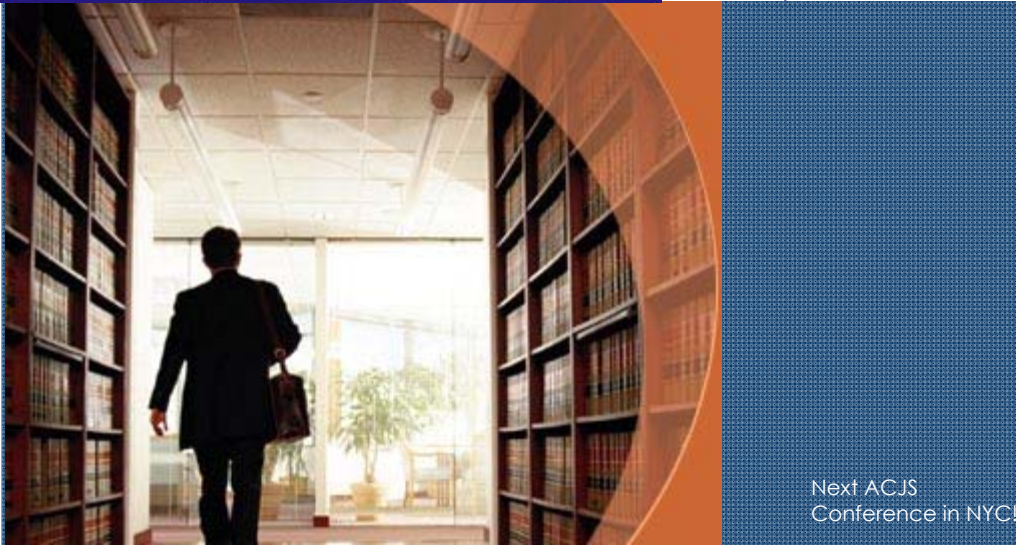


ACJS NOW



Next ACJS
Conference in NYC!

In This Issue

- Presidential Message
- 1st V.P. Professor Craig Hemmens Discusses Consolidating ACJS and ASC
- An Interview with Professor Robert Perkinson, Author of *Texas Tough*
- Regional Updates
- *Professor Scott Decker on the Job Search*
- Find Out What's Happening *NOW* with the Academic Affairs Committee

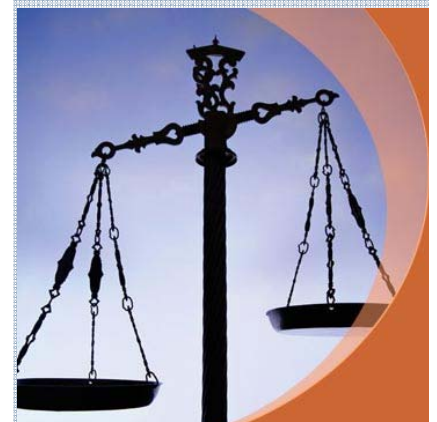
Greetings!

Dear ACJS Members:

I hope everyone has had a relaxing, yet productive summer vacation. This issue of *ACJS NOW* is sure to offer something for everyone. First, be sure to check out Professor Melissa Hickman Barlow's presidential address. Next, in a passionate editorial, ACJS 1st Vice President, Craig Hemmens argues in favor of consolidating ACJS and ASC. After reading his essay, I was personally convinced by Professor Hemmen's logic—but you be the judge! Also, in this issue, you will find a feature interview with Robert Perkinson, author of the award-winning book, *Texas Tough*. Here, Perkinson speaks candidly about America's obsession with punishment. You might be surprised by a few of the things the 'Professor from Hawaii' had to say. And, in an invited essay, Professor Scott Decker sheds light on criminal justice academic employment. If you are on the job market or in the process of hiring someone, you definitely need to read this! There are also many other announcement in this issue. Have a wonderful Fall Semester!

Kind regards,
Robert M. Worley, Editor
Texas A&M University Central Texas

"We are on the path to what promises to be an absolutely fantastic conference in New York City" - ACJS President, Melissa Hickman Barlow



FROM ACJS PRESIDENT MELISSA HICKMAN BARLOW

Greetings fellow ACJS members! Great things are happening around the ACJS and I'm pleased to have the opportunity to give you an update in *ACJS Now*. First, though, I want to congratulate Jim Marquart, Leanne Alarid and company once again for the terrific conference they put on for us in Toronto. Despite tight budgets and related university restrictions on international travel that prevented some of our members from attending, I'm happy to report that it was a great conference and that we made our room block and broke even on the conference. In these times, that last part is really good news!

But enough about the past. We are now on the path to what promises to be an absolutely fantastic conference in New York City, March 13-17, 2012, at the Marriott Marquis in Times Square. Make your reservations now. You do not want to miss the opportunity to stay at the Marriott Marquis in Times Square at the conference rate. This is a great hotel, in a great location and the guest rooms are wonderful -- very roomy and definitely larger than the typical NYC hotel room. Again, make your reservations now.

The abstract submission portal is open and program chair Heather Pfeifer and members of the 2012 program committee await your submissions with great interest. You'll notice that we are asking that you submit your abstracts by September 10th, and we've set our final deadline for submission at October 1, 2011 (Hint – there will be no extension beyond October 1). I urge you to toggle over to your preferred word processing software right now and write your abstract. Then, come back to the ACJS website, go to the portal, and put in your submission. The reason we've requested submissions by September 10th is so that our program committee will have ample time to construct panels with just the right mix of presentations to provide an optimal conference experience for all. As you are submitting your abstracts, Heather and I are working on putting together several outstanding plenary sessions made possible by our awesome (yes, I'm about to run out of superlatives) conference location. And local arrangements chair Karen Terry is pulling out all the stops to arrange interesting New York themed tours, and to compile information that will make it simple for even novice New York conference goers to experience the wonders of this amazing city.

In my view, one of the most exciting developments in the ACJS during the last couple of years is that we have significantly raised our profile in Washington D.C. By now, most of you are aware that ACJS has joined forces with the American Society of Criminology to form a Criminology and Criminal Justice Policy Coalition (CCJPC). The purpose of the Coalition is to work together to educate policy makers about the importance of evidence-based practice in criminal justice and to make them aware of the resources our two organizations can provide for making informed policy decisions based on reliable social science research. Periodically, coalition representatives visit Washington D.C. to meet with key Congressional staffers and with leadership for the Office of Justice Programs, the National Institute of Justice, and the Bureau of Justice Statistics. On March 24th of this year, we held a Congressional briefing for which we brought together a panel of law enforcement experts to discuss the "real life" impacts of federally-funded research. Our goal in the March briefing was to demonstrate how basic and applied research is used to inform policing strategies and interventions. We are planning a similar corrections-focused briefing for September. And, for those of you who are members of both ACJS and ASC, the Coalition is planning activities coinciding with the November ASC meetings in D.C. to engage members of both organizations in communicating with their representatives about the importance of supporting valid

and reliable social scientific research regarding crime and criminal justice. Please watch for information about upcoming opportunities to take part in CCJPC initiatives.

If you read your ACJS e-mails, you know that some of the best news we've gotten lately is that our executive director, Mittie Southerland, is making a strong comeback following her harrowing experience back in January with an aneurysm in the basilar artery to her brain. I know I speak for the entire ACJS Executive Board, and all of you as well, when I say how grateful we are that Mittie is still with us and on the road to recovery. In Mittie's absence, association manager Cathy Barth has truly gone above and beyond to make sure that everything continues to run smoothly. Thanks, Cathy, for all you do to make the ACJS the best we can be.

Many of you are already working on an ACJS committee or are in some way directly involved with the ongoing activities of the organization. For those of you who are not actively involved, I encourage you to check out the various standing committees listed on our website and make plans now to sign up when the next Call for Volunteers comes out and second vice president Jim Frank begins forming the committees for the year of his presidency. In the meantime, one of the best ways to be involved in the ACJS is by taking part in the annual meetings, so I urge you once again to submit your abstract today!

Finally, I want to wish each of you a good beginning to the new academic year and, for those among us whose lives do not happen in semesters, I wish you the best in your justice endeavors in the months ahead.

Melissa Hickman Barlow
ACJS President



A Modest Proposal For Eliminating the Unnecessary and Inefficient Division of the Criminal Justice and Criminology Academy*

1st Vice President Craig Hemmens

It is a melancholy object to those who walk through the halls of academe and listen to the faculty arguing the relative merits of describing what they do as “criminology” or “criminal justice.” Much time and energy has been spent discussing what name best describes the academic discipline that is engaged in the study of crime, criminals, and society’s response to criminal activity.

To one unfamiliar with the debate this may appear a mere semantic trifle; those with some knowledge of the history of our discipline know it is in fact wrapped up in the origins of the discipline itself. Many of those who first studied crime and criminals came from the discipline of Sociology; their focus was largely, but certainly not exclusively, on the causes of crime. Many later students of crime and criminals came to the academy after spending time in the field as law enforcement or correctional officers; their focus was largely on preparing students to be good officers in the criminal justice system.

Over time this first category of “criminologists” sought to create their own academic organization, and the organization today known as the American Society of Criminology (ASC) was born in 1941.** In the 1960s a group of academics and practitioners, upset with the direction that the American Society of Criminology was taking, broke away from ASC to form the Academy of Criminal Justice Sciences (ACJS) (Morn, 1995). About the time that ASC and ACJS were established as separate organizations, the academic study of crime and justice was greatly bolstered by a large influx of federal monies, from the Law Enforcement Assistance Administration. This legislation provided colleges and universities with funding to develop academic courses of study and departments related to crime and justice. The result was a tremendous growth in the discipline, a pattern of growth that has continued largely unabated to the present day.

Today, departments of criminal justice, criminology, crime and society, or whatever name they go by, are overrun with students, at both two year and four year schools. There has been a significant increase in the number of MA and Ph.D. programs as well. The number of academic journals devoted to the dissemination of research on the topic is growing steadily, and their impact scores are increasing. As others have argued (Clear, 2001; Cullen, 1995; Flanagan, 200; Marenin & Worrall, 1998), the academic study of crime and justice has come of age. While other departments still fight turf battles over faculty lines and resource allocation, administrators are beginning to see the merits and benefits of the discipline and are more supportive. Faculty are more actively engaged in research than ever before, if the number of articles published each year is any indication. Even in these tough economic times, faculty jobs are relatively plentiful. Clearly the academic study of crime and justice is continuing to improve in terms of size, presence, prestige, and impact.

So if things are going so well, why are we still fighting battles of a quarter century (or more) ago? Why do we waste our time fighting amongst ourselves about what to call ourselves? In the words of one man all too familiar with both criminal activity and the criminal justice system's (inappropriate) response to it, "Can we get along?"** Debating whether to call our discipline criminology, or criminal justice, or crime and society, or law and society, or some other phrase is pointless. I assert that it is time to stop worrying about what are essentially meaningless distinctions. We all study crime, we all study criminals, we all study the criminal justice system. We should be united, not merely for efficiency, but to make us stronger as we continue to develop as an academic discipline.

In furtherance of disciplinary unity, I offer my modest proposal. It does not involve the eating of our young; indeed, unlike Jonathan Swift's proposal mine is intended to stop the metaphorical eating of our young. I propose that in furtherance of the goal of disciplinary unity we eliminate the Academy of Criminal Justice Sciences as a distinct organization. Before you get out the pitchforks, hear me out. I also propose that we eliminate the American Society of Criminology. In their place I propose that we create a new organization that encompasses all that ACJS and ASC currently offer their membership. We are all members of the same discipline, regardless of the name. And how many legitimate, established disciplines have more than one national-level organization? What purpose is served by having two such organizations, particularly when the membership of each overlaps so significantly? Who benefits from having two organizations? More importantly, how would the discipline benefit from having just one such organization?

I urge the elimination of ACJS and ASC and the creation of a new organization as a means of avoiding the pitfalls of folding one organization into the other. Going that route means picking one organization over the other—does ASC cease to exist? Or ACJS? Which organization "survives" while the other perishes? This route will, I fear just lead to endless argument. Let us start anew, even if it involves little more than a name change and an organizational restructuring.

Allow me to list some of the benefits that I believe would accrue from the uniting of ACJS and ASC:

1. There would be one, larger, organization. With size would come an increased ability to communicate with national policymakers on behalf of the discipline, and to present more of a united front when it comes to criminal justice policy matters—be they support for NIJ research funding or the providing of research finding to policymakers for their consideration.
2. Another advantage to a larger organization would be an increased ability to negotiate better accommodations and rates for the annual conference. Being bigger may can mean being stronger.

3. There would be an elimination of unnecessarily duplicative services—do we need two Corrections sections? Two national offices? Two newsletters?

4. Faculty on a limited travel budget (and aren't we all?) would not have to choose between attending either the ASC or the ACJS annual conference. There would be one conference each year. This might also free up travel funds and time for faculty to attend regional conferences, thus increasing membership and attendance for these organizations.

What disadvantages might there be? What roadblocks? I can think of several:

1. Both ASC and ACJS have annual meetings scheduled, and contracts signed, for several years into the future—ACJS through 2017, and ASC for a similar timeframe. This can be overcome—either we have both conferences for several years, but under one name, or we renegotiate the contracts.

2. Some faculty may fear the creation of a “super” organization will make the conference too big, too overwhelming. I do not think this is so—first, many disciplines have larger conferences, and these are generally well-received, so a bigger conference does not have to mean a less personal experience. Second, because there is such an overlap of membership between the two organizations, the new “super” organization will not be that much larger than either ASC or ACJS.

3. Many people have told me that “those people” in ASC (or in ACJS, I have heard it from both quarters) will not go along with a merger because they do not respect or do not like ASC or ACJS. I suppose there are those out there who for some reason do not like one organization or the other, but I think much of this animosity is based on years-old quarrels and is, simply put, pointless and silly. It is time to put the past behind us and move past old injuries and insults and acknowledge our commonalities instead of our differences.

Perhaps my proposal is impossible to implement. Perhaps I underestimate the desire of the members of ACJS and ASC to retain the current system. Change is rarely easy, and it is often feared simply because it means a different way of doing things. But I think now is the time to consider changing the way we do business, and to evaluate whether the benefits of having two national criminal justice/criminology organizations are outweighed by the disadvantages. I encourage everyone in ACJS and ASC to give some thought to my proposal. I am sure there are issues I have not considered, problems (and benefits) I have not imagined, and much more. But let us at least begin the conversation.

Let me be clear: my ties are to ACJS first. I have attended ASC conferences many times; the first academic conference I ever attended was ASC in 1993. But I have devoted myself to ACJS. I have attended every ACJS conference since 1994, and I have served on a number of committees and on the Executive Board. I have also served as Editor of the *Journal of Criminal Justice Education*. I love ACJS—it has been a professional home to me, and I have grown up (professionally, at least) in the organization. It has provided me

opportunities to grow as a scholar, teacher, and person. I have never made the same connection with ASC. But I know that ASC has provided the same support to many others that ACJS has provided to me. I do not want to destroy what I have found in ACJS, but I do want to expand it and bring everyone on our discipline closer together. If that means an organizational restructuring and a name change, these seem a small price to pay.

If you have read this far, I thank you. I realize my proposal may seem daunting in its application. I acknowledge combining ACJS and ASC will not be easy. The logistics involved are themselves enough to give one pause. But while I am no rocket scientist, I do have a Ph.D. (in criminal justice, by the way), and I think we can do this if we set our minds to it. And I believe that merging ACJS and ASC would be an important step in bringing the discipline together and making it stronger. If our goal is a greater presence both on campus and in the wider community, then disciplinary unity is an important first step.

ACJS 1st Vice President Craig Hemmens is the founding Department Head and Professor of Criminal Justice and Criminology Program at Missouri State University. Professor Hemmens has published 20 books and over 100 articles on a variety of criminal justice related topics.

Footnotes/Endnotes

*With apologies to Jonathan Swift (1729). Where his essay was satirical, however, mine is serious.

** Many do not realize the American Society of Criminology was originally named the National Association of College Police Training Officials (1941).

***With apologies to Rodney King (1992). And while his request came after he was brutally beaten by the LAPD and in the aftermath of riots in Los Angeles, my request comes prior to what I expect will be a verbal beating.

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Understanding the Incarceration Binge

Author, Robert Perkinson Candidly Discusses Punishment in America

Currently, over 2.4 million individuals, roughly 1 of every 100 adults, reside within correctional facilities in the United States. Also, one out of every six African American men and one out of every thirteen Hispanic men have spent time behind bars (Perkinson, 2010). Many scholars, including Past ACJS President Todd Clear, have written extensively about this issue and contend that the U.S. is a nation that loves to punish, especially members of minority groups.

In order to better understand this phenomenon, I recently spoke with Robert Perkinson, Professor of American Studies at the University of Hawaii – Manoa. Perkinson, who received his Ph.D. from Yale University, was among an elite number of scholars who was honored with a 2010 PASS (Prevention For A Safer Society) Award by the National Counsel on Crime and Delinquency. He was specifically recognized for his recently published book titled, *Texas Tough: The Rise of America's Prison Empire*. In a recent review, ACJS 1st Vice President Craig Hemmens described this work as “a welcome addition to the literature and a valuable one for those wishing to better understand the Texas (and American) system of mass incarceration” (Hemmens, 2010). In his book, Perkinson systematically examines the dynamics of race, crime, culture, and politics that are involved in the business of punishment.

RW: Can you describe your book, for those who have not read it?

RP: In a way this is two books combined. First, it presents an analysis of how the whole United States ended up assembling the most massive prison system in the history of world democracy that is so out of step with all other modern industrial democracies. So the book tries to figure out why the U. S. is such an outlier in criminal justice policy. This is a more present day question. But, I also wanted to really delve into the archives and the interviews to figure out the biography of this institution in all of its intimate details. And, I think it would be a disservice to minimize any of the virtues of the system to make a political point or any of the really unspeakable acts of brutality that unfolded at different points. The truth of the matter is that prisons often are incubators for all kinds of inhumane behavior. As scholars, we should be discussing with one another how correctional facilities should be managed and how we should deploy these institutions in the larger society. We should ask questions, such as, how many people should we be sending to prisons, for how long, and for what? So, I think it is necessary to discuss the sexual violence, the racist violence, as well as the corporate exploitation. It is important to let people know how bad prisons can get.

RW: Some of your book, especially in the beginning, is very graphic. Because you gave such a graphic, yet accurate depiction, some instructors may be reluctant to assign this book as part of an undergraduate course. Do you feel that if you had left a few of the horrific details out, the book may have been more accessible to a larger audience?

RP: Undergraduates are probably exposed to more vivid depictions of terror and brutality at the movies and on television and on videogames than they are going to get in my book. We might be a little naïve, if we try to insulate students from the actual past because we think they're innocent. They're already exposed to so much in popular culture.

RW: In your book, you wrote that Texas essentially bought itself out of the convict leasing system. Can you elaborate a bit more on this point?

RP: In the late Nineteenth Century and the early Twentieth Century, Texas started acquiring plantations. The Prison System started with workers that private contractors did not want. Interestingly, this is quite similar to the way that private corrections companies work today, though I did not actually make this point in my book. But, private corrections companies do not want the prisoner who stabbed his cellmate or the one on dialysis or the one who needs a liver transplant. And, that's part of the reason why they can offer cheaper services than state agencies. They take the cream of the crop. And, that's the same thing that private contractors did during the convict leasing system. They took the strongest prisoners. But, eventually the State acquired plantations and used inmates to start growing sugar cane. State officials discovered that they could grow crops themselves and collect all of the profits for the state, instead of relying on revenue from private contractors. In truth, this worked for a couple of years. As we know from history, no one has ever made a prison system self-sustaining. Slave labor is difficult to manage, it turns out.

RW: You also mentioned how Imperial Sugar, a Fortune 500 Company, was essentially built by convict labor. Do you think the company might ever give reparations to the family members of the inmates who started this company?

RP: That's a possibility. What I discovered during the course of my research is that the entire sugar industry in the Southern states was revitalized after its collapse with Emancipation by convict labor. If we want to have business with corporate responsibility, then organizations that owe a lot of their prosperity to some pretty brutish practices should think about what they can give back to the communities that were the most affected.

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Updates for Regional Organizations

Midwestern Criminal Justice Association

- 2011 Annual Meeting will be held in Chicago September 22-24.
- Keynote speaker: Arthur Lurigio, Ph.D. of Loyola University Chicago
- Meeting will be at the Inn of Chicago.
- Go to: <http://www.mcja.org/> for additional information.

Northeastern Association of CJ Sciences

- 2011 Annual Meeting was June 8-11 at the Roger Williams University Baypoint Inn.
- Conference Theme: "Ten-Years Out: The Lingering Effect of September 11th, 2001 on Criminal Justice."
- For more information, go to: www.neacjs.org.

Southern Criminal Justice Association

- 2011 Annual Meeting in Nashville, TN from September 21-24.
- Conference hotel is the Doubletree Hotel Nashville - Downtown
- 1-800-222-TREE for hotel reservations. Mention SCJA to receive special rate.
- Go to: www.scja.net for more news and information.

Southwestern Association of Criminal Justice

- 2011 Annual Meeting in College Station, TX from September 29-October 1.
- Conference Hotel is: Hilton College State, 979-693-7500.
- Conference Theme: "Criminal Justice Education and Moral Order."
- For additional information go to: www.swacj.org.

Western Association of Criminal Justice

- 2011 Annual Meeting in Reno, Nevada from October 19-21.
- Conference Theme: "Public Disinvestment: The Effect on Crime and Justice in Our Communities"
- Website: <http://spsa.boisestate.edu/criminaljustice/wacjs-western-association-of-criminal-justice/wacj-past-and-future-conferences/>

New York, New York

Be Sure to Make Your Travel Arrangements NOW!



2012 Annual Meeting: In the Know *NOW*

Dates: March 13-17, 2012

Location: New York, New York
Marriott Marquis Times Square

Theme:

“Sustainable Justice”

Abstract Submissions Requested by September 10, 2011

Final Submission Deadline: October 1, 2011

See www.acjs.org for more details

What's Happening NOW in the Student Affairs Committee?

A Message From Committee Chair, Dr. Nicola Bivens

The Student Affairs Committee (SAC) has the general charge of increasing student membership and involve more students in active participation in ACJS. The 2011 – 2012 SAC has received the charge to complete a number of tasks, which are annual, on-going responsibilities of the committee as well as initiatives and great ideas from the previous year's committee. These tasks include selecting receipts of the Student Scholarship Awards, consideration of the development of a new Undergraduate Student Poster Competition, and in keeping with the communication preferences of our student members, creating a Facebook page for our student membership.

Each year, ACJS awards two graduate students (one at the Master's level and a second at the Ph.D. level) funding in the amount of \$600 each to apply towards travel to the annual ACJS conference. The purpose of the award is to support meritorious scholarship and afford them opportunities to present their research at the Annual Meeting. Application materials should include the following:

- A letter of nomination including a statement that the paper is authored or co-authored solely by students as papers cannot be co-authored with a faculty member.
- A total of two copies, including one hard copy of the paper and one electronic copy.
- Proof of the student's current enrollment.
- Evidence that the student's paper has been accepted for presentation at the Annual Meeting.
- Documentary evidence that the student will be attending the Annual Meeting and present the paper referenced above (photocopy of airline tickets, and/or hotel reservations).
- Other letters of support of the nomination may be submitted as well.

To date, there have not been any applications submitted for the Student Scholarship Awards. Please note the due date of October 15, 2011, so please encourage your students to apply. The award criteria and application procedures are detailed on the 2012 ACJS Awards and Selection Criteria webpage on the ACJS website. Remember, please encourage your students to apply for the 2012 Student Affairs Scholarship and by all means, promote their active involvement in ACJS!

The previous year's committee made great strides in getting more students actively involved in ACJS and the Annual Meeting. In Toronto, there were a number of student-related roundtables, which examined publishing, the academic job search, and choosing a Ph.D. program. Students also had the opportunity to network through an informal meet and greet. This year's committee is contemplating some great ideas to get students more involved in ACJS, not just at the annual meeting, but throughout the year. If you or your university has had great success in promoting ACJS membership and active participation in the same with your students, we would love to hear your ideas! Please forward them to me at: ndbivens@gmail.com.

I would be remiss if I did not recognize and thank those persons who have volunteered to serve on this year's SAC. These wonderful colleagues include Deputy Chair, Janice Ahmad, University of Houston Downtown; John M. Boal, University of Akron; Ray Bynum; Jennifer Cramer, Department of Justice; Matthew Crow, University of West Florida; Rhonda Dobbs, University of Texas at Arlington; Matthew Giblin, Southern Illinois University Carbondale; Jennifer Moore, DeSales University; Stacy Parker, Muskingum University; Tara O'Connor Shelley, Colorado State University; and James J. Sobol, Buffalo State College.

Continued from Page 9

RW: In researching this book, you conducted interviews with countless individuals, including prison expert and Past ACJS President James Marquart. How did you decide who to focus on, how much attention to give, and so forth?

RP: When you are writing a book, you have to choose which ‘characters’ you want to develop. I interviewed hundreds of people, like guards, inmates, wardens, and civil rights advocates. I focused on David Ruiz; but I hope I made clear in the book that, while the case bears his name, a lot of prisoners and advocates helped this case [*Ruiz v. Estelle*, 503 F.Supp. 1265, 1980]. Also, TDCJ officials helped propel this case both by bucking the system and by resisting it vigorously in the 1970s. In the end, this was a chili with a lot of cooks. One of the cooks was Judge William Wayne Justice who was really the architect of the case more than anyone else.

RW: After reading your book, I found Judge Justice to be a bit manipulative. Do you think that is a fair portrayal, or was I reading a bit more into this than I should have?

RP: Judge Justice was definitely an interventionist and a hands-on judge. He was not an impartial observer who waited for plaintiffs and attorneys to come forward and then decided cases on their merits. He was much more involved in the administrative transformation of Texas criminal justice. In his defense, after Justice had read one hundred or two hundred complaints from prisoners, it became clear to him that the system was operating unconstitutionally. His view was that there was no way to really correct those constitutional violations and craft meaningful remedies just waiting for the right plaintiffs. Prisoners with poor education and limited legal access and especially within the management structure of TDCJ at that time were never going to file a lawsuit on their own. So, Judge Justice had to provide them with assistance, and he certainly did that.

RW: Do you think the Texas Prison System would be what it is today if there had not been the *Ruiz v. Estelle* case?

RP: No. The system that existed before *Ruiz v. Estelle* was a very stable administrative system with advantages and disadvantages. The advantage was that it was smooth running and economical for the state; and there were not a lot of riots or escapes. The main disadvantage, of course, is that the old system depended on convicts supervising other convicts. As the sentencing statutes began to change in the 70s, and the inmate population expanded so quickly, it was not sustainable. It was an untenable arrangement that Texas had, and it was bound to change eventually. I think the *Ruiz* case made the system a lot stronger, though probably much more expensive.

RW: In closing, after writing your book, what are some final thoughts that you may have about the future of prisons or the criminal justice in general?

RP: One transition that happened to me in the course of researching and writing this book is that really the lion's share of my initial research was all about the kind of internal management policies and internal cultures of the prison world itself. Prison institutions are very challenging to manage well, and they can easily spin out of control. I think the American criminal justice system at the beginning of the 21st Century is just incredibly wasteful. We have one of the most expensive, most wasteful, and least effective criminal justice systems. Our system has wasted more lives and more dollars and provided the least amount of protection. But, this is not necessarily the fault of criminal justice professionals. In a certain sense, they have done the best they could with what politicians have given them. Criminal justice professionals in America in the last thirty years have really been given an impossible job. Politicians don't want to generate the type of revenue that would be necessary to fund an agency capable of managing the convicts that their tough sentencing statutes produce. They want to 'get tough,' without paying for it. And, so corrections officials, in particular, have really been placed in a difficult situation. California might be the first episode of a new wave of institutional transformation that is going to be necessary over the next twenty years, as other states find themselves in similar situations. In order to fix this problem, it is going to take political changes more than anything else in my view.

RW: Can you elaborate a bit more on this point?

RP: We need to devise a system that sends fewer people to prison. There really is no reason why one percent of our adult population needs to be behind bars. Sixty percent of African American men who fail to graduate from high school end up in prison at some point in their lives. That's a real national crisis that for the most part is not being addressed, either by government or civil rights organizations.

Professor Robert Perkinson has written in both scholarly and popular forums on a broad range of political, social, and cultural topics. His articles have addressed the rise and fall of convict leasing, the effects of supermax incarceration, American foreign policy since September 11, the legacy of the World Bank in Asia, the aftermath of the U.S. air war in Laos, nationalism in northern Ireland, the Guggenheim Museum in Bilbao, and Native American environmental activism. He has lectured at universities from Seoul to Vienna to Luanda and has appeared on numerous radio and television talk shows.

Currently, Texas ranks first among the states in prison growth, executions, and supermax lockdowns. It is also the leader in for-profit imprisonment.

ACJS Member To-Do Checklist

Just a Few Friendly Reminders as You Prepare for the Upcoming Conference

- Submit abstract for 2012 Annual Meeting in New York by September 10, 2011.
- Register to attend the 2012 Annual Meeting (deadline January 15, 2012).
- Make a hotel reservation at the Marriott Marquis for the 2012 Annual Meeting (deadline February 14, 2012 – book as soon as possible as rooms are going quickly).
- Check the ACJS website weekly for annual meeting updates and tourist information.
- Watch for email announcements from ACJS.
- Renew ACJS membership for 2012 by the end of the year.

Job Opportunities, the Hiring Process, and Living Happily Ever After

By Scott H. Decker, Ph.D.

The School of Criminology and Criminal Justice at Arizona State University is in a dynamic period of growth. In the past five years, we have hired twenty tenure track faculty and five lecturers. This hiring has complimented the equally dynamic growth in students. The undergraduate and graduate degrees have grown substantially; we now have over 1,000 undergraduate majors and 200 Master's students. Our Ph.D. program now boasts 24 full time students with several ABD's who will be on the market this fall and on track to finish their doctorates in the spring of 2012.

This growth in the faculty provides several important lessons for programs as well as job candidates. Hiring is an opportunity for a department or School to build on existing strengths, press into new areas, or fill vacancies. Faculty hires also create opportunities for a department or School to build ties with other departments, particularly Women's Studies, Ethnic Studies or other social sciences. But hiring often poses challenges that can create or exaggerate existing fissures among the faculty over methods and topics of study posed or other issues.

I did my first stint as a department chair from 1983 to 1998 at UM-St. Louis. The job market and the job search have changed in several important ways since then, though some of the underlying issues remain the same. The most notable changes have more to do with process; but good candidates are successful regardless of the process.

The timing of ads, the method of applying and the requirements for submitting a "completed" application have changed over time. In the quest to get the best candidates, many programs have moved the date for submitting applications earlier and earlier. Twenty-five years ago, it was quite rare for a position to close before January or February, now it is the norm. Many departments have a closing date in October so as to have a short list before the ASC meetings in mid-November when they can interview candidates,

observe their presentations and talk with faculty references. Another group of programs attempts to make offers prior to the ASC meetings. One of the unfortunate consequences of an earlier closing date is that many students are not far enough along with a dissertation to have “findings” to present for a job interview. However, a second wave of jobs opens up later in the academic year, often after states and universities have more certainty about their budget situation. This second wave of the academic job market often corresponds with the ACJS meetings, and includes many outstanding job opportunities and candidates.

The second major procedural change has been toward online applications. I remember the “old days” of lugging a box of applications around, or only being able to view them in the department. At ASU we only accept online applications that are made available to all faculty members on a shared drive as they are updated. This allows for greater convenience in reviewing the applications on the part of faculty members, as well as the opportunity for candidates to submit copies of writing samples, and letters of recommendation. There is no need for printing out multiple copies of vitae, when they can be easily viewed online. A third change in the process of being considered for a job is how jobs are “posted”. In the mid-1970s at Florida State, Mrs. Mary Harris maintained a bulletin board of 3 x 5 cards that announced job availability. We then typed our letter of application and xeroxed our vitas and put them in the mail. Many of us also provided addressed, stamped envelopes for faculty members to mail their letters of application. Thankfully, those days are gone.

Much has changed in the process of applying, but the substance of a good application remains largely the same. Successful job candidates must have a strong research foundation, established through publications, writing samples and letters of support from faculty who know their work. The importance of having refereed publications before going on the job market has grown dramatically over the past two decades. Thirty years ago, few new Ph.D.s had publications; now the question is not *whether* a new Ph.D. has publications, it is *how many and where*. A good faculty mentor will begin working with their Ph.D. students to produce refereed publications early in their doctoral career, if they want to end up at a Research I institution. The most impressive candidates are those who have identified their own research agenda, and have moved beyond working with their mentor to publish solo authored articles in top journals. In our deliberations here at ASU, solo publications in high quality journals really sets a job candidate apart. Teaching experience is also highly valued, and can make the transition from doctoral student to Assistant Professor easier by having a course already prepped. Many programs now have extensive online course offerings, and such experience would certainly be a plus. One of the more difficult issues to assess, but one that is important is the extent to which a new hire will be seen as a good colleague. A good colleague is someone who will pull their weight, contribute to the overall welfare and mission of the department, views students as important, and will participate in committee assignments consistent with their rank. As a senior Dean in our field puts it, being a good colleague is like a four-legged stool: it requires

teaching, scholarship, service and collegiality.

The downturn in the economy has certainly affected the job market in Criminology and Criminal Justice over the past several years. The downturn has made the market more competitive and puts increased pressure on job candidates to be well prepared for their interviews. One way for a job candidate to be well prepared for an interview is to practice their job talk. Over the years, I have heard literally hundreds of job talks. They have been of varying quality, to be sure. But the best job talks were those that had been practiced and critiqued before the candidate arrived at the interview. I recommend having handouts to compliment the presentation, particularly if you have complicated tables, charts or formulas. Your talk should include both a thorough discussion of your dissertation including findings and outcomes, as well as a research plan for what you will do after the dissertation is completed. No job talk ever won a job on its own, but I have endured many that lost a job. Don't feel compelled to present a slide for every table or finding, just the major ones that give the sense that you know your data well, have a well-formulated research question and have arrived at your findings with a sound analytic plan. The question I always ask about any job presentation is whether or not it gives evidence that a solid career can be built on the foundation of the job talk.

In many circumstances, a search committee plays a crucial role in screening applications, in others it is the responsibility of the department as a whole. Either way, the task for a job candidate is the same: give a solid job talk, present yourself as a good potential colleague, and be yourself. One way to diminish your odds is by frequent emails, texts or phone calls appraising the committee of every bit of progress you have made on your dissertation or a paper. Once you arrive at the department for the interview, there are a number of things to keep in mind. The job interview is not the time to prove to the graduate students that you are one of them. A wise person once told me to behave like the group you aspire to be a part of, not the one you belong to. That is good advice for the job interview. One thing you definitely want a chance to review during your interview is the promotion and tenure statement of the department.

When a job offer comes you should be given two weeks to consider the offer from the date you receive it. This should give you ample time to consider your options, meet with your adviser and discuss the offer with any other folks who may be a part of your decision. Generally, the ability to negotiate is inversely related to rank; full professors have more room for negotiation than new assistant professors. That said, you should do your homework, examine the salary structure of your prospective colleagues through the various online postings of faculty salaries (seldom available for private universities) and calculate where you think you fit in. You want to be sure that you negotiate for the essentials necessary for you to be successful in your job: teaching load, computer and software support, a research or teaching assistant, travel money and course preparations. You should not expect to negotiate back and forth with your prospective employer. Typically, you will have one chance to request a higher salary than you were offered. No

department chair wants to go back and forth in a protracted series of negotiations. When you get what you believe to be a fair offer from a department you want to join, take a couple of days to consider, and then make your decision. You want your new colleagues (and especially your department chair) to feel like you took their job because you were excited to join their department, not because you didn't have a choice. When you do accept an offer, let the department chair know with a phone call, the personal touch is always appreciated. Then feel free to contact people you interviewed with that were especially helpful or with whom you hope to work.

The process of finding a job can be frustrating, tiring, and rewarding all at the same time. In the end, the best hires are those individuals whose career expectations and preparation are consistent with the expectations of the department. With any luck, you won't have to do this too many times in a career.

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