

# Tara Gray

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Director  
Teaching Academy  
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[www.teaching.nmsu.edu](http://www.teaching.nmsu.edu)

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## Education

- 1981-1986 Ph.D. in Economics, Oklahoma State University, Stillwater, Oklahoma  
Dissertation: "A Cost-Benefit Analysis of Prison, Jail and Probation"
- 1979-1981 B.Phil. Southwestern College, Winfield, Kansas.
- 1977-1979 United States Naval Academy, Annapolis, Maryland
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## Employment

- 2003-Present Founding Director, Teaching Academy, New Mexico State University
- 1999-Present Associate Professor of Criminal Justice, NMSU
- 1993-1999 Assistant Professor of Criminal Justice, NMSU
- 1986-1993 Assistant Professor of Economics, Denison University, Granville, Ohio
- 1983-1986 Graduate Instructor of Economics, Oklahoma State University
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## Awards

- 2011 Honored with the President's Award by Text and Academic Authors, a non-profit professional organization that is devoted to serving text and academic authors.
- 2010 Honored as a finalist for the national faculty development organization's (POD Network) Innovation Award for the Teaching Academy's fund-raising program.
- 2008 Honored as a finalist for the national faculty development organization's (POD Network) Innovation Award for the Teaching Academy's membership program.

2008	Honored with the Black Programs Partnership Award at NMSU.
2007	Honored with the first-ever Paul Anderson Memorial Award by Text and Academic Authors.
2002	Honored with the Norma Hood Service Award by Text and Academic Authors.
1999	Honored by students as an Honorary Member of the NMSU Golden Key Honor Society for outstanding service to the university and the community.
1998	Honored with a university-wide service award for founding faculty development courses on campus and teaching them (The Fort Bliss Federal Credit Union Award).
1997	Honored with a university-wide teaching award in a university with 650 full-time faculty members (El Paso Energy Foundation Faculty Achievement Award).
1996	Honored with a college-wide teaching award in a college with 300 faculty members. The award was based on surveys of graduating seniors (Donald C. Roush Award for Teaching Excellence).

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## ADMINISTRATION

I direct the NMSU Teaching Academy, a five person unit. The year before I became director, the unit that preceded the Teaching Academy, the Center for Educational Development, provided 800 hours of faculty development. The first year I was director of the Teaching Academy, we provided 5,000 hours of training.

The Academy now offers as much as 11,000 person-hours of training per year, which is equivalent to the contact hours in 15 three-hour courses with twenty students in each course. About half of all NMSU full-time faculty members on main campus and each of our four community campuses participate in at least one Teaching Academy event each year, bringing the number of people served over 1,000. The average participant participates in ten hours of Teaching Academy events per year. More than 300 people earn a membership in the Teaching Academy each year by participating in ten or more hours of events. In 2009 we conducted a survey of 349 members, with a response rate of 47 percent (n=164). Ninety-three percent said our workshops positively impacted their teaching; 84% said the same for their students' learning; and 94% said it for their own professional development.

The NMSU Teaching Academy has received some recognition. In 2004, the NMSU Teaching Academy was singled out for praise in the presidential address at the national faculty development conference. Also in 2004, the Academy was one of two teaching centers selected nationally for a visit from eight Thai delegates interested in founding similar centers in Thailand.

In 2005, I was invited to speak on the NMSU Teaching Academy before 138 Thai university presidents and 500 other educators in Thailand. In 2008, I was invited to present on the Teaching Academy and our fund-raising efforts to New Mexico Highlands University and to the 66 universities in the SUNY system. Also in 2008 and 2010, the NMSU Teaching Academy was selected by POD Network (the national faculty developer's organization) as a finalist for their Innovation Award. In 2008, we were a finalist because of our membership program; in 2010, it was because of our fund-raising program.

For more information about the Academy, and to learn more about the kind of center I can help lead, see [www.teaching.NMSU.edu](http://www.teaching.NMSU.edu).

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## RESEARCH

### Books

Gray, Tara. 2010. *Publish & Flourish: Become a Prolific Scholar*, Teaching Academy, New Mexico State University.

Gray, Tara. 2002. *Exploring Corrections: A Book of Readings*, Allyn & Bacon.

Gray, Tara. 2002. Instructor's Manual for *Exploring Corrections: A Book of Readings*, Allyn & Bacon.

Mays, G. Larry and Tara Gray, editors. 1996. *Privatization and the Provision of Correctional Services*, Anderson Press.

### Journal Articles: Faculty Development

Sorcinelli, Mary Deane, Tara Gray, and A. Jane Birch. 2011. "Faculty development beyond instructional development: Ideas centers can use." *To Improve the Academy* 30: 247-261.

Hohnstreiter, Mark and Tara Gray. 2011. "Go for the Gold: Fund-raising for Teaching Centers." *To Improve the Academy* 30: 262-276.

Birch, A. Jane and Tara Gray. 2010. "Workaholism in Academe: Strategies for Centers for Teaching and Learning," *Journal of Centers for Teaching and Learning*. 2:53-69.

Birch, A. Jane and Tara Gray. 2009. "Ten Ways to Use a Relational Database at a Faculty Development Center." *To Improve the Academy*, 27:62-72.

Gray, Tara and Susan Shadle. 2009. "Launching or Revitalizing a Teaching Center: Portraits of Practice," *Journal of Faculty Development*, 23(2):5-12.

Gray, Tara and Jane Birch. 2008. "Ten Ways to Manage Your Time," *Journal of Faculty*

- Gray, Tara and Jane Birch. 2008. "Team Mentoring: A Participatory Way to Mentor New Faculty." *To Improve the Academy*, 26: 230-241.
- Gray, Tara and Jean Conway. 2007. "Build it [Right] and They Will Come: Boost Attendance at Your Teaching Center By Building Community," *Journal of Faculty Development*, 21(3):179-184.
- Gray, Tara and Laura Madson. 2007. "Ten Easy Ways to Engage Your Students," *College Teaching*, 55(2):83-87.
- Gray, Tara and Page Harrison. 2003. "Team Teach with a Student: A Pilot Program in Criminal Justice," *Journal of Criminal Justice Education*, 14(1):163-180.
- Gray, Tara and Jane Birch. 2000. "Publish, Don't Perish: A Program to Help Scholars Flourish." *To Improve the Academy*, 19: 268-284.
- Gray, Tara. 1999. "Publish, Don't Perish: Twelve Steps to Help Scholars Flourish." *Journal of Staff, Program, and Organizational Development*, 16(3): 135-142.
- Gray, Tara and Sami Halbert. 1998. "Team Teach With a Student: New Approach to Collaborative Teaching." *College Teaching*, 46(4): 150-153.
- Gray, Tara. 1998. "Your Students Can Too Write--And You Can Show Them How." *Journal of Criminal Justice Education*, 9(1): 131-153.
- Gray, Tara and Jon'a Meyer. 1997. "Peer Coaching: Teachers Helping Teachers." *Journal of Criminal Justice Education*, 8(2): 273-284.
- Meyer, Jon'a and Tara Gray. 1996. "Peer Coaching: An Innovation in Teaching." *Teaching in the Community Colleges (Electronic) Journal*, 1(3).
- Gray, Tara. 1992. "Women in Labor Economics Textbooks." *The Journal of Economic Education*, 23(4): 362-374.

### **Journal Articles: Criminal Justice**

- Franco, Mary Lou, Tara Gray, Peter Gregware, and Jon'a Meyer. 1999. "Dependency, Cultural Identification and Elder Abuse Among Americans of Mexican Ancestry." *Journal of Elder Abuse and Neglect*. 11(2): 37-51.
- Meyer, Jon'a and Tara Gray. 1997. "Drunk Drivers in the Courts: Legal and Extralegal Factors Affecting Pleas and Sentences." *Journal of Criminal Justice*, 25(2): 155-163.

Reprinted as an example of direct observation research in *Understanding Social Science Research*, Geoffrey P. Alpert and John M. MacDonald, eds., 2001. Waveland Press.

- Gray, Tara, G. Larry Mays, and Mary K. Stohr. 1995. "Inmate Needs and Programming in Women's Jails." *The Prison Journal*, 75(2): 186-202.
- Gray, Tara. 1994. "Using Cost-Benefit Analysis to Measure Rehabilitation and Special Deterrence." *The Journal of Criminal Justice*, 22(6): 569-575.
- Gray, Tara, Peter Haynes, Clark Larsen and Kent Olson. 1991. "Using Cost-Benefit Analysis to Evaluate Correctional Sentences." *Evaluation Review*, 15(4): 471-481.
- Gray, Tara and Kent W. Olson. 1989. "A Cost-Benefit Analysis of the Sentencing Decision for Burglars." *Social Science Quarterly*, 70(3): 708-722.

### **Book Chapters**

- Gray, Tara. 2002. "Guards Imprisoned: An Overview of the Book by Lucien X. Lombardo," Pp. 84-87 in Tara Gray, editor, *Exploring Corrections: A Book of Readings*, Allyn & Bacon.
- Gray, Tara. 2002. "The Rich Get Richer and the Poor Get Prison: An Overview of the Book by Jeffrey Reiman," Pp. 25-28 in Tara Gray, editor, *Exploring Corrections: A Book of Readings*, Allyn & Bacon.
- Gray, Tara. 2002. "Unit Management in Prisons and Jails: An Overview of the Book by Robert Levinson," Pp. 170-174 in Tara Gray, editor, *Exploring Corrections: A Book of Readings*, Allyn & Bacon.
- Gray, Tara and Jon'a Meyer. 1996. "Prison Administration: Inmate Participation Versus the Control Model," Pp. 203-211 in James W. Marquart and Jonathon R. Sorenson, eds., *Correctional Contexts: Contemporary and Classical Readings*, Roxbury Press.
- Reprinted in Klofas, Stokovich, and Kalanich, editors, 1998, *Criminal Justice Organizations*, Waveland Press, pp. 278-288.
- Reprinted in Tara Gray, editor, *Exploring Corrections: A Book of Readings*, 2002, Allyn & Bacon, pp. 147-155.
- Gray, Tara and Jon'a F. Meyer. 1996. "Expanding Prison Industries Through Privatization," Pp. 125-131 in G. Larry Mays and Tara Gray, editors, *Privatization and the Provision of Correctional Services*, Anderson Press, pp. 125-131.

### **Book Reviews**

- Gray, Tara. 1997. *Life Without Parole: Living in Prison Today* by Victor Hassine Inmate AM4737, *Justice Quarterly*, 14(1): 193-197.
- Gray, Tara. 1994. *It's About Time: America's Imprisonment Binge* by John Irwin and James

Austin, *Justice Quarterly*, 11(4): 901-905.

Reprinted in Tara Gray, editor. 2002. *Exploring Corrections: A Book of Readings*, Allyn & Bacon.

Gray, Tara. 1990. *Jail Management and Liability Issues* by Dale Sechrest and William Collins *Criminal Justice Review*, 15(2): 289-291.

Gray, Wallace and Tara Gray. 1979. *Crisis in Command: Mismanagement in the Army* by Richard A. Gabriel and Paul L. Savage. *Social Science*, 54(4): 255-256.

### **Conference Presentations**

POD Network (the national meeting for faculty developers)

St. Louis, Missouri, 2010

“Expanding Faculty Development Beyond Instructional Development”

Mary Deane Sorcinelli, A. Jane Birch and Tara Gray

“Fundraising for Faculty Development, Bit by Bit”

Tara Gray and Mark Hohnstreiter

Houston, Texas, 2009

“Publish and Flourish: Becoming—and Helping Others Become—Prolific Scholars”

Tara Gray

Reno, Nevada, 2008

“Ten Ways to Let Your Database do Your Work for You”

A. Jane Birch and Tara Gray

“Facilitating Writing Circles that Work”

Tara Gray and A. Jane Birch

Portland, Oregon, 2006

Milwaukee, Wisconsin, 2005

“Go for the Gold: Collect Fair-Share Pledges from Deans”

Eugenia Conway and Tara Gray

Montreal, Quebec, 2004

“Publish & Flourish: Become a Prolific Scholar”

Tara Gray

Denver, Colorado 2003

“Publish & Flourish: Become a Prolific Scholar”

Tara Gray

Atlanta, Georgia 2002

“Three Ways Faculty Developers Can Support Scholars”

Tara Gray and A. Jane Birch

Vancouver, British Columbia, 2000

“Publish, Don’t Perish: A Program to Help Scholars Flourish”

Tara Gray and A. Jane Birch (Pre-Conference Workshop)

“Our Students Can Too Write—And We Can Show Them How”

Tara Gray

Salt Lake City, Utah 1998

“Publish, Don’t Perish: A Program to Help Scholars Flourish”

Tara Gray  
“Team Teach With a Student”  
Tara Gray and Sami Halbert  
Haines City, Florida, 1997  
“Peer Coaching: Teachers Helping Teachers”

Tara Gray and Jon’a Meyer

*Publish and Flourish: Become a Prolific Scholar*

Lilly Conference on College Teaching 2007  
Academy of Criminal Justice Sciences  
Anaheim, California 2002  
New Orleans, Louisiana 1999  
Albuquerque, New Mexico 1998

*Be All You Can Be—Teach!*

Lilly Conference on College Teaching 2007

Boot Camp for Profs, 2003, 2004, 2005, 2006

*Our Students Can Too Write—And We Can Show Them How*

American Dietetic Association 2005  
Academy of Criminal Justice Sciences  
Washington, D.C., 2001  
Louisville, 1997  
Las Vegas, 1996

*Team Teach With a Student*

Academy of Criminal Justice Sciences, Orlando, 1999

### **Conference Presentations in Criminal Justice**

Tara Gray, Chair. Prison Reform: Can Academics Help Administrators Run Decent Prisons?

A Roundtable with Robert Johnson, Barbara Owen and John Irwin  
Academy of Criminal Justice Sciences (Anaheim: 2002)

Sami Halbert and Tara Gray. "The Effects of Incarceration on Inmate Mothers"

Academy of Criminal Justice Sciences (New Orleans: 2000)

Tara Gray, Robert Johnson, and Leo Carroll. Author Meets Critics: *Exploring Corrections: A Book of Readings*, Tara Gray, editor.

Academy of Criminal Justice Sciences (Orlando: 1999)

Author Meets Critics: *Privatization and the Provision of Correctional Services*, Larry Mays and Tara Gray, editors.

Academy of Criminal Justice Sciences (Albuquerque: 1998)

Jon'a Meyer and Tara Gray. "The Effect of Prison Industries on Recidivism and Employment"

Academy of Criminal Justice Sciences (Louisville: 1997)

"The Origins of Elder Abuse Among Americans of Mexican Ancestry"

Academy of Criminal Justice Sciences (Las Vegas: 1996)

"Expanding Prison Industries Through Privatization"

Academy of Criminal Justice Sciences (Boston: 1995)

"Drunk Drivers in the Courts: Factors Affecting Pleas and Sentences"

Academy of Criminal Justice Sciences (Boston: 1995)

"Using Cost-Benefit Analysis to Measure Rehabilitation and Special Deterrence"

American Society of Criminology (Phoenix: 1993)

"Using Cost-Benefit Analysis to Evaluate Correctional Sentences"

American Society of Criminology (Reno: 1989)

"Deterrence: Why Economists and Sociologists Can't Agree"

American Society of Criminology (Chicago: 1988)

"A Cost-Benefit Analysis of the Sentencing Decision for Burglars"

Southwest Social Science Association (Dallas: 1987)

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## TEACHING

### Faculty Development (Short) Courses

#### *Publish & Flourish: Become a Prolific Scholar*

This short course involves writing daily, organizing prose around key sentences, and getting feedback on drafts of writing weekly.

Spring 2011, 2009, 2007, 2005, 2003, 2001, 1999, 1998 (8 week course, 13 contact hours)

#### *Peer Coaching for Classroom and Distance Educators*

This short course includes peer review of syllabi, microteaching, classroom observations, and classroom interviews of students.

Spring 2010, 2008, 2006, 2004, 2002, 2000, 1997, 1996, with Jean Conway (6 week course, 15 contact hours)

#### *Team Mentoring for New Faculty*

This course is based on the principles in the book, *Advice for New Faculty* by Robert Boice. It involves working with a team of peers as well as with a mentor of the protégé's choice.

Fall 2009, 2008, 2007, 2006, 2005, 2004, 2003 (20 week course, 20 contact hours)

#### *Teaching Portfolios and Tenure and Promotion Portfolios*

Each of these courses lasts a week, with participants getting feedback on a new draft of their portfolio every day. Feedback comes from peers in both workshops and from a successful participant in a previous workshop (*Teaching Portfolios*) or from a dean's representative from the participant's own college (*Tenure Portfolios*).

Summer 2009, 2010 (one week course, 10 contact hours)

#### *Team Teach With a Student*

This course involved six faculty-student teaching teams in the Department of Criminal Justice who taught 200 students in their classes.

Spring 1999, with Paige Harrison (15 week course, 17 contact hours)

The following courses are taught after a book author presents an all- or half-day workshop on the topic. Two sections are offered and each section has 5-10 participants.

#### *Writing Groups*

based on *The Work of Writing* by Elizabeth Rankin

Spring, Summer, and Fall 2003-Present (5 week course, 12 contact hours)

#### *Team-Based Learning*

based on *Team Based Learning* by Larry Michaelsen, Dee Fink and Arletta Knight

Spring 2008, with Laura Madson (1 week course, 6 contact hours)

Spring 2007, with Laura Madson and Jean Conway (1 week course, 6 contact hours)

Fall 2005, with Laura Madson and Jean Conway (1 week course, 6 contact hours)

Spring 2005, with Jean Conway (4 week course, 10.5 contact hours)

Spring 2002, (8 week course, 18 contact hours)

#### *Course Design*

based on *Creating Significant Learning Experiences* by Dee Fink

Spring 2005, with Jean Conway (4 week course, 10.5 contact hours)

#### *Leading Class Discussion*

based on *Discussion as a Way of Teaching* by Stephen Brookfield and Stephen Preskill

Fall 2004, with Jean Conway (5 week course, 9 contact hours)

### **Criminal Justice Courses**

All courses help students argue persuasively orally and in writing about the topic of the course.

*Introduction to Criminal Justice*

Explores the causes of crime as well as the response in terms of police, courts, and corrections.

*American Correctional Institutions*

Explores prisons, jails and reform schools in terms of: the characteristics of inmates and their crimes; the experience of living and working behind the walls; alternative methods of prison and jail administration; and, can prisons rehabilitate offenders or reduce crime?

*The Administration of Justice* (undergraduate and graduate)

Explores the key issues for administering a criminal justice organization, including motivation and leadership styles.

*Criminal Justice Ethics* (undergraduate and graduate)

Explores ethical issues faced by criminal justice professionals, such as the code of silence and the question: when does an end, such as crime control, justify illegal or immoral means (such as lying or planting evidence)?

*What Works to Stop Crime?* (senior seminar and graduate seminar)

Explores the question, "What works to stop crime?" by contrasting conservative solutions (more police and punishment), with liberal solutions (rehabilitation, support for families, reducing inequality and providing full and decent employment)

*Justice Without Prejudice* (undergraduate, honors and graduate seminar)

Explores the causes, the extent of, and the solutions for prejudice and discrimination in the justice system.

## **Economics Courses**

Before teaching criminal justice, I taught economics for seven years, including economic issues; principles of economics; intermediate microeconomic theory; labor economics; the economics of crime; and, women, work and family, which was team taught with a sociologist and cross-listed with women's studies.

## **Master's Theses and Projects**

Chaired seven master's theses and projects:

- Parental kidnapping
- Correctional boot camps
- The elderly and infirm in prison
- Incarcerated mothers
- Violence in schools

Stalking and intimate relationships  
Served on committees for 21 master's theses and projects.

### **Other Teaching Workshops Attended**

POD Network (the national association for faculty developers)  
See "Conference Presentations"

What You Always Wanted to Know About Speaking Professionally But Didn't Know Who to Ask, Cavett Institute, Phoenix, AZ, July 15, 2004.

National Speakers Association Convention, Phoenix, AZ, July 16-20, 2004.

Boot Camp for Profs, Timberline Campus, Colorado Community College, Leadville, CO, July 23-30, 2003.

The Odd Couple: Marketing and Strategy Skills for Speakers, San Francisco, Alan Weiss and Patricia Fripp November 1-2, 2002.

Speaking and Presentation Skills: Patricia Fripp Speaking School, San Francisco, October 31-November 1, 2002.

Writing Workshops with Joe Williams, Greg Colomb, Art Young and Toby Fulwiler, The 21st National Institute on Issues in Teaching and Learning, The University of Chicago, 25-27 April, 1992

Workshop on Course Design and Teaching, Great Lakes College Association, Albion College, Albion, Michigan, 26 June-July 1, 1989

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## **SERVICE**

### **Speaking/Consulting Engagements**

"Publish & Flourish: Become a Prolific Scholar"

Presented the workshop and/or established the short course in more than 30 of the United States, Mexico, Guatemala and Saudi Arabia. For a complete listing of universities, see [www.taragrays.com](http://www.taragrays.com).

"Publish & Flourish" and "Be All You Can Be-Teach"—Presented for the Grand Opening of the new home for Center for the Enhancement of Teaching & Learning (CELT) at Miami University, Langstroth Cottage, 2004.

"Publish & Flourish" and "Be All You Can Be-Teach"—Presented as Keynote Workshops for Faculty-Student Partnerships in Teaching & Learning, SUNY Geneseo,

May 10-May 13th, 2004.

“Peer Coaching for Classroom and Distance Educators”

Presented the workshop and/or established the short course:

Western University of Health Sciences (2006)

Front Range Community College (2001, 2002)

Eastern New Mexico University (1996, 1997 and 1998)

"The Incarceration Binge"

Unitarian Universalist Church of Las Cruces, New Mexico, 2005

Unitarian Universalist Fellowship of Otero County, New Mexico, 2004

Unitarian Universalist Fellowship of Silver City, New Mexico, 2000

"The Color of Justice"

The New Mexico Association of Defense Attorneys, Albuquerque, NM, 1999

"Don't Just Punish, Rehabilitate: The Promise of Half-Way Houses"

with Suzanne Williams, Director, Dismas Charities Halfway House as  
guests of League of Women Voters, KOBE Radio, 1997

"Back to the Basics or Back to the Future: Police Leadership in the 21st Century

Keynote Address, Texas-New Mexico Association of College and University Police  
Departments, El Paso, Texas, 1995

"An Eye for an Eye: Retributive v. Restorative Justice in America"

Unitarian-Universalist Church, Las Cruces, New Mexico, 1995

"What to Do With Burglars? Should We Lock Them Up?"

Faculty Luncheon, Denison University, Granville, Ohio, 1991

"Feminism: Causes and Consequences"

Hiram College, Hiram, Ohio, 1987

"Can Economics Textbooks be Sexist?"

Faculty Luncheon, Denison University, Granville, Ohio, 1991

“Race and Gender Bias in Labor Economics Textbooks”

Spelman College, Atlanta, Georgia, 1991

**Other Service to The Academic Community**

Member, Editorial Board, *Journal of Faculty Development*, 2007-Present

Member, Executive Council, Text and Academic Authors, 2002-2011

Member, Editorial Board, *Journal of Criminal Justice Education*, 2001-2004

Member, Academy of Criminal Justice Society Awards Committee, 1999-2000

Member, POD Network, reviewer of pre-conference workshops or concurrent workshops  
1998, 2001, 2002, 2003, 2006

Chair, POD Network awards committee, the Bright Ideas Committee, 1997-1998  
National Advisor, Alpha Phi Sigma, Criminal Justice Honor Society, 1997-1998

### **Service to NMSU**

Member, University Oversight Assessment Committee, 2007-Present  
Member, Online Course Improvement Program, Advisory Board, 2009-Present  
Member, First Year Experience Advisory Board, 2007-Present  
Ex-Officio Member, ADVANCING Leaders Committee, NMSU ADVANCE, 2008-Present  
Ex-Officio Member, Faculty Development Committee, NMSU ADVANCE, 2003-Present  
Member, Accreditation Task Force, 2005-2008  
Member, New College Task Force, 2005-2006  
Member, Task Force on Retention, 2005  
Member, Faculty Senate, 2004-2007  
Member, Search Committee, NMSU EEO/ADA/AA Officer, 2004  
Member, Steering Committee, New Mexico Alliance for Graduate Education and the  
    Professoriate (AGEP), 2003-2006  
Member, Task Force on Roles & Rewards, 2003-2004  
Member, Task Force to Establish the NMSU Teaching Academy, 2002  
Member, Distance Education Faculty Committee, 2002-2003  
Member, College of Arts & Sciences Planning Committee, 2001-2003  
Member, University Committee for Residency Requirements, 2001-2005.  
Departmental Representative to the library, 1994-2001  
Departmental Outcomes Assessment: interviewed ten graduating seniors, 1994-2002.  
Academic Advisor for 35 students, 1993-2002.  
Co-authored proposal (with Laura Madson) for College of Arts & Sciences Instructional  
    Committee, "Three IDEAs for Adopting the IDEA Evaluation Instrument for  
    Student Evaluations: A Reliable, Valid and Nationally Normed Instrument, 2002  
Faculty Advisor, Alpha Phi Sigma, Criminal Justice Honor Society, 1993-2000  
    Chapter selected as the Outstanding Chapter of the Year for community service,  
    unity, or educational leadership for each of five years between 1996-2001. Each  
    year, our chapter of 20 students volunteered several hundred hours of service to  
    at-risk youth and the criminal justice community. We also took a dozen students to  
    the national criminal justice meetings annually. To this end, our fundraising  
    increased from less than \$1,000 during my first year as advisor to more than \$10,000.  
    In my role as faculty advisor, I co-chaired with students major key note speakers or  
    week-long symposiums, which drew average crowds of 500. In 1998, the death  
    penalty symposium featured Sister Helen Prejean (*Dead Man Walking*) and Randall  
    Dale Adams (*Thin Blue Line*). In 1999, we hosted Geoffrey Canada, author of *Fist  
    Stick Knife Gun* and *Reaching Up for Manhood*. In 2000, we hosted Judge Sol  
    Wachtler, author of *After the Madness: A Judge's Prison Memoir*.

### **Service to The Criminal Justice Community**

Member, Dona Ana Criminal Justice Task Force, 2008-Present  
Teacher, English GED Classes, Dona Ana County Detention Center, June 2007-March 2008

Teacher, Parenting Classes, Dona Ana County Detention Center, April-September 2008  
Vice President, Community Relations Board, LaTuna Federal Correctional Institution,  
1997-8

Member, Dismas Community Corrections Center (a halfway house) Selection Panel, 1997-8

Member, Screening Committee for Las Cruces Police Chief, Fall 1996

Member, Selection Committee for Las Cruces Police Captain, Spring 1996

Consultant to New Mexico Assn. of the Chiefs of Police (on statewide jurisdiction), 1996

Consultant to Las Cruces Police Chief (on civilian review boards), 1994

### **Service to Denison University**

Diversity Workshop facilitator, New Student Orientation, 1990, 1991, 1992

Race Relations Programming Committee, 1989-90

Steering Committee, 10th Anniversary Celebration of Denison's Minority Studies/Women's  
Studies Requirement, 1989-90

Black Studies Committee, 1988-91

Women's Studies Committee, 1987-89

Search Committees (Affirmative Action, Counseling Center, and Economics), 1987-8

Faculty Advisor, Classical Indian Dance Concert, 1989

Faculty Disc Jockey: Focus on Protest Music, WDUB, 1988

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### **PROFESSIONAL MEMBERSHIPS**

Member, Professional Organization Development Network (POD Network, the national  
organization for faculty developers)

Member, Text and Academic Authors

 [taragr.com](mailto:taragr@taragr.com)

**Email Tara**