017

Contributor to Workshop Presentation. Contributed exercises to presentation on techniques for voice therapy and overall health/wellness. Performing Arts Medicine Association. Summer 2017

“Infusing Voice Work into Scene Work.” Active workshop co-led with Sarah Provencal. Southeastern Theatre Conference. Lexington, KY, 2017



“Learning Dialects Through the Alexander Technique.” Active workshop. 2017  
Southeastern Theatre Conference. Lexington, KY, 2017

“Printing in the Age of Shakespeare.” Roundtable panel discussion and hands-on studio  
workshop presenter for “Wille in the Ville.” Frazier History Museum & University of  
Louisville. Louisville, KY, 2016

“How to Audition for Shakespeare.” Active workshop. Southeastern Theatre Conference.  
Chattanooga, TN, 2012

“Expanding Your Vocal Potential.” Active workshop series. Richmond Shakespeare Theatre.  
Richmond, VA, 2010

### **COURSES TAUGHT**

Acting I (2017 – 2018): A University of Louisville undergraduate course for theatre majors  
and non-majors, providing an introduction to acting and theatre performance.

Advanced Voice and Speech: Dialects (2011): A course at Virginia Commonwealth  
University for undergraduate theatre majors teaching the foundations of dialect and accent  
work for the stage.

Advanced Voice and Speech: Shakespeare (2011): A course at Virginia Commonwealth  
University for undergraduate theatre majors, learning the technical and creative tools to  
bring any Shakespeare text to life.

Grad Voice I: Voice for the Actor (2016 – 2022): A University of Louisville graduate course  
in voice for the actor, focusing on the connection between body, breath, and voice,  
including an understanding of the basic principles of the Alexander Technique.

Grad Voice II: Speech and Text Work (2017 – 2022): A University of Louisville graduate  
course in voice, speech, and text work for the actor, building tools to bring contemporary  
and classic texts to life.

Grad Voice III: Alexander Private Lessons (2017 – 2022): A University of Louisville  
graduate course in voice, speech, and the Alexander Technique, meeting individually with  
the instructor on a weekly basis for private lessons.

Grad Voice IV: IPA and Dialects (2018 – 2023): A University of Louisville graduate course in  
the International Phonetic Alphabet (IPA) and dialects and accents for the stage.

Intro to Acting as Communication (2020 – 2022): A general education course at the  
University of Louisville for majors and non-majors, which provides an introduction to  
theatre, performance, and acting as communication.

Intro to Voice & Movement (2017, 2020): A University of Louisville undergraduate course providing an introduction to voice and movement for the stage and performance. Co-taught with movement professor, J. Ariadne Calvano.

Public Speaking (2012): A general education public speaking course at Virginia Commonwealth University.

Public Speaking for Business Professionals (2013): A general education public speaking course at Virginia Commonwealth University for business majors.

Theatre Pedagogy (2017 – 2023): A University of Louisville graduate course preparing students to teach theatre primarily at the college level. Students engage with a variety of pedagogical approaches, as well as develop their own philosophy of teaching.

Voice and Speech for the Actor (2010 – 2012): A course at Virginia Commonwealth University for undergraduate theatre majors focusing on the connection between body, breath, and vocal production.

Voice and Speech for the Actor II (2011 – 2013): A course at Virginia Commonwealth University for undergraduate theatre majors introducing the basic sounds of language using the International Phonetic Alphabet.

Engineering Project Fundamentals (2017, 2018): Guest lecturer for a University of Louisville upper-level undergraduate course, teaching presentation and communication skills.

### **INDEPENDENT STUDY AND GRADUATE STUDENT SUPERVISION**

2017–Present Supervising Graduate Teaching Assistants for TA 324: Acting for Non-Majors and then TA 224: Intro to Acting as Communication

2018 Internship Supervision (TA 651): Bridget Thesing, Kentucky Shakespeare Arts Administration Intern

### **GRADUATE THESIS COMMITTEE WORK**

2023 Committee Chair for Sarah Elston’s UofL MFA Thesis: Title TBD

2022 Committee Member for Lamar Hardy’s UofL MFA Thesis: “Contemporary Blackface Theatre: Exploring *Split Second* from an Authentic Black Lens to Combat White Stereotypes.”

2021 Committee Member for Jordan Tudor’s UofL MFA Thesis: “[Re]Fashioning a Means: Exploring and Adapting Anna Cora Mowatt’s *Fashion* through a Feminist Lens.”

2019 Committee Chair for Lauren Dobb’s UofL MFA Thesis: “Changing Internal Identity Through Physical Crafting in Performance”

- 2018 Committee Chair for Lois Abdelmalek’s UofL MFA Thesis: “Igniting the Imagination: Building a Character from Page to Stage.”
- 2018 Committee Member for Mia Rocchio’s UofL MFA Thesis: “Will-Power Through Physical Connectivity.”

### **DEPARTMENTAL SERVICE**

- 2017–Present Primary Advisor for up to three UofL MFA students per year.
- 2016–Present Member of UofL Theatre Arts Undergraduate Committee.
- 2017–Present Undergraduate Advisor for up to seven UofL Theatre Arts majors per year.
- 2021–Present Chair of Ad Hoc Theatre Arts Promotion and Personnel Policies Committee
- 2022–Present Member of MFA Curriculum Committee
- 2022–Present Member of Theatre Arts Department Chair Search Committee
- 2020–2022 Member of UofL Theatre Arts Acting Faculty Search Committee.
- 2020–2022 Member of UofL Theatre Arts Personnel Committee.
- 2021 Member of UofL Theatre Arts Part Time Lecturer Search Committee.
- 2021 Member of UofL Theatre Arts Assistant Professor of Acting Term Search Committee.
- 2021 UofL Theatre Arts Graduate Open House Virtual Masterclass, co-taught with Dr. J. Ariadne Calvano.
- 2020 UofL Theatre Arts Graduate Open House Masterclass, co-taught with Dr. J. Ariadne Calvano.
- 2016–2020 Advisory Committee Member for up to four UofL MFA students per year.
- 2017–2020 Chair of the UofL Theatre Arts Undergraduate Curriculum Committee.
- 2017–2020 Member of UofL Theatre Arts Graduate Recruitment and Curriculum Committee.
- 2019 UofL Theatre Arts Graduate Open House Masterclass, co-taught with Dr. Baron Kelly.
- 2018 UofL Theatre Arts Graduate Open House Masterclass, co-taught with Dr. Baron Kelly.
- 2018 UofL Cardinal Preview Day Workshop
- 2016–2017 Member of UofL Theatre Arts Performance Curriculum Subcommittee

## **UNIVERSITY SERVICE**

- 2021 Communication Skills Workshop with UofL Advancement Department
- 2018 Adjudicator of Final Presentations for CHE 698-01: Engineering Project Fundamentals I
- 2017 Adjudicator of Final Presentations for CHE 698-01: Engineering Project Fundamentals I

## **COMMUNITY SERVICE**

- 2018–2019 Housing Justice Workgroup. In collaboration with Cooperative Consortium for Transdisciplinary Social Justice Research, monthly meetings to address housing injustice throughout Louisville.
- 2018 Actor’s Theatre Artistic Director Community Interviews. Actor’s Theatre of Louisville.
- 2016 Voice and Movement Warm-Up Masterclass. Youth Performing Arts School. Louisville, KY.

## **PROFESSIONAL SERVICE**

- 2022–Present Peer Reviewer for *Alexander Journal, US Edition*
- 2022–Present AmSAT Committee for the Alexander Technique in the Performing Arts (CATPA)
- 2021–Present VASTA EduCore Leadership Committee
- 2020 Peer Reviewer for VASTA at ATHE Workshop. Association for Theatre in Higher Education. Virtual Conference.
- 2019 House Manager for High School Theatre Festival. Kentucky Theatre Association Conference. Louisville, KY.
- 2018 High School Theatre Festival Adjudicator. Kentucky Theatre Association Conference. Madisonville, KY.
- 2018 Performance Workshop. Kentucky Theatre Association Conference. Madisonville, KY.
- 2017–2018 Planning Committee Member. American Society for the Alexander Technique 2018 Annual Conference and General Meeting.
- 2018 Peer Workshop Adjudicator. Southeastern Theatre Conference. Mobile, AL.
- 2018 Voice and Movement Warm-Up. Southeastern Theatre Conference. Mobile, AL.

## **PROFESSIONAL AFFILIATIONS**

Member of American Society for the Alexander Technique (AmSAT) since 2013

Member of Voice and Speech Trainers Association (VASTA) since 2010

Member of Southeastern Theatre Conference (SETC) since 2010

Member of Association for Theatre in Higher Education (ATHE) since 2018

**AWARDS AND HONORS**

2021 University of Louisville Faculty Favorite Award

2021 University of Louisville Student Champion Award

2018 Certificate of Appreciation for Service: American Society for the Alexander Technique (AmSAT)

2011–2013 Graduate Assistantship, Virginia Commonwealth University

## APPENDIX C: UofL Department of Criminal Justice Strategic Plan

### **MISSION**

**“Community Engaged, Policy Oriented, Future Focused”**

In the Department of Criminal Justice, we strive to foster partnerships focused on improving community safety and promoting equity in the criminal legal system; to produce high quality research aimed at informing policy and theory; and to promote social justice, diversity, and inclusion in the education of students, practitioners, policy makers, and researchers.

## Goals and Objectives

**Strategic Goal 1:** Increase investment in faculty, management, and leadership to enhance program offerings and increase student enrollment.

The Department of Criminal Justice is committed to attracting and retaining skilled, diverse faculty and staff by providing equitable compensation and promotion opportunities, professional support and development, and an inclusive workspace. Additionally, in line with UofL's goal to become the premier anti-racist metropolitan research university, we seek to diversify our course offerings and research focus to meet the contemporary challenges facing the criminal legal system.

**OBJECTIVE 1.1:** Increase racial and expertise diversity within faculty, management, and leadership

- Actions
  - Hire faculty and staff to reflect the demographics of the Louisville Metropolitan area
  - Hire more diverse term and tenure track faculty with expertise in emerging and underrepresented areas of research and instruction (e.g., social justice, victimology, cybersecurity, criminal justice analytics)
  - Ensure support for promotion opportunities among all faculty and staff
- What will success look like?
  - Faculty and staff composition meets or exceeds the demographic composition of Louisville Metropolitan area by 2026
  - Hire 3 to 6 new tenure track faculty with expertise in emerging or underrepresented areas of instruction (e.g., social justice, victimology, cybersecurity, criminal justice analytics) by 2026
  - Offer 1 new degree or certificate program to attract experts and students in underrepresented or emerging fields by 2026
  - New mentorship program created to assist faculty and staff in career planning

**OBJECTIVE 1.2:** Retain existing personnel and hire new tenure track faculty to increase the number of course offerings and inter-disciplinary research opportunities

- Actions
  - Promote pay equity to match salaries offered by peer institutions in the Association of Doctoral Programs in Criminology and Criminal Justice (ADPCCJ)
  - Retain faculty
  - Leverage successes to increase pay and provide adequate start-up funds to support research production for new faculty hires
  - Revise the Annual Work Plan (AWP) to reflect department values for tenure track and term faculty
  - Encourage and support collaboration within and across disciplines
  - Reduce the ratio of courses offered per tenure track faculty to match the average number of course offerings per faculty at ADPCCJ institutions

- Foster a staff and faculty culture that supports personnel development and improves departmental performance.
- What will success look like?
  - Pending funding, increase pay to match ADPCCJ peer institutions
  - 100% 5-year retention rate of full-time faculty by 2026
  - Continue offering starting salaries within the range of ADPCCJ institutions and start-up funds for new faculty hires
  - Revised AWP percent allocations to better measure community engagement, publications, teaching, and service efforts
  - Increase number of internal and inter-disciplinary collaborations to 5 by 2026
  - Reduced student-to-faculty ratio to match the average number of course offerings per faculty at ADPCCJ institutions by hiring 3 to 6 more tenure track faculty by 2026

Course offerings by program	UofL CJ	ADPCCJ*	ADPCCJ top 5
<i>Undergraduate courses per faculty**</i>	9.08	6.94	6.20
<i>Master's courses per faculty</i>	4.16	1.51	1.50
<i>Doctoral courses per faculty</i>	1.00	0.75	0.90

*\*All ADPCCJ metrics reflect the mean numbers from programs (N=37) that participated in the 2020 ADPCCJ survey ([Link to report](#))*

*\*\*Calculation based on 12 tenured and tenure track faculty*

**OBJECTIVE 1.3:** Invest in faculty and staff professional development and promote success both internally and externally

- Actions
  - Recognize faculty and staff accomplishments both formally and informally through departmental, college, and university newsletters and social media
  - Increase or maintain travel allocations to provide faculty support for attending professional and community conferences/events
  - Incentivize participation in professional development aimed at improving instructional capabilities
  - Provide technology to support research (e.g., surveymonkey, STATA, SPSS, MPLUS)
  - Expand departmental participation in on-campus and community organizations/events
  - Provide an opportunity for all staff and faculty to have a voice in matters that impact them
- What will success look like?
  - Increased mentions of faculty and staff accomplishments in departmental, college, and university newsletters and improve social media presence promoting departmental successes
  - Pending funding, prioritize \$2,000 travel allocations for faculty and staff to attend conferences and events



- Faculty participation in courses offered by the Delphi Center for Teaching and Learning increased by 10% by 2023
- Improved access to technological support for all faculty and staff across ranks
- Departmental participation in on-campus and community events increased by 10% by 2023
- All faculty and staff report having a voice in matters by 2023

**Strategic Goal 2:** Invest in developing human capital among our undergraduate and graduate students throughout their academic experience.

In the Department of Criminal Justice, students are our most important resource. Our goal is to create a culture and educational experience that produces self-sufficient graduates committed to honoring their social responsibility and improving the criminal legal system. For undergraduate and graduate education, we aim to incorporate experiential learning designed to expand students' understanding and knowledge of the criminal legal system, while exposing students to a broad range of career and research opportunities. Additionally, in line with the UofL anti-racism initiative, we seek to expand our curriculum to offer courses focused on ethics, diversity, inclusion, and social justice.

**OBJECTIVE 2.1:** Expand our curriculum by offering major and elective courses that emphasize ethics, diversity, inclusion, and social justice

- Actions:
  - Expand on the general education requirements by offering major and elective courses that include critical thinking, research-based writing and analytics, and communication skills in one or more of the following areas:
    - Social justice
    - Victimology
    - Criminal justice analytics
    - Cyber security
- What will success look like?
  - Increase in the number of courses offered in social justice, victimology, criminal justice analytics, or cybersecurity by 2026
  - Develop 1 minor or certificate program in social justice, victimology, cybersecurity, or criminal justice analytics by 2026
  - Maintain ranking as a top program for Black criminal justice degree students by the 2020 College Guide and Rankings ([Link to UofL news article](#)) each year

**OBJECTIVE 2.2:** Equip the department to address student academic and social service needs

- Actions:
  - Improve faculty and staff knowledge of campus and external resources to connect students as needed
  - Improve student experience and departmental culture
  - Increase student voice in decision-making
- What will success look like?
  - Establish student advisory board that reflects the population demographics of the Louisville Metro area and includes representation from justice-communities by 2026
  - All current undergraduate and graduate students report having opportunities to contribute feedback about our program by 2024

- Students across demographics report higher levels of belonging and satisfaction by 2026
- Students across demographics report high levels of respect, fairness, and inclusion on climate surveys by 2026

**Objective 2.3:** Adopt a career-based development program within the curriculum to enhance students' marketability upon graduation.

- Actions:
  - Restructure the curriculum to include experiential learning and career-oriented courses to better prepare students for traditional (e.g., policing, courts, corrections) and non-traditional (social justice, victim services, non-profits/advocacy organizations, data analysis) criminal justice careers
- What will success look like?
  - Established experiential learning partners that reflect the population demographics and career opportunities of the Louisville Metro area by 2024
  - Launch of Cardinal "flight plan" that create student career tracks providing a predictable and seamless path to graduation by 2024

**OBJECTIVE 2.4:** Modify our marketing and recruitment strategies to increase enrollment and diversify our student population

- Actions:
  - Improve diversity of criminal justice students to match the demographics of the Louisville Metro area
  - Create "student features" to highlight student accomplishments in research, awards, or employment, on social media and in UofL outlets
  - Create a "job talk" lecture series that focuses on career opportunities in traditional and non-traditional criminal legal occupations
  - Enhance partnership with JCPS to offer dual credit courses and improve recruitment opportunities
  - Create a student advisory board to assist in marketing and recruitment efforts
  - Redesign websites to highlight faculty, staff, and student achievement
- What will success look like?
  - Diversity of our student population reflects the demographics of the Louisville Metro area by 2026
  - Publish bi-monthly student features highlighting student successes by 2023
  - Host bi-annual job talk series featuring speakers from criminal legal careers in Louisville and throughout Kentucky by 2023
  - Increase the number of first-generation, underrepresented, and students that represent justice involved communities through an established partnership with JCPS by 2026
  - Established student advisory board made up of students that represent the demographics of the Louisville Metro area by 2023
  - Complete website redesign by 2023

**Strategic Goal 3:** Increase research investment and infrastructure to better serve our mission to be community engaged, policy oriented, and future focused.

The Criminal Justice Department has a strong reputation within UofL and nationally for productivity and innovation in research. This reputation fits well with UofL's mandate to become a preeminent nationally recognized anti-racist metropolitan research university. Recent and current research projects lead by our faculty have been financially supported by several prestigious external funders, as well as local and state funding agencies. Our faculty were ranked 15<sup>th</sup> for overall publication productivity and 10<sup>th</sup> for publications per faculty member by a 2017 article that examined the productivity of faculty employed by Criminology and Criminal Justice doctoral granting programs (Kleck & Mims, 2017<sup>9</sup>).

Though our research efforts have been successful, we seek to improve our publication and grant productivity and increase the number of long-term partnerships with local, state, and national organizations. We will also actively seek new community partnerships aimed at improving policy and practice through evidence-based research. Finally, we will work to create research centers to increase inter- and intra-departmental research collaboration.

**Objective 3.1:** Improve departmental grant and publication productivity

- Actions:
  - Measure and compare publication productivity with peer institutions included in the annual ADPCCJ reports
  - Measure and compare publication productivity with social science programs in the UofL College of Arts and Sciences
  - Measure and compare grant productivity with peer institutions included in the annual ADPCCJ reports
  - Measure and compare grant productivity with social science programs in the UofL College of Arts and Sciences
- What will success look like?
  - Meet or exceed publication productivity metrics provided by peer institutions included in the annual ADPCCJ reports
  - Meet or exceed publication productivity by UofL College of Arts and Sciences social science programs
  - Meet or exceed grant productivity metrics provided by peer institutions included in the annual ADPCCJ reports
  - Meet or exceed grant productivity by UofL College of Arts and Sciences social science programs

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<sup>4</sup> Gary Kleck & Bethany Mims (2017) Article Productivity Among the Faculty of Criminology and Criminal Justice Doctoral Programs, 2010–2014, *Journal of Criminal Justice Education*, 28:4, 467-487, DOI: [10.1080/10511253.2016.1146008](https://doi.org/10.1080/10511253.2016.1146008)

<i>Publications and competitive funding</i>	UofL CJ	ADPCCJ*	ADPCCJ top 5
<i>Peer-reviewed articles per faculty**</i>	2.35	2.25	2.00
<i>National competitive grants submitted</i>	4.00	11.60	10.86
<i>National competitive grants received</i>	1	4.7	5.86
<i>Total grant dollars received</i>	\$315,970	\$3,062,586	\$1,824,301

*\*All ADPCCJ metrics reflect the mean numbers from programs (N=37) that participated in the 2020 ADPCCJ survey ([Link to report](#))*

*\*\*Calculation based on 14 tenured and tenure track faculty*

**Objective 3.2:** Deepen the impact of research on policy and practice

- Actions:
  - Increase number of long-term partnerships with local, state, and national criminal justice agencies and social justice organizations
  - Create a criminal justice practitioner advisory board comprising representatives from criminal legal institutions, community-based organizations, justice-involved individuals, and national organizations to facilitate community engaged and policy focused research partnerships
- What will success look like?
  - 25% increase in partnerships with criminal justice agencies and social justice organizations by 2026
  - Established criminal justice practitioner advisory board made up of individuals that represent the demographics of the Louisville Metro area who participate in bi-annual research incubator meetings

**Objective 3.3:** Increase faculty collaboration internally and outside of the Criminal Justice Department

- Actions:
  - Create internal subject-based research teams focused on addressing emerging and ongoing issues facing the criminal legal system
  - Establish inter-disciplinary partnerships aimed at expanding research capabilities
- What will success look like?
  - Create 3 internal subject-based research teams by 2024
  - Establish 3 new inter-disciplinary research partnerships by 2024

**Objective 3.4:** Build a center to meet the research needs of the Louisville Metro area and the Commonwealth of Kentucky

- Actions:
  - Secure funding from state, local, federal, and private institutions to conduct community engaged and policy oriented research in partnership with local and state organizations
  - Leverage existing partnerships to maintain and increase research revenue
  - Establish new partnerships with local, state, and private institutions for long-term funded research initiatives

- What will success look like?
  - Create research center in the Department of Criminal Justice by 2022
  - 15% increase in funded research revenue by 2026
  - Add 2 long-term funded research partnerships with local, state, federal, or private criminal justice organizations by 2026

**Strategic Goal 4:** Invest in and contribute to our community by cultivating relationships and sustaining diverse partnerships that work towards empirically based decisions regarding policy and practice, and to engage in public education about issues related to seeking justice and the criminal legal system.

The Department of Criminal Justice places a high value on community engagement and recognize the importance of building and fostering strong partnerships with various stakeholders and community partners. Through these relationships, we seek to serve the community by improving the functioning of the criminal legal system, while educating our students about the important connection between research, policy, practice, change and action. Through an increased focus on community engagement, our department will expand our impact in the community and encourage our students to use their talents and skills to improve the criminal legal system.

**Objective 4.1:** Deepen the Department’s connection to the Louisville Metro area by cultivating new relationships focused on public education and student involvement with the community

- Actions:
  - Co-create and promote a faculty-led public education lecture series
  - Regularly attend partnership and coalition meetings to understand local concerns and foster trust and relationships
  - Recognize and celebrate faculty- and student-led community engaged projects
- What will success look like?
  - Launch annual public education lecture series regarding criminal justice research and contemporary issues facing the criminal legal system by 2023
  - 100% of faculty involved in community engaged projects report participation in partnership and coalition meetings to the Office of Community Engagement by 2023

**Objective 4.2:** Provide professional development opportunities that encourage and support community engagement or social change and action

- Actions:
  - Faculty participation in professional development focused on incorporating change, action or community engagement
  - Develop new courses in which community-based partnerships are central to course learning outcomes
  - Enhance existing courses by integrating community engagement into course curricula
- What will success look like?
  - Provide 2 professional development opportunities each year that build a shared definition of community engagement by 2023
  - Adopt student learning outcomes that reflect a high value on community engagement



**Objective 4.3:** Incentivize faculty and student participation in community engaged research and service

- Actions:
  - Develop a departmental tool that defines and captures the range of activities that fall along the continuum of engaged scholarship and service
  - Expand internship courses to include an experiential credit program that incentivizes students to participate in community-based learning projects
- What will success look like?
  - 50% of faculty report involvement in community engaged research or service by 2024
  - Student credit hours offered for community engaged service and learning

Revise AWP percent allocations to better measure community engagement, publications, teaching, and services efforts by 2023

## APPENDIX D: UofL Department of Theatre Arts History and Mission

### **Theatre Arts Department History**

Dating back to the founding of the University Dramatic Club in 1923, the Theatre Arts Department is committed to the development of its students as human beings and to nurturing their apprenticeship as theatre artists. The department fosters creativity, collaboration, discipline, and artistic growth in its students. It embraces the theatre as a means of creative expression, cultural understanding, social development, and historical perspective. We train students in the fine art of theatre, voice, movement, scene study, and design and also teach the historical and literary context of the theatre as a humanist and liberal art. All students are exposed to the diversity of multicultural theatre. The department strives to develop, disseminate, and preserve knowledge. This knowledge includes the ability to understand the theatre arts, to appreciate them, and to create works of art that enhance the human condition.

### **Theatre Arts Department Mission**

Our mission is to create Art in Action: theatre that is engaged and inclusive, rigorous and enjoyable, thoughtful and transformative. Theatre Arts at UofL challenges students to become critical thinkers who take pleasure connecting with local, national, and global communities through live performance. Graduates explore the world with the courage, discipline, and practical skills required of theatre artists—imagination, empathy, critical analysis, craftsmanship, problem solving, social awareness and collaboration.

### **African American Theatre Program (AATP)**

Founded in 1993, the African American Theatre Program is integral to the Theatre Arts Department. It develops theatre artists trained in the traditions of African American theatre and contributes to the multi-cultural arts movement. The AATP includes two Mainstage productions a season, community service, touring, and eight courses for graduate and undergraduate students. Subjects include theatre history, literature, performance, and theatre practicum. Undergraduates can earn a minor in African American Theatre, while graduate students can earn a Graduate Certificate in African American Theatre. These studies in African American theatre are unique among American universities.

APPENDIX E: UofL A&S commitment to startup funds



3 November 2022

Prof. Bradley Campbell  
Department of Criminal Justice  
College of Arts and Sciences

Dear Professor Campbell:

I am writing to make an offer that I hope will convince you to remain at the University of Louisville, where you have made significant contributions as a scholar, teacher, and colleague. The terms are as follows:

Your base salary will increase by [REDACTED] on July 1, 2023, and you will receive one course release in AY 2023-24 as well as a research/travel fund of \$3000 per academic year for three years, beginning in AY 2023-24. Any unspent funds at the end of a given fiscal year will be returned to A&S. In addition, you will receive \$10,000 for expenses associated with your proposed research center, pending its final approval.

I hope you will accept the terms of this offer. If so, please sign and date your acceptance in the space below and return the letter to Yolanda Demaree ([y.demaree@louisville.edu](mailto:y.demaree@louisville.edu)).

Sincerely,

A handwritten signature in black ink, appearing to read "David S. Owen". The signature is written in a cursive style and is positioned above the typed name.

David S. Owen  
Interim Dean

cc: Tad Hughes, Chair, Department of Criminal Justice

11 03 2022

I accept the terms of this recommendation \_\_\_\_\_  
Signature Date

University of Louisville • Gardiner Hall • Louisville, KY 40292  
P: 502.852.6490 F: 502.852.6888 W: [louisville.edu/artsandsciences](http://louisville.edu/artsandsciences)

APPENDIX F: SPI TRAINS Budget Projections – Sources of Revenue, Expenditures, and Operating Costs

Amounts and sources of revenue	Year 2025	Year 2026	Year 2027
1. Regular state appropriation and fees			
a. New allocation			
b. Internal reallocation (from CJ and TA) for faculty service time	\$33,953	\$34,972	\$36,022
c. Internal reallocation (from CJ) for graduate student stipend and tuition	\$41,337 <sup>2</sup>	\$41,937	\$42,555
2. Institutional allocation from restricted endowment			
3. Institutional allocation from unrestricted endowment (Campbell retention offer – APPENDIX E)	\$10,000		
4. Gifts – Lamb Pocock Foundation	\$10,000		
5. Extraordinary state appropriation			
6. Grants and contracts			
7. Center RIF	\$2,500	\$2,500	\$2,500
8. Capitation			
9. Capital (revenue from new training courses)	\$54,000	\$54,000	\$54,000
10. Renovation			
11. Library support			
12. Surplus funds			
<b>13. Total revenues</b>	<b>\$151,790</b>	<b>\$133,409</b>	<b>\$135,077</b>
<sup>1</sup> Internal reallocation fringe and salaries reflect an estimated 3% yearly cost of living adjustment. Campbell's exact fringe rate is 23.61% and Carter's is 29.49% <sup>2</sup> Internal reallocation fringe and salaries for graduate assistant stipends also reflect an estimated 3% yearly cost of living adjustment.			

Expenditures (covered by internal reallocations and new revenue generated)			
	Year 2025	Year 2026	Year 2027
1. Full-time faculty (X-Pay)			
a. Full-time faculty FTE and fringe (internal reallocation)	\$33,953	\$34,972	\$36,022
b. Total salaries (X-Pay)	\$18,000	\$18,000	\$18,000
c. Total fringe benefits (X-PAY)	\$4,721	\$4,721	\$4,721
Cost of FTF	\$56,674	\$57,693	\$58,743
2. Part-time faculty (Actors)			
a. Part-time faculty FTE			
b. Total salaries			
3. Graduate Assistants			
a. Graduate student stipend	\$20,000	\$20,600	\$21,218
b. Graduate student fringe benefits	\$3,301	\$3,301	\$3,301
c. Graduate student tuition	\$18,036	\$18,036	\$18,036
d. Total GA cost	\$41,337	\$41,937	\$42,555
4. Staff support			
a. Total staff salaries (2% UBM salary)	\$1,267	\$1,306	\$1,345
b. Total staff fringe benefits (2% UBM salary)	\$401	\$413	\$425
<b>Total personnel cost</b>	<b>\$99,678</b>	<b>\$101,347</b>	<b>\$103,067</b>
<sup>1</sup> Internal reallocation fringe and salaries reflect an estimated 3% yearly cost of living adjustment. Campbell's exact fringe rate is 23.61% and Carter's is 29.49%			

Operating Costs			
	Year 2025	Year 2026	Year 2027
1. Supplies including equipment	\$20,000		
2. Travel			
3. Library			
4. Student support-tuition remission			
5. Equipment			
6. Off-campus facilities			
7. Accreditation			
8. Other			
Total capital cost			
Total expenditures	<b>\$119,678</b>	<b>\$101,347</b>	<b>\$103,067</b>
Total yearly profit			

APPENDIX G: Chairs and Director Letters of Support



Department of Criminal Justice

Dear Dean Touron:

I am writing to show the Department of Criminal Justice's strong support for the creation of the **Southern Police Institute's Training, Research, and Innovative Simulation Center (SPI TRAINS)** to be housed at the Southern Police Institute (SPI). SPI TRAINS aims to accelerate the police reform mission by developing and implementing innovative simulation training – using human-based simulation, virtual reality, and other simulation modalities – that can improve training effectiveness for criminal justice professionals. Such simulation allows our students to move beyond understanding ideas to a place where they can be applied in a controlled setting that approximates the real world. SPI TRAINS will also allow SPI to aid in the evaluation of the impact of policing reform efforts. Importantly, these efforts and modalities can be applied to a wide variety of criminal justice issues beyond policing.

To show our strong commitment to the creation of this center the department of criminal justice is committed to internal reallocations of current and future funds. Specifically, we will allocate 15% of Dr. Campbell's service to the center (\$15,68 per year in salary; \$3,703 per year in fringe benefits). We will also allocate a doctoral student line to aid in the center's work (\$20,000 per year for salary, \$18,036 per year for tuition, and \$3,301 per year for fringe benefits). Last, the department will forgo its share of RIF funds generated by the center for the first three years of its operation.

I am certain the center will use these resources wisely to service its goals and will over time both generate significant amounts of extramural funds and have a direct and positive impact upon police training.

I am happy to answer any question you may regarding these reallocations or the centers contribution.

Sincerely,

*Thomas W Hughes* 2/5/2024

Tom "Tad" Hughes JD, PhD  
Chair & Professor  
Criminal Justice  
University of Louisville



Dean Touron:

I would like to reiterate my support for the **Southern Police Institute's Training, Research, and Innovative Simulation Center (SPI TRAINS)** which is to be affiliated with, and housed here at the Southern Police Institute, at McCandless hall.

I have been excited about this proposal, since Dr. Campbell brought it to my attention in 2020. It represents a progressive and impactful methodology to bring the latest tools, techniques, and sensibilities to the criminal justice practitioner. Having the first project, through Dr. Campbell's vision, be focused on Trauma-Informed techniques, shows the forward-thinking, real-world applications, especially in the forum of reform initiatives and assistance with a shift in cultural perspective, needed in the field of policing today. The inter-disciplinary innovations of SPI TRAINS, coupled with the access to the law enforcement practitioners that SPI provides, is an excellent example of the power of collaboration the University can bring to bear.

In direct support of this effort, The Lamb-Pocock Foundation has generously donated start-up funds, in the amount of \$10,000. These funds are currently in the possession of Denise Bohn, with University (A&S) Advancement. The Institute has also committed to providing financial support in the form of internal reallocation of funds for stipends to Dr. Campbell (\$10,000/yr. X-Pay, \$2361/yr. Fringe Benefits) and Professor Carter (\$8000/yr. X-Pay, \$2360/yr. Fringe Benefits). Additionally, the institute will be reinvesting profits from any training held by SPI TRAINS back into the center, which have been estimated to be a minimum of \$54,000/yr. SPI currently operates with a revenue surplus over expenses and budgeted allotment, and a recent budgetary projection shows the same trend for FY24.

I have confidence that these funds will be used efficiently and effectively by Dr. Campbell to bring this innovative and necessary training to the professionals that serve our communities and victims of crime, nationwide.

Please let me know if you need any further information or have questions regarding my support of the center.

Sincerely,



Michael D. Bassi, MS, MA  
Director, Southern Police Institute

APPENDIX G: Letter of Support from Arts & Sciences Dean Touron



February 6, 2024

To Whom It May Concern:

After reviewing the proposal for the establishment of the **Southern Police Institute's Training, Research, and Innovative Simulation Center (SPI TRAINS)**, I offer my enthusiastic support.

Theatre Arts' Professor Rachel Carter's current interdisciplinary collaboration with Professor Bradley Campbell of Criminal Justice has already benefited the Department of Theatre Arts by funding two semesters of a Graduate Research Assistantship. Professor Carter's involvement in this simulation work was funded by the National Institute of Justice and has afforded our MFA in Performance students valuable insights into the broad range of opportunities that exist for actors trained in simulation techniques. The long-term possibilities for design and technical applications that may emerge from the proposed Center have the potential to offer research and creative opportunities for Theatre Arts faculty and undergraduate students as well.

Applied Theatre techniques have been used for over a generation to improve medical and social conditions in many other parts of the world, especially among marginalized communities and communities of color. The goals and approaches described in the SPI proposal are consistent with the social justice mission of the Theatre Arts Department and its African American Theatre Program. The Center proposed by SPI can become a powerful resource and locus of training that will support the University of Louisville's strategic plan and its commitment to social justice and community engagement.

I am writing to indicate that the Department of Theatre Arts will internally reallocate \$11,251 per year in salary; \$3,318 per year in fringe benefits to cover Carter's 15% creative activity and service commitment to the SPI TRAINS Center.

We hope the University will recognize the extraordinary value that SPI TRAINS will bring to our campus, our city, and the state of Kentucky.

Sincerely,

A rectangular box containing a handwritten signature in black ink, which appears to read "Shona Tucker".

Shona Tucker  
Professor and Chair

November 28, 2023

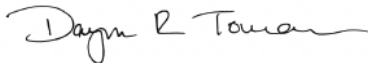
To Whom It May Concern:

I am writing in enthusiastic support of the Southern Police Institute's Training, Research, and Innovative Simulation (SPI TRAINS) Center, a formal partnership between the Departments of Criminal Justice and Theatre Arts in the College of Arts & Sciences, together with the Colleges of Public Health and Engineering. SPI TRAINS will focus on continuing federal- and state-funded training programs for justice professionals. The program's approach—coupling lecture-based instruction with simulated interactions with actors trained to portray crime victims or other individuals that justice professionals will interact with on the job—exemplifies the innovative and interdisciplinary pedagogy that the College of Arts & Sciences excels at in meeting the needs of today's workforce.

I have reviewed the program's budget and acknowledge the SPI TRAINS team currently has \$327,000 in grants and will receive funding from the following sources of revenue:

- Lamb-Pocock Foundation donation for startup funds: \$10,000 in year one
- Campbell retention offer startup funds provided by A&S: \$10,000 in year one
- Internal reallocations of Campbell/Carter service from CJ/TA: \$105,919 over three years
- Internal reallocation of CJ Doctoral Student Stipend/Tuition: \$118,011 over three years
- Center RIF projections: \$7,500 over three years
- Capital generated from new training courses: \$162,000 to \$216,000 over three years

Sincerely,



Dayna R. Touron, Ph.D.  
Dean

cc: David Schultz, Ph.D.



Office of the Dean

October 26, 2023

Robert Goldstein  
Office of the Provost  
University of Louisville  
Louisville, KY 40292

Bob,

We have been asked to provide a letter of support for a proposed Center for Training Research and Innovative Simulation (TRAINS). We have completed the attached review of our available resources in this area which indicates that we have generally adequate resources to support the program. In our review, we do make recommendations for materials that we should add to more fully support the program if it is implemented and would welcome further conversation at that point.

Please contact us if you have any questions or need additional information.

Sincerely,

A handwritten signature in black ink, appearing to read "Robert E. Fox, Jr." with a stylized flourish at the end.

Robert E. Fox, Jr.  
Dean, University Libraries

CC: Bradley Campbell  
Rob Detmering  
Lidiya Grote  
Bruce Keisling  
Claudene Sproles