

Dr. Richard J. Harris
Professor
The University of Texas at San Antonio

Research Professor, Department of Social Work
Adjunct Professor, Department of Demography
College of Public Policy

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Education

Doctor of Philosophy, Sociology, Cornell University
Master of Arts, Sociology, Cornell University
Bachelor of Arts, Sociology, Macalester College

Academic Positions

2015 - Present	Adjunct Professor, Dept. of Demography, U.T.S.A.
2007 - Present	Professor (Sociology), Dept. of Social Work, U.T.S.A.
2017 - 2018	Senior Faculty Researcher, Summers, Defense Equal Opportunity Management Institute (DEOMI)
2016	Distinguished Faculty Researcher, Summer, DEOMI
2011 - 2014	Senior Faculty Researcher, Summer, DEOMI
2009 - 2010	Distinguished Visiting Professor, U. S. Air Force Academy
2007 - 2009	Senior Faculty Researcher, Summers, DEOMI
2006 - 2007	Research Professor, Center for Policy Studies and Professor, Dept. of Social Work, U.T.S.A.
2002 - 2006	Professor, Department of Sociology, U.T.S.A.
2002	Visiting Professor, University of Klagenfurt, Klagenfurt, Austria
2000 - 2002	Professor, Division of Social and Policy Sciences, U.T.S.A.
1984 - 2000	Associate Professor, Division of Social and Policy Sciences, U.T.S.A.
1976 - 1984	Assistant Professor, Division of Social and Policy Sciences, U.T.S.A.
1980 - 1982	Post-Doctoral Research Fellow, Andrus Gerontology Center and Department of, University of Southern California

Research Interests

DEMOGRAPHY (Social Demography, Demographic Techniques, Demography of Aging)
RESEARCH METHODOLOGY (Especially survey research, analysis of census data, computer applications)
SOCIAL STATISTICS/QUANTITATIVE TECHNIQUES
GENDER ROLES
SOCIAL STRATIFICATION
GERONTOLOGY
MILITARY SOCIOLOGY

SCHOLARSHIP/RESEARCH/CREATIVE WORKS

Intellectual Contributions

2019

Christensen, M. C., & Harris, R. J. (2019). Correlates of Bystander Readiness to Help among a Diverse College Student Population: An Intersectional Perspective. *Research in Higher Education*, online: <https://doi.org/10.1007/s11162-018-09544-6>.

2018

Harris, R. J., McDonald, D. P., & Sparks, C. (2018). Sexual Harassment in the U. S. Military: Individual Experiences, Demographics, and Organizational Contexts. *Armed Forces & Society*, 44(1), 25-43.

2017

Harris, R. J. (2017). Sexual Harassment in the Military: Recent Findings, Historical Patterns, Unintended Measurement Issues. *Conference Proceedings of the 2017 Biennial International Conference*, Inter-University Seminar on Armed Forces and Society, Reston, VA. (November 2017).

2016

Hahl, J. M., Alarid, L. F., Harris, R. J., & Firestone, J. M. (2016). Comparing Criminal Outcomes for Children of Incarcerated Fathers and Mothers: Dallaire Revisited. *Corrections: Policy, Practice and Research*. ISSN: 2377-4657 (Print) 2377-4665 (Online) Journal homepage: <http://www.tandfonline.com/loi/ucor20>; <http://www.tandfonline.com/doi/pdf/10.1080/23774657.2016.11832422012>

2015

Harris, R. J., & Cole, N. (2015). Educational and Occupational Attainment. *Wiley Blackwell Encyclopedia of Sociology, 2nd Edition*.

Harris, R. J. (2015). Race: Educational and Occupational Attainment. *Blackwell Encyclopedia of Race, Ethnicity and Nationalism*.

Harris, R. J. (2015). Sex-Based Wage Gap and Comparable Worth. *Wiley Blackwell Encyclopedia of Sociology, 2nd Edition*.

Harris, R. J. (2015). Sexism, sexual harassment, and sexual assault: Toward conceptual clarity. *Wiley Blackwell Encyclopedia of Sociology, 2nd Edition*.

2012

Firestone, J. M., Hackett, J. D., & Harris, R. J. (2012). Testing Relationships between Sex of Respondent, Sexual Harassment and Intentions to Reenlist in the U.S. Military. *Public Administration Research*, 1(1), 1-13. dx.doi.org/10.5539/par.v1n1p1

2011

Harris, R. J., Hackett, J.D., & Firestone, J. M. (2011). Double Jeopardy: Race/Ethnicity and Sexual Harassment in the U.S. Military. *Journal of Public Administration and Governance*, 1(1), 138-156.

www.macrothink.org/journal/index.php/jpag/article/view/708/529

Firestone, J. M., Miller, J. M., & Harris, R. J. (2011). Implications for Criminal Justice from the 2002 and 2006 Department of Defense Gender Relations and Sexual Harassment Surveys. *American Journal of Criminal Justice*. dx.doi.org/10.1007/s12103-010-9085-z

2010

Harris, R. J., & Firestone, J. M. (2010). Victimization in the U.S. Military: The Impact of Labeling Events on Officially Reporting Sexual Harassment. *Journal of Sociological Research*, 2(1), 1-20.

2009

Firestone, J. M., & Harris, R. J. (2009). Sexual Harassment in the U.S. Military Reserve Component: A Preliminary Analysis. *Armed Forces & Society*, 36(1), 86-109.

Vega, A., Firestone, J. M., Harris, R. J., & Martinez, R. (2009). Social Capital and Social Integration: The Case of the Barrio in San Antonio, Texas. *Journal of Public Management and Public Policy*, 15(1), 3-29. www.jpmsp.com/volume14issue12

2006

Salazar, C. I., Firestone, J. M., Price, M., Villarreal, R., Guerra, C., & Harris, R. J. (2006). Evaluation of an Underage Drinking and Impaired Driving Prevention Program. *American Journal of Health Studies*, 20(4).

Firestone, J. M., & Harris, R. J. (2006). Support and Opposition for Invading Iraq: Did the President's Speech Make a Difference? *International Journal of Public Administration*, 29(10/11), 895-909.

Firestone, J. M., & Harris, R. J. (2006). The 'Don't Ask, Don't Tell, Don't Pursue' Policy and Lack of Organizational Change in the U.S. Military. *The International Journal of Knowledge, Culture and Change Management*, 6(2), 39-54.

2005

Bowling, K., Firestone, J. M., & Harris, R. J. (2005). Analyzing Questions that cannot be Asked of Respondents Who cannot Respond. *Armed Forces & Society*, 31(3), 411-437.

Firestone, J. M., Harris, R. J., & Garza, R. T. (2005). Protestant Work Ethic and Worker Productivity in a Mexican Brewery. *International Journal*, 20(1), 27-43.

Harris, R. J., Firestone, J. M., & Vega, W. A. (2005). The Interaction of Country of Origin, Acculturation and Gender Role Ideology on Wife Abuse. *Social Science Quarterly*, 86(2), 463-483.

2003

Firestone, J. M., & Harris, R. J. (2003). Perceptions of Effectiveness of Responses to Sexual Harassment in the U.S. Military, 1988 and 1995. *Armed Forces & Society*, 10(1), 42-64.

Firestone, J. M., Harris, R. J., & Vega, W. A. (2003). The Impact of Gender Role Ideology, Male Expectancies, and Acculturation on Wife Abuse. *International Journal of Law and Psychiatry*, 26, 549-564.

2000

Harris, R. J., Firestone, J. M., & Bollinger, M. (2000). Changes in Sex Role Ideology among Native Americans. *Free Inquiry in Creative Sociology*, 28(2), 63-76.

1999

Firestone, J. M., Harris, R. J., & Lambert, L. C. (1999). Gender Role Ideology and the Gender Based Differences in Earnings. *Journal of Family and Economic Issues*, 20(2), 191-216.

1997

Harris, R. J., & Firestone, J. M. (1997). Ethnicity, Family Change and Labor Force Patterns in Texas, 1980-1990. *The Hispanic Journal of Behavioral Sciences*, 19(3), 268-280.

Firestone, J. M., & Harris, R. J. (1997). Organizational Climate, Leadership and Individual Responses to Sexual Harassment in the Active Duty Military. *Armed Forces & Society*, 25(2), 1-7.

1996

Harris, R. J., & Firestone, J. M. (1996). Testing for Double Risk of Victimization: Sexual Harassment in the U.S. Military. *National Journal of Sociology*, X(2), 1-24.

1994

Firestone, J. M., & Harris, R. J. (1994). Hispanic Women in Texas: An Increasing Proportion of the Underclass. *Hispanic Journal of Behavioral Sciences*, 16(1), 176-185.

Firestone, J. M., & Harris, R. J. (1994). Sexual Harassment in the U.S. Military; Individual and Environmental Contexts. *Armed Forces & Society*, 21(2), 25-43.

1992

Cardenas, J. A., Montecel, M. R., Supik, J. D., & Harris, R. J. (1992). The Coca-Cola Valued Youth Program; Dropout Prevention Strategies for At-Risk Students. *Texas Researcher; A Journal of the Texas Center for Education Research*, 3, 111-128.

1988

Johnson, Lum, Thompson, Wilson & Harris, R. J. (1988). Mexican-American and Anglo-American Attitudes toward Organ Donation. *Transplantation Proceedings*, XX (5), 822-823.

1986

Harris, R. J. (1986). Recent Trends in the Relative Economic Status of the Aged. *Journal of Gerontology*, 41(3), 401-407.

1985

Harris, R. J., & Mills, E. (1985). Religion, Values and Attitudes toward Abortion. *Journal for the Scientific Study of Religion*, 24(2), 137-154.

1983

Mills, E., Harris, R. J., & Brischetto, R. (1983). Internships in an Instant Bureaucracy: Some Organizational Lessons. *Journal of Applied Behavioral Science*, 19(4), 483-495.

1982

Aizenberg, R., & Harris, R. J. (1982). Demographic Aspects of Aging and the 'Middle Generation Squeeze'. *Generations*, VI (5), 6-7, 41.

Barnartt, S. N., & Harris, R. J. (1982). Recent Changes in Predictors of Abortion Attitudes. *Sociology and Social Research*, 66(3), 320-334.

1981

Kearl, M. C., & Harris, R. J. (1981). Individualism and the Emerging 'Modern' Ideology of Death. *Omega*, 12(3), 269-280.

Harris, R. J., & Hedderson, J. (1981). Out-Migration, Fertility, Mortality and Natural Increase during the Demographic Transition. *Canadian Studies in Population*, 8, 27-40.

Harris, R. J. (1981). The Rewards of Migration for Income Change and Income Attainment. *Social Science Quarterly*, 62(1), 275-293.

Harris, R. J., & Hedderson, J. (1981). The Effects of Wife's Income on Family Income Inequality. *Sociological Methods and Research*, 10(3), 211-232.

1980

Harris, R. J. (1980). An Examination of the Effects of Ethnicity, Socioeconomic Status and Generation on Familism and Sex Role Orientations. *Journal of Comparative Family Studies*, XI (2), 173-193.

1979

Harris, R. J., & Chi, P. S. K. (1979). An Integrated Model of Fertility: A Multivariate Analysis of Fertility Differentials in Colombia. *Canadian Studies in Population*, 6, 111-125.

1978

Chi, P. S. K., & Harris, R. J. (1978). Relationships between Action Programs and Socioeconomic Variables: A Study of Family Planning and Fertility Differentials in Four Colombian Cities. *Population Review*, 22, 42-55.

Technical Reports

2018

Harris, R. J. (2018). Unwanted Workplace Experiences in the Military: Issues Affecting Measurement of Patterns and Prevalence of Sexual Harassment. Patrick AFB, Florida: Defense Equal Opportunity Management Institute, Report Number XX-18.

2017

Harris, R. J. (2017). Analyzing Changes in Military Unit Climates: Repeated Surveys in 2015 (Time 1) and 2016 (Time 2). Patrick AFB, Florida: Defense Equal Opportunity Management Institute, Report Number 28-17.

2016

Harris, R. J. (2016). Sexual Harassment in the Military: Recent Findings, Historical Patterns, Unintended Measurement Issues. Patrick AFB, Florida: Defense Equal Opportunity Management Institute.

2015

Harris, R. J. (2015). DEOCS Scoring and Analysis Strategies. Patrick AFB, Florida: Defense Equal Opportunity Management Institute.

2014

Harris, R. J. (2014). Changes in Response Patterns from DEOCS 3.3.5 to DEOCS 4.01. Defense Equal Opportunity Management Institute.

Harris, R. J. (2014). Exploring the Use of Weights with Samples from the Defense Equal Opportunity Climate Surveys I. Defense Equal Opportunity Management Institute.

Harris, R. J. (2014). Mini-Report: Use of Weights with a Sample from the DEOCS, Version 3.3, 3/17-3/24, 2011. Defense Equal Opportunity Management Institute.

2011

Firestone, J. M., & Harris, R. J. (2011). A Profile of Those Voluntarily Completing the SHSA follow-up Questions after Completing the DEOCS 3.3, 3/17-3/24, 2011. Patrick AFB; Defense Equal Opportunity Management Institute.

Book, Chapter in Scholarly Book-New - Not Peer-Reviewed/Refereed

2010

Firestone, J. M., Harris, R. J., & Setzer, J. (2010). Fast Track and Urgent Care II Patients in a University Health System Emergency Room. In Conrad, Cynthia and Rabin, Jack (Eds.), *Handbook of Health Finance and Economics*. Marcel Dekker, Inc. forthcoming.

Firestone, J. M., & Harris, R. J. (2010). Working Hard but Remaining Uninsured: Demographic and Economic Change and the Rationing of Health Care. In Conrad, Cynthia and Rabin, Jack (Eds.), *Handbook of Health Finance and Economics*. Marcel Dekker, Inc. forthcoming.

2006

Harris, R. J., Firestone, J. M., & Bryan, P. J. (2006). A Comparative Analysis of Sex Role Ideology in Canada, Mexico and the United States. In M. T. Segal and V. Demos (Eds.), *Advances in Gender Research* (pp. 97-123). Sage.

2004

Firestone, J. M., & Harris, R. J. (2004). Knowledge for a Lifetime: The Importance of Social Research. In Martinello, Cook & Woodson (Eds.), *Modes of Inquiry: Voices of Scholars Across the Fields of Study*. Carrollton, TX: Alliance Press.

Norton, D., Harris, R. J., Firestone, J. M., & Vega, A. (2004). Measures of San Antonio's Capital - Civic Engagement. *CPI Issue Brief*. www.utsa.edu/cpi/CPIBriefs.html.

1997

Harris, R. J., & Firestone, J. M. (1997). Subtle Sexism in the U.S. Military: Individual Responses to Sexual Harassment. In Nijole Benokraitis (Ed.), *Subtle Sexism: Current Practices and Prospects for Change*. Beverly Hills, CA: Sage.

1985

Harris, R. J., & Hedderson, J. (1985). Rising Income Inequality: Some Influences of Life Course and Population Change. In Glen Elder, Jr. (Eds.), *Life Course Dynamics: From 1968 to the 1980's* (pp. 302-319). Ithaca, N.Y.: Cornell University Press.

1984

Jones, R. C., Harris, R. J., & Valdez, A. (1984). Occupational and Spatial Mobility of Undocumented Migrants from Dolores Hidalgo, Guanajuato. In R. C. Jones (Eds.), *Geographic Perspectives on Undocumented Migration: Mexico and the U.S.* (pp. 159-182). Totowa, N.J.: Rowman and Allanheld Publishers.

Book, Reference - Peer-Reviewed/Refereed

2009

Firestone, J. M., & Harris, R. J. (2009). Sexism, Sexual Harassment and Sexual Assault: Toward Conceptual Clarity. In George Ritzer (Eds.), *The Blackwell Encyclopedia of Sociology* (2nd ed.). Oxford: Blackwell Publishing, Inc.

2007

Harris, R. J., & Firestone, J. M. (2007). Education and Occupational Attainment. In George Ritzer (Eds.). *The Blackwell Encyclopedia of Sociology* (vol. III, pp. 1340-1345). Oxford: Blackwell Publishing, Inc.

1983

Harris, R. J. (1983). Mexican American Occupational Attainments in San Antonio: Comparative Assessments. In D. R. Johnson, J. A. Booth and R. J. Harris (Eds.), *The Politics of San Antonio: Community Progress and Power*. Lincoln, Nebraska: University of Nebraska Press.

Conference Proceeding - Not Peer-Reviewed/Refereed

1995

Harris, R. J., & Firestone, J. M. (1995). Individual Responses to Sexual Harassment in the U.S. Military. *Proceedings, Equal Opportunity Research Symposium, DEOMI Research Series 95-14*. Patrick AFB: Defense Equal Opportunity Management Institute.

Firestone, J. M., & Harris, R. J. (1995). Perceptions of Effectiveness of Responses to Sexual Harassment in the Active Duty Military. *Proceedings, Equal Opportunity Research Symposium, DEOMI Research Series 95-14*. Patrick AFB: Defense Equal Opportunity Management Institute.

Technical Report - Not Peer-Reviewed/Refereed

2011

Harris, R. J. (2011). A Qualitative Assessment of DoD Disposition of Rape Charges in 2010. Patrick AFB; Defense Equal Opportunity Management Institute.

Harris, R. J. (2011). Analyses of the Sexual Harassment and Sexual Assault (SHSA) Module from the DEOCS Version 3.3, 3/17-3/24, 2011. Patrick AFB; Defense Equal Opportunity Management Institute.

Harris, R. J. (2011). Distributional Characteristics of the SH and SA subgroups from the DEOCS Version 3.3, 3/17-3/24, 2011. Patrick AFB; Defense Equal Opportunity Management Institute.

Firestone, J. M., & Harris, R. J. (2011). Recent Attitudes about Homosexuals Serving Openly In The U.S. Military: How Military Members 'Knew' Individuals They Served With Were 'Gay Or Lesbian'. Patrick AFB; Defense Equal Opportunity Management Institute.

2009

Firestone, J. M., & Harris, R. J. (2009). A Preliminary Analysis Mentorship in the U.S. Marine Corp. Patrick AFB; Defense Equal Opportunity Management Institute. (Accepted)

Harris, R. J. (2009). Explaining Sexual Assault in the U.S. Military: A Preliminary Multivariate Analysis. Patrick AFB; Defense Equal Opportunity Management Institute.

Harris, R. J., & Firestone, J. M. (2009). Finding Cases Which Seem to be Response Sets to the Voluntary Cultural Competency Measures. Patrick AFB; Defense Equal Opportunity Management Institute.

Harris, R. J., & Firestone, J. M. (2009). First Attempt at Creating a Measure of Cultural Competency Using Exploratory Factor Analysis. Patrick AFB; Defense Equal Opportunity Management Institute.

Harris, R. J., & Firestone, J. M. (2009). Regression Analyses of Five Reduced Factors and Two Factors Related to Cultural Knowledge. Patrick AFB; Defense Equal Opportunity Management Institute.

Firestone, J. M., & Harris, R. J. (2009). Report on Change in Mean Scores of Scales Measuring Equal Opportunity Climate over Recent Time Periods for all Naval Installations, DEOCS 3.3. Patrick AFB; Defense Equal Opportunity Management Institute.

- Firestone, J. M., & Harris, R. J. (2009). Testing Validity in Responses to the Voluntary Cultural Competency Measures. Patrick AFB; Defense Equal Opportunity Management Institute.
- Firestone, J. M., & Harris, R. J. (2009). The Aggregate Relationships Between Experiencing Discrimination and Sexual Harassment and Perceiving Problems with Discrimination and Sexual Harassment Among Units at Naval Installations. Patrick AFB; Defense Equal Opportunity Management Institute.
- Firestone, J. M., & Harris, R. J. (2009). Unit Context, Sex Ratios and Personally Experiencing Sexual Harassment at U. S. Naval Installations. Patrick AFB; Defense Equal Opportunity Management Institute.

1983

- Harris, R. J., Aizenberg, R., & Deming, M.B. (1983). Papers on the Changing Status of the Aged: Social Demographic Perspectives. *NIA Program Project P01-AG0013*. NIA.
- Publication, Other**

2008

- Firestone, J. M., & Harris, R. J. (2008). A Preliminary Analysis of the Impact of Training on Reporting Incidents of Sexual Harassment and Sexual Assault. Patrick AFB: Defense Equal Opportunity Management Institute.
- Firestone, J. M., & Harris, R. J. (2008). A Preliminary Analysis of the Questions Related to Attitudes about the Value of Cultural Competence to Air Force Personnel. Patrick AFB: Defense Equal Opportunity Management Institute.
- Firestone, J. M., & Harris, R. J. (2008). Emerging Issues in EO/EEO: From the Front End Analysis of Commanders/Directors and EOA Comments. Patrick AFB: Defense Equal Opportunity Management Institute.
- Firestone, J. M., & Harris, R. J. (2008). Preliminary Analysis of Qualitative Results from the Commander/Director Survey. Patrick AFB: Defense Equal Opportunity Management Institute.
- Harris, R. J. (2008). Sexism, Sexual Harassment and Sexual Assault: Comparing Data from 2002 and 2006. *Patrick AFB; Defense Equal Opportunity Management Institute*. (Completed)
- Firestone, J. M., & Harris, R. J. (2008). Suggestions for Revised Version of the DEOCS Based on The Qualitative Results from the Commander/Director Survey. Patrick AFB: Defense Equal Opportunity Management Institute. (Completed)
- Firestone, J. M., & Harris, R. J. (2008). The Impact of Sexual Harassment on Job Satisfaction and Organizational Commitment: Individual and Aggregate Tests of The Importance of Environmental Context on Reporting Personal Experiences of Sexual Harassment. Patrick AFB: Defense Equal Opportunity Management Institute. (Completed)
- Firestone, J. M., & Harris, R. J. (2008). The Impact of Sexual Harassment on Likelihood of Reenlisting in the U.S. Military, 2002. Patrick AFB: Defense Equal Opportunity Management Institute.

2007

- Harris, R. J., & Firestone, J. M. (2007). Sexism, Sexual Harassment and Sexual Assault: Toward Conceptual Clarity. Patrick AFB; Defense Equal Opportunity Management Institute.
- Firestone, J. M., & Harris, R. J. (2007). Sexual Harassment in the U.S. Military Reserve Component: A Preliminary Analysis. Patrick AFB; Defense Equal Opportunity Management Institute.

Firestone, J. M., & Harris, R. J. (2007). The Relationship between Equal Opportunity Climate and Organizational Effectiveness: Lessons from the DEOCS. Patrick AFB; Defense Equal Opportunity Management Institute.

Harris, R. J., & Mikow, J. (2007). Youth Risk And Resiliency/Protective Factors Associated With Juvenile Delinquency: Analysis Of Data From The Youth Protective Factor Survey, FY 2007.

2004

Norton, D., Harris, R. J., Firestone, J. M., & Vega, A. (2004). Perceptions of Trust for Different Race and Ethnic Groups. *CPI Issue Brief*. www.utsa.edu/cpi/CPIBriefs.html

2001

Harris, R. J. (2001). Report on Kerr County Demographics.

Harris, R. J. (2001). Report on Kerr County Survey of Community needs.

Harris, R. J., Firestone, J. M., & Kearl, J. (2001). Report on Edwards Aquifer Authority 2001 Public Opinion Survey.

Harris, R. J., & Vega, A. (2001). Report on Community Revitalization Action Group Survey.

2000

Harris, R. J. (2000). Resource Assessment and Report of Kendall County Service Providers. www.mrpi.utsa.edu/kendall/kendallserv/kendallserv/index.htm.

1996

Harris, R. J., & Firestone, J. M. (1996). Community Based Needs Assessment: People Living with and Affected by HIV/AIDS.

Harris, R. J., & Firestone, J. M. (1996). Facilities Location Study: Customer Survey Results.

1993

Harris, R. J., & Firestone, J. M. (1993). Hispanic Women in Texas: An Increasing Portion of the Underclass. Hispanic Research Center.

1992

Harris, R. J., & Firestone, J. M. (1992). Hispanic Women in Texas. *The Economic and Business Review of San Antonio and South Texas* (4th ed., vol. 4).

1991

Harris, R. J., Zapata, J., & de la Vina, L. (1991). Background and Demand for Engineering Training and Need for Professional Engineers in South Texas. (Completed)

Harris, R. J. (1991). Trends in Family Issues and Labor Force Patterns in Texas: 1980 to 1990.

1990

Harris, R. J., & Gambitta, R. (1990). Survey Research Project - DWI - Bexar County, 1990.

Harris, R. J., D., G., H., J., K., & Z. (1990). Texas School Profile Project.

Harris, R. J. (1990). The Bexar County Comprehensive Anti-DWI Study.

1988

Harris, R. J. (1988). Exploring Alternative School Finance Models for the Texas System of Public Education.

1987

Harris, R. J. (1987). Study of Hispanic Dropouts in the Dallas Independent School District.

Harris, R. J., & Roet, J. B. (1987). Duval County Target Area Population and Housing Study and Plan: Realitos and Concepcion, Texas.

1981

Brischetto, R., & Harris, R. J. (1981). Student Internships in a Federal Bureaucracy: An Analysis of Faculty Views of the Experimental Student Intern Program of the U.S. Census Bureau.

In C. Kaplan (Eds.), *Evaluation of the Experimental Student Internship Program (ESIP)*. Washington, D.C.: Bureau of the Census.

1979

Harris, R. J., & Shifflett, C. (1979). *Occupational Mobility and the Process of Assimilation of Mexican Immigrants to San Antonio, Texas*. Springfield, Va.: National Technical Information Service.

1972

Harris, R. J., Jager, D., Saunders, L., & Smith, J. (1972). *Population Distribution: Some Policy Issues. A Curriculum Package in Demography*. New York: International Population Program.

1971

Harris, R. J. (1971). *Student Attitudes Relative to Demographic Dynamics in Bolivia, 1969*.

Contracts, Fellowships, Grants, Sponsored Research and Residencies

Grant - Funded

2015

Harris, R. J. (Co-Principal), & Christensen, C. (Principal), "Organizational Climate and Sexual Assault Prevention: UTSA in Comparative Perspective," Sponsored by COPP Collaborative Research Grant, UTSA, \$4,000. (December 2014 - August 2015).

2007

Harris, R. J. (Co-Principal), "Conference on Mexican American Entrepreneurship," Sponsored by Kaufman Foundation and I C2 and Institute and Herb Kelleher Center for Entrepreneurship, UT Austin, \$50,000 (2007).

Mikow, J. (Principal), Menon, G. M. (Co-Principal), & Harris, R. J. (Co-Principal), "Juvenile Delinquency Prevention Evaluation Tool: Preliminary Validation," Sponsored by Texas Department of Family and Protective Services Prevention and Early Intervention Services; Community Youth Development and Youth Resiliency Programs, State, \$100,000. (January 2007 - August 2007).

2000

Harris, R. J. (Principal), "Alamo Area Community Information System (AACIS)," Sponsored by Telecommunications Infrastructure Fund Board (TIF), \$740,000. (2000).

Harris, R. J., "San Antonio Community Information Systems Preliminary Grant," Sponsored by Telecommunications Infrastructure Fund Board, \$50,000 (2000).

1994

Harris, R. J. (Principal), "Introductory Sociology and Social Problems in the UTSA Core Curriculum," Sponsored by UTSA, Core Curriculum Committee, \$5,000. (1994).

Harris, R. J. (Principal), "Changes in Occupational Sex Composition and Wage Changes," Sponsored by UTSA, \$5,000.00. (1993 - 1994).

1988

Harris, R. J. (Co-Principal), D., G., H., & K., "Does Money Make a Difference: Academic Performance of Students Beyond Basic Skills," Sponsored by Intercultural Development Research Association, \$30,000. (1988).

Harris, R. J. (Principal), "The Impact of Different Remedies for The Texas System of School Finance," Sponsored by Mexican American Legal Defense Fund. (1987 - 1988).

1987

Harris, R. J. (Co-Principal), Lum, Thompson, Urdaneta, Wilson, & Johnson, "A Comparative Study of Mexican American and Anglo American Attitudes Toward Organ Donation," Sponsored by San Antonio Area Foundation, Coordinated through The University of Texas Health Science Center at San Antonio. (1987).

1986

Harris, R. J., "Funding of School Districts in Texas: The Effects of HB 72," Sponsored by Mexican American Legal Defense Fund. (1985 - 1986).

1983

Harris, R. J. (Principal), "Work and Family Life Among the Aged, 1950 1980," Sponsored by UTSA, University Faculty Research Award, \$5,000. (1983).

1982

Harris, R. J. (Co-Principal), Jones, R. C. (Principal), & Valdez, A. (Co-Principal), "Patterns and Impacts of Recent Mexican Migrants to South Texas," Sponsored by Trull Foundation, Palacios, Texas. (1982).

Grant - Revising to Resubmit

2015

Harris, R. J. (Co-Principal), Christensen, C. (Principal), Augustyn, M. B. (Co-Principal), & O. (Supporting), "UTSA Campus-Focused Sexual Assault Perpetration Prevention and Education Program," Federal, \$992,160. (October 1, 2015 - Present).

Grant - Not Funded

2014

Harris, R. J. (Co-Principal), & Perez, A. (Principal), "Well-Being and Foster Care Transitions: Service Awareness and Utilization," Sponsored by COPP Collaborative Research Grant, UTSA, \$4,000. (2014).

2003

Harris, R. J., Shih, C. (Principal), Firestone, J. M. (Co-Principal), & Hudson, F. (Co-Principal), "Multidisciplinary Research in critical Infrastructure and Related Systems," Sponsored by NSF, \$450,000. (2003).

Harris, R. J. (Supporting), Villareal, R. (Principal), Firestone, J. M. (Co-Principal), Bayles, B. (Supporting), Mika, V. (Supporting), & Ramirez, G. (Supporting), "Secondary Analysis of Data on CAM Use in Minority Populations," Sponsored by NIH, \$275,000. (2003).

2001

Harris, R. J. (Principal), Firestone, J. M., & Vega, A., "Identifying the Hi-Risk Populations and Assessing High-Risk Behaviors," Sponsored by Bexar County Health Collaborative, \$118,170. (2001).

Contracts - Funded

2015

Harris, R. J., "DEOCS Scoring and Analysis Strategies, July 2015," Sponsored by Human Resource Technologies/DEOMI, Private, \$17,000. (July 2015).

2009

Harris, R. J., & Trevino, R. (Principal), Outside Evaluator, Roberto Trevino, Director Social and Health Research Center (Ongoing) Approx. \$19,000/year for five years., Sponsored by Proyecto Bienestar, \$95,000. (2007 - 2009).

2008

Harris, R. J. (Co-Principal), "Report on the Status of Women and Girls in Bexar County," Sponsored by Mayor's Commission on the Status of Women, \$68,000. (2007 - 2008).

2003

Harris, R. J. (Principal), & Firestone, J. M., "City Waste Collection: Satisfaction Survey of Service Users," Sponsored by San Antonio City Environmental Services, \$24,632. (2003).

1999

Harris, R. J. (Principal), & Vega, W., "Contract to investigate motivations for living inside and outside Loop 410," Sponsored by San Antonio Community Revitalization Action Group, \$5,000. (1999).

1998

Harris, R. J. (Co-Principal), Bretting, J., Firestone, J., Gilbert, M., Vega, A., & Vega, W., "Survey of Council Districts in San Antonio," Sponsored by San Antonio Express-News and Metropolitan Research Center, \$30,000. (1998).

Fellowships – Funded

2018

Harris, R. J. (Principal), "Senior Faculty Research Fellow," Sponsored by Defense Equal Opportunity Management Institute, Federal, \$18,500. (May, 2018 - August, 2018).

2017

Harris, R. J. (Principal), "Senior Faculty Research Fellow," Sponsored by Defense Equal Opportunity Management Institute, Federal, \$18,500. (May, 2017 - August, 2017).

2016

Harris, R. J. (Principal), "Distinguished Faculty Research Fellow," Sponsored by Defense Equal Opportunity Management Institute, Federal, \$22,500. (May 23, 2016 - July 29, 2016).

2014

Harris, R. J. (Principal), "Senior Faculty Research Fellow," Sponsored by Defense Equal Opportunity Management Institute, Federal, \$18,500. (May 26, 2014 - August 1, 2014).

Sponsored Research - Funded

2015

Harris, R. J., "Transforming Sexual Harassment in the Military: Twenty-Five Years of Experience," Sponsored by College of Public Policy, University of Texas at San Antonio, UTSA. (September 1, 2015 - December 31, 2015).

Sponsored Research - Not Funded

2012

Harris, R. J. (Co-Principal), Krotzer, D. (Principal), & Rubin, M. (Supporting), "PTSD and Schizophrenia: A Comparison of Symptoms," Sponsored by Brooke Army Medical Center, Fort Sam Houston, Texas, Federal. (2012).

Presentations - Peer-Reviewed/Refereed

2019

- Harris, R. J., "Unwanted Workplace Experiences in the Military: Issues Affecting Measurement of Patterns and Prevalence of Sexual Harassment," 2019 Biennial International Conference, Inter-University Seminar on Armed Forces and Society, Reston, VA. (November 2019).
- Harris, R. J., "Potential Consequences of Sexual Harassment and Assault in the Military: Associations with PTSD, Depression and Perceptions of Workplace Hostility," Southwest Social Science Association, San Diego, CA. (October 2019).
- Christensen, C., & Harris, R. J., "Sexual Harassment at a Hispanic Serving Institution: Differences between Sexual and Gender Minority Students and Majority," Poster, Society for Social Work Research, San Francisco, CA (January 2019).
- Heidi Rueda, Lela Williams, Candace Christensen, Dheeshana Jayasundara, Richard J. Harris, "Beyond Pour and Stir: Adapting IPV Interventions in a Research- and Context-Informed Manner for Culturally Diverse Populations." Roundtable, Society for Social Work Research, San Francisco, CA (January 2019).

2018

- Harris, R. J. (2018).: Issues Affecting Measurement of Patterns and Prevalence of Sexual Harassment Unwanted Workplace Experiences in the Military. Presentation for the College of Public Policy Faculty Research Forum. (November 12, 2018).
- Christensen, C., & Harris, R. J., "Sexual Harassment on Campus: Individual Factors and Organizational Climate," Southwest Social Science Association, Orlando, FL. (October 2018).
- Crittendon, D., Harris, E., Harris, R. J., & Farmer, B., "DEOMI organizational climate survey: An assessment of locally developed questions," Poster for the meetings of the Society of Personality and Social Psychology, Atlanta, GA. (March 1-3, 2018).

2017

- Choi, D., & Harris, R. J., "The Effects of Economic and Cultural Assimilation on the Health of U.S. Immigrants Age 50 and Older in the U.S.," 2nd Binational Mexico – U.S. Conference on Social Work, Migration and Human Rights, San Antonio, TX. (November 2017).
- Harris, R. J., "Sexual Harassment in the Military: Recent Findings, Historical Patterns, Unintended Measurement Issues," 2017 Biennial International Conference, Inter-University Seminar on Armed Forces and Society, Reston, VA. (November 2017).
- Crittendon, D., Harris, E., Harris, R. J., & Farmer, B., "DEOMI organizational climate survey: An assessment of locally developed questions," Poster presented at the DEOMI 2017 STEM Internship Poster Symposium, Patrick Air Force Base, FL. (July 25, 2017).
- Crittendon, D., Harris, E., Harris, R. J., & Farmer, B., "DEOMI organizational climate survey: An assessment of short answer questions," Poster presented at the DEOMI 2017 STEM Internship Poster Symposium, Patrick Air Force Base, FL. (July 25, 2017).
- Christensen, C., & Harris, R. J., "Examining Demographic & Environmental Variables as Predictors for Bystander Intervention Among a Diverse College Student Population," Society for Social Work Research, New Orleans, LA. (January 2017).

2016

- Casura, L., & Harris, R. J., "Where Advocacy and Social Media Intersect: Online Survey of Women Veterans about Homelessness," Southwestern Social Science Association Annual Meeting, Las Vegas, NV. (March 2016).
- Casura, L., & Harris, R. J., "Coming Out of the Shadows: Women Veterans and Homelessness after Military Service," Military Social Work Conference, Austin, TX. (September 2016).
- Casura, L., & Harris, R. J. "Coming out of the shadows: Women veterans and homelessness," Poster session presented at the 40th Annual NASW/Texas State Conference, Arlington, TX. (October 2016).
- Choi, D., & Harris, R. J., "The Effects of Economic and Cultural Assimilation on the Health of U.S. Immigrants Age 50 and Older in the U.S.," Annual Meetings of the Population Association of America, Washington, DC. (April 2016).
- Christensen, C., & Harris, R. J., "Predictors of Bystander Intervention among College Students: Examining Gender, Race, Ethnicity, and Socio-cultural Correlates," Southwestern Social Science Association Annual Meeting, Las Vegas, NV. (March 2016).
- Hernandez, S., Harris, E., Harris, R. J., & Farmer, B., "Sexist Behaviors and Sex Discrimination as Predictors of Trust in Leadership: The Effect of Gender," Poster presented at the DEOMI 2016 STEM Internship Poster Symposium, Patrick Air Force Base, FL. (August 8, 2016).
- Okuno, Y., & Harris, R. J., "Variations in Employment Participation and Economic Status: Japanese American Females in Comparative Perspective," Southwestern Social Science Association Annual Meeting, Las Vegas, NV. (March 2016).
- Perez, A., & Harris, R. J., "Well-Being and Foster Care Transitions: Service Awareness and Utilization," Meetings of the American Sociological Association, Seattle, WA. (August 2016).
- Santos, A., & Harris, R. J., "Determinants of Direct and Indirect Power for US Couples," Annual Meetings of the Population Association of America, Washington, DC. (April 2016).

2015

- Harris, R. J., & Firestone, J. M., "Conceptual and Theoretical Issues Linking Sexism, Sexual Harassment, Microaggressions and Sexual Assault," Southwestern Social Science Association Annual Meeting, Denver, CO. (April 2015).
- Harris, R. J., "Individual Experiences, Demographics and Organizational Contexts: Sexual Harassment in the Military," Annual Meetings of the Population Association of America, Population Association of America, San Diego, CA. (May 2015).

2014

- Hahl, J. M., & Harris, R. J., "Comparing Criminal Outcomes for Children of Incarcerated Fathers and Mothers: An Extension of Dallaire (2007)," Meetings of the American Society of Criminology, American Society of Criminology, San Francisco, CA. (November 2014).
- Harris, R. J., & Firestone, J. M., "The Relationship between Equal Opportunity Climate and Organizational Effectiveness: Lessons from the DEOCS," Meetings of the American Sociological Association, San Francisco, CA. (August 2014).
- Harris, R. J., & Firestone, J. M., "New Analyses of Sexual Harassment and Sexual Assault in the Military." Session: Sociology of the Military. Southwestern Social Science Association Annual Meeting, San Antonio, TX. (April 2014).

2012

Harris, R. J., Firestone, J. M., & Hackett, J. D., "Double Jeopardy: Race/Ethnicity and Sexual Harassment in the U.S. Military," Western Social Science Association Annual Meetings, Western Social Science Association, Houston, Texas. (April 2012).

2011

Firestone, J. M., Harris, R. J., & Packard, G., "Recent Attitudes about Homosexuals Serving Openly in the U.S. Military: How Military Members 'Knew' Individuals They Served with were 'Gay or Lesbian,'" Southwestern Social Science Association Annual Meeting, Las Vegas, NV. (2011).

2010

Firestone, J. M., & Harris, R. J., "A Preliminary Analysis of Mentorship in the U.S. Marine Corp," Meetings of the American Sociological Association, Section on Peace, War and Social Conflict, American Sociological Association, Section on Peace, War and Social Conflict, Atlanta, GA. (2010).

2009

Harris, R. J., & Firestone, J. M., "The Impact of Sexual Harassment on Retention in the U.S. Military Reserve Component: A Preliminary Analysis," 2009 Biennial International Conference, Inter-University Seminar on Armed Forces and Society, Chicago, IL. (2009).

Firestone, J. M., & Harris, R. J., "Are Women and Race/Ethnic Minorities More Likely to Value Cultural Competence? A Preliminary Analysis of the Questions Related to Attitudes about the Value of Cultural Competence to Air Force Personnel," Southwestern Social Science Association Annual Meeting, Denver, CO. (2009).

2008

Harris, R. J., & Firestone, J. M., "The Impact of Sexual Harassment on the Likelihood of Reenlisting in the U.S. Military," 2007 Biennial International Conference, Inter-University Seminar on Armed Forces and Society, Chicago, IL. (2008).

Harris, R. J., & Firestone, J. M., "Sexism, Sexual Harassment and Sexual Assault: Toward Conceptual Clarity," American Sociological Association Annual Meetings, Boston, MA. (2008).

Harris, R. J., "Sexual Harassment in the U.S. Military Reserve Component: A Preliminary Analysis," Southwestern Social Science Association Annual Meetings, Las Vegas, NV. (2008).

Vega, A., Firestone, J. M., Harris, R. J., & Martinez, R. O., "Does Diversity Negate Social Capital and what Difference Does Social Capital Really Make: The Case of San Antonio, Texas," Western Political Science Association Annual Meeting, San Diego, CA. (2008).

2007

Firestone, J. M., & Harris, R. J., "Attitudes about Perceived Sexual Orientation and Lack of Organizational Change in the U.S. Military," 6th Biennial EO/EEO Research Symposium, Patrick AFB, FL. (2007).

Harris, R. J., & Harris, R. J., "The Impact of Labeling Events as Sexual Harassment in the U.S. Military: A Logistic "Path" Model," 6th Biennial EO/EEO Research Symposium, Patrick AFB, FL. (2007).

Firestone, J. M., Harris, R. J., & Vega, A., "Religiosity and Attitudes about Same Sex Marriage

in San Antonio, TX," Southwestern Social Science Association, 87th Annual Meeting, Albuquerque, NM. (2007).

2006

- Firestone, J. M., & Harris, R. J., "The 'Don't Ask, Don't Tell, Don't Pursue' Policy and Organizational Change in the U. S. Military," 6th International Conference on Knowledge, Culture and Change in Organizations, Monash University Centre, Prato, Italy. (2006).
- Harris, R. J., & Firestone, J. M., "The Impact of Labeling Events as Sexual Harassment in the U.S. Military," Inter-University Seminar on Armed Forces and Society, 45th Anniversary Biennial International Conference, Chicago, IL. (2006).
- Firestone, J. M., & Harris, R. J., "The 'Don't Ask, Don't Tell, Don't Pursue' Policy and Lack of Organizational Change in the U.S. Military," Sixth International Conference on Knowledge, Culture and Change in Organisations, Prato Italy. (2006).
- Firestone, J. M., & Harris, R. J., "The Impact of Labeling Evens as Sexual Harassment on Retention in the U.S. Military," American Sociological Association 101st Annual Meeting, Montreal, Quebec, Canada. (2006).

2005

- Firestone, J. M., & Harris, R. J., "Organizational Climate and Tolerance of Harassment Based on Sexual Orientation in the U.S. Military," 5th Biennial EO/EEOC Research Symposium, Defense Equal Opportunity Management Institute, Patrick AFB, FL. (2005).
- Harris, R. J., & Firestone, J. M., "Testing for Double Risk of Victimization: Race/Ethnicity and Sexual Harassment in the U.S. Military, 2002," 5th Biennial EO/EEOC Research Symposium, Defense Equal Opportunity Management Institute, Patrick AFB, FL. (2005).
- Firestone, J. M., Harris, R. J., & Vega, A., "Bowling Alone in San Antonio, Texas: Trust and Social Networks as Social Capital," American Sociological Association Annual Meetings, Philadelphia, PA. (2005).
- Firestone, J. M., Harris, R. J., & Vega, A., "Attitudes about Same Sex Marriage in San Antonio, TX," Southwestern Sociological Association Annual Meetings, New Orleans, LA. (2005).

2004

- Gore, K. A., Harris, R. J., & Firestone, J. M., "Differences in Male and Female Alcohol Consumption," American Sociological Association Annual Meetings, San Francisco, CA. (2004).
- Firestone, J. M., Harris, R. J., & Steger, J. D., "Jotos in San Antonio: Attitudes towards the Gay and Lesbian Community in San Antonio, Texas," Southwestern Social Science Association Annual Meetings, Corpus Christi, TX. (2004).
- Harris, R. J., Firestone, J. M., & Vega, W. A., "The Interaction of Country of Origin, Acculturation and Gender Role Ideology on Wife Abuse," Southwestern Social Science Association Annual Meetings, Corpus Christi, TX. (2004).

2003

- Firestone, J. M., & Harris, R. J., "Support and Opposition for Invading Iraq: Did the President's Speech Make a Difference?," The Inter-University Seminar on Armed Forces and Society, Chicago Illinois. (2003).
- Wall, N. R., Firestone, J. M., & Harris, R. J., "Comparing the Impact of Individualism and Collectivism on Job Satisfaction: A Cross Cultural Comparison," American Sociological Association Annual Meetings, Atlanta Georgia. (2003).

2002

Steger, J. D., Firestone, J. M., & Harris, R. J., "The Digital Divide in San Antonio, Texas," American Sociological Association Annual Meetings, Chicago, IL. (2002).

2001

Firestone, J. M., & Harris, R. J., "Organizational Context and Sexual Harassment in the U.S. Military," Biennial Research Symposium, Defense Equal Opportunity Management Institute. (2001).

Firestone, J. M., & Harris, R. J., "A Preliminary Analysis of Results from the DoD "Don't Ask, Don't Tell" Survey," American Sociological Association Annual Meetings, Anaheim, California. (2001).

Harris, R. J., & Firestone, J. M., "Working Hard but Remaining Uninsured: Lack of Health Insurance in a Majority Latino/a Metropolitan Area," American Sociological Association Annual Meetings, Anaheim, California. (2001).

2000

Harris, R. J., & Firestone, J. M., "The Impact of Gender Role Ideology, Male Expectancies, and Acculturation on Wife Abuse," American Sociological Association Annual Meetings, Washington, D.C. (2000).

1999

Harris, R. J., Firestone, J. M., & Bryan, P. J., "A Comparative Analysis of Sex Role Ideology in Canada, Mexico and The United States," International Sociological Association Annual Meetings, Tel Aviv, Israel. (1999).

Not Peer-Reviewed/Refereed

2011

Harris, R. J., "Sexism, Sexual Harassment and Sexual Assault in the U.S. Military: Does One Lead to Another? New Data," Defense Equal Opportunity Management Institute, Patrick AFB, FL. (August 13, 2011).

2009

Harris, R. J., "Explaining Sexual Assault in the U.S. Military: A Preliminary Multivariate Analysis," Defense Equal Opportunity Management Institute, Patrick AFB, FL. (July 16, 2009).

2008

Harris, R. J., "Sexism, Sexual Harassment and Sexual Assault: Comparing Data from 2002 and 2006," Defense Equal Opportunity Management Institute, Patrick AFB, FL. (August 13, 2008).

2007

Harris, R. J., "Workplace and Gender Relations: Reserve Component Members," Defense Equal Opportunity Management Institute, Patrick AFB, FL. (August 2, 2007).

2006

Firestone, J. M., & Harris, R. J., "Has the Don't Ask, Don't Tell, Don't Pursue Policy Made a Difference? In Search of a Policy Impact," Southwestern Social Science Association Annual Meetings, San Antonio, TX. (April 13, 2006).

1997

Harris, R. J., & Firestone, J. M., "Changes in Patterns of Sexual Harassment in the U.S. Military: A Comparison of the 1988 and 1995 DoD Surveys," American Psychological Association Annual Meetings, Chicago, Illinois. (August 1997).

Harris, R. J., & Firestone, J. M., "Predictors of High Risk Sexual Behavior among Individuals Living with HIV Disease and AIDS," American Sociological Association Annual Meetings, Toronto, Canada. (August 1997).

Harris, R. J., & Firestone, J. M., "High Risk Sexual Behavior: Individuals Living with HIV Disease and AIDS in Bexar County, Texas," Southwestern Social Science Association Annual Meetings, New Orleans. (March 1997).

Ph.D. Dissertation Committees

Dissertation Committee Member, (2017 - Present). Advised: Andrés Gallardo

Dissertation Committee Member, (2017 - 2018). Advised: Jessica Omoregie

Dissertation Committee Member, (2016 - Present). Advised: Noelia Pilar

Dissertation Committee Member, "Vietnam-Era Veteran Health: A Life-Course Perspective at the End of Middle-Adulthood." Complete (April 15, 2015 - 2016).
Advised: Pamela Willrodt

Dissertation Committee Member, "Exploring Differences in the Prevalence of Anemia among Mexican Junior and High School Student." In-Process, (2012 - Present).
Advised: Jorge Manzano

Dissertation Committee Member, "Inequalities in Human Papillomavirus Vaccination for Female Adolescents in the United States." Complete (January 2014 - May 2015).
Advised: Alexis Santos

Dissertation Committee Member, "Rural to Urban Migration and Child Mortality in Zambia: Effects of Migrant Selectivity, Contraceptive Use and Birth Spacing." Complete (2012 - 2013).
Advised: Brian Munkombwe

Dissertation Committee Member, "Energy Consumption, Efficiency and Behavior by Race/Ethnic Household Composition in the U.S." Complete (2012 - 2013).
Advised: Carlos Valenzuela

Dissertation Committee Member, "The Relationship between Children's Health and Mothers' Employment and Labor Force Participation: An Analysis at Multiple Levels." Complete (December 7, 2012).
Advised: Ke Meng

RECENT SERVICE ACTIVITIES

Department Service

2017	Chair, Social Work Recruitment Committee
2017 - 2018	Chair, Graduate Program Committee
2015 - 2017	Member, SWK Dept. Faculty Review Advisory Committee (DFRAC)
2012 - Present	Faculty Field Liaison for interns, Faculty Field Liaison
2012 - 2016	Learning Assessment Coordinator
2012 - 2017	Faculty Mentor, Support of Colleagues
2012 - 2016	Member, Social Work Curriculum Committee
2013 - 2014	Chair, Social Work Recruitment Committee
2011 - 2014	Member, Merit Guidelines Committee

2012 - 2013 Advisor for department faculty, Digital Measures, Department Representative
 2011 - 2014 Member, Department Bylaws Committee
 2011 - 2014 Chair, Program Evaluation Committee

College Service

2006 - Present Committee Member, COPP Faculty Council
 2013 - 2018 Committee Member, College Faculty Review Advisory Committee
 2013 - 2016 Committee Member, Steering Committee, Policy Studies Center
 2012 - 2015 Affirmative Action Advocate, DEM Recruitment Committee
 2006 - 2017 Affiliate to respond to local census data user needs., State Data Center
 Affiliate to Census Bureau
 2013 - 2014 Committee Member, Faculty Development Leave Committee
 2012 - 2013 Committee Chair, Faculty Development Leave Committee

University Service

2018 Member, Senate Academic Freedom, Evaluation and Merit Committee
 2017 President's Task Force on the Prevention of Sexual Violence on Campus
 2017 University Standing Committee: ADA Accessibility
 2014 - 2017 University Committee on Conflict of Interest
 2014 - 2018 Faculty Senate Representative
 2014 - 2015 Committee Member, Senate Representative from COPP, Academic Technology Advisory Committee
 2013 - 2015 Committee Member, Senate Representative for HOP 2.36, a special panel on Procedures for Review of a Non-reappointment of a Non-tenured Tenure-Track Faculty Member
 2012 - 2015 Committee Chair, Evaluations, Merit, Rewards, and Workload Committee of Faculty Senate

Awards, Honors, and Biographical Listings

2017 - 2018 Lifetime Achievement Award, Marquis Who's Who.
 2009 - Present Who's Who in America
 2015 - 2016 Who's Who in the World
 2016 Distinguished Faculty Research Fellow, Defense Equal Management Opportunity Institute, Patrick Air Force Base, Florida
 2010 Distinguished Visiting Professor, U. S. Air Force Academy, Colorado Springs, CO.