

VITA

JAMES J. WILLIS

Work Address

George Mason University
Department of Criminology, Law and Society
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Fairfax, VA 22030

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EDUCATION

Ph.D. Yale University
Sociology, 2000

“Going to Hell in a Cradle.” The Relationship Between Transportation and Imprisonment in Eighteenth- and Nineteenth-Century Britain: Punishment, Liberty, and the State (directed by Kai Erikson)

B.A. The Pennsylvania State University
Administration of Justice, 1991
summa cum laude and with honors

EMPLOYMENT

Associate Professor Department of Criminology, Law and Society, George Mason University (2012 -)

Assistant Professor Department of Criminology, Law and Society, George Mason University (2006-2012)

Assistant Professor Department of Sociology, University of Massachusetts-Boston (2000-06)

Instructor Department of Sociology, Yale University (2000)

Instructor Department of Sociology, Wellesley College (1999)

Exchange Scholar Department of Sociology, Harvard University (1998-99)

Teaching Assistant Department of Sociology, Yale University (1994-95)

HONORS, FELLOWSHIPS, AND SCIENTIFIC COMMITTEES

Associate Director, Center for Justice Leadership and Management, George Mason University (2013 -)

Senior Fellow, Center for Evidence-Based Crime Policy (2013 -)

Member, Research Advisory Committee, Police Foundation, Washington, D.C. (2010 – 2012)

Teaching Excellence Award Winner (2011), Provost's Office and Center for Teaching Excellence, George Mason University (Finalist 2010)

Law and Society Association Article Prize (2008), with Stephen D. Mastrofski and David Weisburd for "Making Sense of COMPSTAT: A Theory-Based Analysis of Organizational Change in Three Police Departments."

Nominated to Faculty Appreciation Dinner University of Massachusetts-Boston (2003, 2005) (in recognition of teaching and mentoring)

Marvin B. Sussman Prize Department of Sociology, Yale University (2003) Award for best sociology dissertation submitted in past two years

Yale Dissertation Fellowship Yale University (1997-98)

Henry Hart Rice Fellowship Yale University (1996-97)

Jacob K. Javits Fellow U.S. Department of Education (1992-96)

University Scholar The Pennsylvania State University (1988-91)

PUBLICATIONS

Articles (Peer Reviewed Journals)

Willis, James J. and Stephen D. Mastrofski. (2014). "Pulling Together: Integrating Craft and Science." Under review.

Koper, Christopher, Cynthia Lum, and James J. Willis. (2014). "Optimizing the Use of Technology in Policing: Results and Implications from a Multi-Site Study of the Social, Organizational, and Behavioral Aspects of Implementing Police Technologies. 8 *Policing: A Journal of Policy and Practice*: 212-21.

Willis, James J. (2012) "Bridging the Normative Gap in Criminal Justice Curricula: Teaching Theories of Justice." 23 *Journal of Criminal Justice Education*: 81-102.

Willis, James J. and Stephen D. Mastrofski. (2012) "Compstat and the New Penology: A Paradigm Shift in Policing?" 52 *British Journal of Criminology*: 73-92.

Willis, James J. (2011) "First-Line Supervision and Strategic Decision Making Under Compstat and Community Policing." *Criminal Justice Policy Review*: 1-22. doi: 10.1177/0887403411427355. Reprinted in Carol Archbold (2013) *Policing: A Text/Reader*: 226-240. Thousand Oaks, CA: Sage.

Willis, James J. (2011) "Enhancing Police Legitimacy by Integrating Compstat and Community Policing." 34 *Policing: An International Journal of Police Strategies and Management*: 654-673.

Willis, James J. and Stephen D. Mastrofski. (2011) "Innovations in Policing: Meanings, Structures, and Processes." 7 *Annual Review of Law and Social Sciences*: 309-334.

- Willis, James J., S.D. Mastrofski, and T.R. Kochel. (2010) "The Co-implementation of Compstat and Community Policing." 38 *Journal of Criminal Justice*: 969-980. Available online: <http://dx.doi.org/10.1016/j.jcrimjus.2010.06.014>
- Mastrofski, Stephen and J. J. Willis. (2010) "Police Organization Continuity and Change: Into the Twenty-First Century." 39 *Crime and Justice: A Review of Research*: 55-144. Michael Tonry (Ed.). Chicago: University of Chicago Press.
- Willis, James J., S.D. Mastrofski, and T.R. Kochel. (2010) "Recommendations for Integrating Compstat and Community Policing." 4 *Policing: A Journal of Policy and Practice*. 182-193. doi: 10.1093/policing/paq005. Available online: <http://policing.oxfordjournals.org/cgi/reprint/paq005?ijkey=k33U59w33RCyWND&keytype=ref>
- Willis, James J. (2008) "Punishment and the Cultural Limits to State Power in late Eighteenth-Century England." 10 *Punishment and Society*: 401-428.
- Mastrofski, S.D., J.J. Willis, and T.R. Kochel (2007) "The Challenges of Implementing Community Policing in the United States." 1 *Policing: A Journal of Policy and Practice*: 223-34.
- Willis, James J., S.D. Mastrofski, and D. Weisburd (2007) "Making Sense of COMPSTAT: A Theory-Based Analysis of Organizational Change in Three Police Departments." 41 *Law and Society Review*: 147-188.
- Willis, James J. (2005) "Transportation versus Imprisonment in Eighteenth- and Nineteenth-Century Britain: Penal Power, Liberty and the State." 39 *Law and Society Review*: 171-210.
- Willis, James J., S.D. Mastrofski, and D. Weisburd (2004) "COMPSTAT and Bureaucracy: a Case Study of Challenges and Opportunities for Change," 21 *Justice Quarterly* 3: 463-496.
- Weisburd, David, S.D. Mastrofski, A. McNally, R. Greenspan, and J.J. Willis (2003) "Reforming to Preserve: Compstat and Strategic Problem Solving in American Policing," 2 *Criminology and Public Policy* 421-56. Reprinted in Tim Newburn, ed., *Policing: Key Readings*. Devon, UK: Willan Publishing.
- Willis, James J. and S. Silbey (2002) "Self, Surveillance, and Society," 43 *The Sociological Quarterly* 439-445. Available online: <http://web.mit.edu/gtmarx/www/willis-silbey.html>

Works in Progress

Willis James J. and Stephen D. Mastrofski. "Understanding the Craft of Street-Level Patrol Work"

Book Chapters/Encyclopedia Articles

Willis, James J. 2014. "A Recent History of the Police." *The Oxford Handbook on Police and Policing* (Michael Reisig and Robert Kane, Eds.). Pp. 3-33. Oxford: Oxford University Press.

Willis, James J. 2014. "Compstat." *Encyclopedia of Criminology and Criminal Justice* (David Weisburd and Gerben Bruinsma, Eds.). Pp. 496-505. Springer-Verlag

Mastrofski, Stephen and J. J. Willis. (2011) "Police Organization." *Handbook in Criminology*. Michael Tonry (Ed.). Pp. 479-508. Oxford: Oxford University Press.

Willis, James J. (2010) "Police and Law Enforcement. In *Oxford Bibliographies Online: Criminology*. Richard Rosenfeld (Ed.). New York: Oxford University Press.

Weisburd, David, S.D. Mastrofski, J.J. Willis, and R. Greenspan (2006). "Changing Everything So That Everything Can Stay the Same: COMPSTAT and American Policing," in David Weisburd and Anthony Braga, eds., *Prospects and Problems in Police Innovation: Contrasting Perspectives*. Pp. 284-301. Cambridge: Cambridge University Press.

Willis, James J., S.D. Mastrofski, and D. Weisburd (2006) "The Myths that COMPSTAT Reduces Crime and Transforms Police Organizations," in Robert Bohm and Jeffrey Walker, eds., *Demystifying Crime and Criminal Justice*. Pp. 111-119. Los Angeles, CA: Roxbury Publishing Company.

Mastrofski, Stephen D., J.J. Willis, and J. Snipes (2002) "Styles of Patrol in a Community Policing Context, in M. Morash and J. K. Ford, eds., *The Move to Community Policing: Making Change Happen*, pp. 81-111. Thousand Oaks, CA: Sage Publications.

Willis, James J. (2002) "Police: Community Policing," in J. Dressler, ed., *The Encyclopedia of Crime and Justice*, pp. 1060-8. New York: Macmillan Press.

Research Monographs/Essays

Willis, James (2013) *Improving Police: What's Craft Got To Do With It?* Ideas in Policing. Washington, D.C: The Police Foundation. <http://www.policefoundation.org/content/improving-police-whats-craft-got-do-it>

Willis, James J., S.D. Mastrofski and T.R. Kochel (2010) *Maximizing the Benefits of Reform: Integrating Compstat and Community Policing in America*. Washington, DC: U.S. Department of Justice, Office of Community-Oriented Policing Services. ISBN: 978-1-935676-03-4. Available online: <http://cops.usdoj.gov/RIC/ResourceDetail.aspx?RID=563> (51 pp.)

Willis James J., S.D. Mastrofski, and D. Weisburd (2004) *Compstat in Practice: An In-Depth Analysis of Three Cities*. Washington, DC: The Police Foundation. ISBN: 1-884614-20-5 (99 pp.). Available online: <http://www.policefoundation.org/pdf/compstatinpractice.pdf>

Willis James J., S.D. Mastrofski, D. Weisburd, and R. Greenspan (2004) *Compstat and Organizational Change in the Lowell Police Department: Challenges and Opportunities*. Washington, DC: The Police Foundation. ISBN: 1-884614-19-1(97 pp). Available online: <http://www.policefoundation.org/pdf/compstat.pdf>

Research Reports

Koper, Christopher, Cynthia Lum, and James J. Willis (with Julie Hibdon and Daniel Woods). *Realizing the Potential of Technology in Policing: A Multi-Site Study of the Social, Organizational, and Behavioral Aspects of Implementing Policing Technologies*. Report submitted to the National Institute of Justice (March 2014).

Willis, James J. (2011) *First-Line Supervision under Compstat and Community Policing: Lessons from Six Agencies*. Washington, DC: U.S. Department of Justice, Office of Community-Oriented Policing Services. http://cops.usdoj.gov/Publications/e051131361_FirstLine-Supervsn-Compstat_508.pdf

Willis, James J., T.R. Kochel, S.D. Mastrofski. (2010) *The Co-Implementation of Compstat and Community Policing: A National Assessment*. Washington, DC: U.S. Department of Justice, Office of Community-Oriented Policing Services. (89 pages) Available online:
http://www.cops.usdoj.gov/files/RIC/Publications/e091016308_Compstat+CommPol-web_FIN.pdf

Weisburd, David, S.D. Mastrofski, R. Greenspan, and J.J. Willis (April 2004) "The Growth of COMPSTAT in American Policing," Research-in-Brief. Washington DC: Police Foundation. Available online:
<http://www.policefoundation.org/pdf/growthofcompstat.pdf>

Willis, James J., S.D. Mastrofski, and D. Weisburd (2003) Compstat and Organizational Change: Intensive Site Visits Report. Final report submitted to the National Institute of Justice. 140 pp.

Willis, James J., S.D. Mastrofski, D. Weisburd, and R. Greenspan (2003) Compstat and Organizational Change in a Small Police Department: Challenges and Opportunities. Final report submitted to the National Institute of Justice. 138 pp.

Mastrofski, S.D., J.J. Willis, and J. Snipes (1993) "Community Policing: The Street Officer's View." Interim Report to the National Institute of Justice and the Richmond Police Department.

Book Reviews

Willis, James J. (2008) Review of Alessandro De Giorgi, *Re-Thinking the Political Economy of Punishment: Perspectives on Post-Fordism and Penal Politics*. 12 *Theoretical Criminology* 236-239.

Willis, James J. (2007) Review of Franklin E. Zimring, Gordon Hawkins, and Sam Kamin, *Punishment and Democracy: Three Strikes and You're Out in California*. 47 *Crime, Law and Social Change* 121-123.

Willis, James J. (2005) Reviews of Peter K. Manning, *Policing Contingencies*, and Jeannine Bell, *Policing Hatred: Law Enforcement, Civil Rights, and Hate Crimes*. 84 *Social Forces* 1315-7.

Willis, James J. (2002) Review of Ralph B. Taylor, *Breaking Away from Broken Windows: Baltimore Neighborhoods and the Nationwide Fight Against Crime, Grime, Fear, and Decline*. 31 *Contemporary Sociology* 220-1.

Willis, James J. (2001) Review of Andrew Skotnicki, *Religion and the Development of the American Penal System*. 40 *Journal for the Scientific Study of Religion* 780-81.

Willis, James J. (November/December 1993) Review of Jay S. Albanese, *Dealing with Delinquency: The Future of Juvenile Justice*. 12 *ACJS Today*: 21-22.

GRANTS

External

National Institute of Justice, Department of Justice (1/14 – 12/15) – Co-P.I.: \$553,715; Christopher Koper, P.I., and Cynthia Lum, P.I.

National Institute of Justice, Department of Justice (1/11 – 12/13) – Co-P.I.: \$326,202 (GMU portion); Christopher Koper, P.I., Cynthia Lum, P.I.

Office of Community Policing Oriented Services (COPS), Department of Justice (6/05-present) – Principal Investigator: \$281,030 (Stephen D. Mastrofski, Co-P.I.). Funds transferred to GMU upon appointment = \$160,000

National Endowment for the Humanities Summer Stipend (6/04-8/04) – Principal Investigator: \$5000

National Science Foundation Dissertation Fellowship (3/97-3/98) – Kai Erikson, Principal Investigator: \$7500

Internal

University of Massachusetts-Boston (2005-6)
Principal Investigator, Joseph P. Healey Grant to support research project, “COMPSTAT and Organizational Reform: An Empirical and Theoretical Analysis” and other ongoing research: \$3350

University of Massachusetts-Boston (2002-3)
Principal Investigator, Faculty Scholarship Support Grant to assist with writing of “Compstat and Organizational Change: Intensive Sites Visit Report” \$2650

Yale Center for International and Area Studies
Henry Hart Rice Fellowship for Dissertation Research: British Library and Public Records Office, London, England (8/1996-2/97): \$7500

John F. Enders Research Grant
Yale University travel fellowship: London, England (1996): \$750

INVITED TALKS

Willis, James, Christopher Koper, and Cynthia Lum. “The Relationship between Technology, Police Organization, and Culture.” Talk presented at the Annual Meeting of the Center for Evidence-Based Policing, George Mason University, Arlington, VA, June 2014.

“Assessing Quality in Police Encounters with the Public.” The Center for Evidence-Based Crime Policing and the Center for Justice Leadership and Management Police Leadership Workshop. George Mason University, Arlington, VA, January 2014.

“Assessing the Quality of Police Performance.” Center for Evidence-Based Crime Policy Joint Symposium with Scottish Institute for Policing Research. George Mason University, Fairfax, VA, April 2013.

“The Craft of Policing.” Ideas in American Policing Lecture. The Police Foundation, Washington D.C. February 2012.

“Reforming to Preserve (and Not To Change): What can Compstat and Community Policing Teach Us About Integrating Innovations.” Center for Evidence-Based Crime Policy Symposium. George Mason University, Fairfax, VA, August 2011.

“Technology and Democracy: Reflections on Compstat, Community Policing, and the Policing of Places.” Center for Evidence-Based Crime Policy Symposium. George Mason University, Fairfax, VA, August 2010.

- “Enhancing Police Legitimacy Through the Integration of Compstat and Community Policing.”
Congressional Briefing on Evidence-Based Crime Policy: What We Know, What We Need to Know.
Washington, DC, October 2009.
- “Partnering Compstat and Community Policing: Would it be a Marriage Worth Attending?” International
Association of Law Enforcement Planners. St. Louis, MO, September 2009.
- “Compstat and Community Policing: Are They Compatible?” Co-presented with Stephen Mastrofski. The
National Community Policing Conference: Leading the Way to a Safer Nation. U.S. Department of
Justice, Office of Community Oriented Policing Services, Washington, DC, July 2006. (Travel supported
by COPS).
- “Fairness and Effectiveness in Policing and Punishment: An Assessment of the American Experience.”
Debates over Public Life: An Examination of the American Experience. The J.F.K. Library and
American Studies Summer Institute, UMass-Boston, Boston, July 2005. (Honorarium)
- “The Relationship Between COMPSTAT and Community Policing: A Case of Having Your Cake and Eating
it Too.” Co-presented with Stephen Mastrofski. *National Conference on Community Policing for
America’s Future.* U.S. Department of Justice, Office of Community Oriented Policing Services,
Washington, DC, June 2004. (Travel supported by COPS)
- “Compstat Implementation: A View from the Field.” Co-presented with Stephen Mastrofski. *Excellence in
Policing Forum.* The Heritage Foundation, Washington, DC, May 2004.
- “Reengineering the Bureaucracy: COMPSTAT, Weber, and Police Organization.” Sociology Department
Colloquium Series. University of New Hampshire, April 2004.
- “Punishment: An Organizational and Cultural Analysis.” Sussman Dissertation Prize. Senior Research
Scholars in Sociology, Yale University, April 2003.

PRESENTATIONS (Sole presenter unless specified)

- “Procedural Justice Elements in Police Encounters with the Public: Accounting for “Participation,”
“Neutrality,” “Dignity and Respect” and “Trustworthy Motives” in Police Behavior.” Paper to be
presented by Tal Jonathan, Stephen Mastrofski, Shomron Moyal, and James Willis. Meeting of the
American Society of Criminology, San Francisco, CA, November 2014.
- “The Relationship between Technology, Police Organization, and Culture.” Talk presented at the Annual
Meeting of the American Society of Criminology, Atlanta, GA, November 2013.
- “Predictors of Procedural Justice in Police Behavior.” Paper presented by Tal Jonathan, Stephen Mastrofski,
Shomron Moyal, and James Willis at the Annual Meeting of the American Society of Criminology,
Atlanta, GA, November 2013.
- “Improving Police: What’s Craft Got to Do with It?” Paper presented at the annual meeting of the Law and
Society Association, Boston, MA. May 2013.
- “Realizing the Potential for Technology. Lessons from Two Agencies: Preliminary Findings from
Observations, Interviews, and Focus Groups. Talk presented at the annual meeting of the American
Society of Criminology, Chicago. November 2012.

- “Exploring the Craft of Policing.” Paper presented at the annual meeting of the Law and Society Association, Waikiki, Hawaii. June 2012.
- “How do Highly Respected Patrol Officers Define Good Policing?” Paper presented at the annual meeting of the American Society of Criminology, Washington, D.C. November 2011.
- “Innovations in Policing.” Paper presented at the annual meeting of the American Society of Criminology, San Francisco. November 2010.
- “The Pedagogy of Practice: Teaching Undergraduate Students to be Scholars” with Linda Merola. Innovations in Teaching and Learning Conference, George Mason University, Fairfax, VA. October 2010.
- “Compstat, Innovation, and Police Legitimacy.” Paper presented at the Stockholm Crime Symposium, Sweden, June 2010.
- “What Can Justice Theories Teach Us About Good Police Work?” Paper presented at the annual meeting of the American Society of Criminology, Philadelphia. November 2009.
- “Using Clicker Technology to Promote Active Learning” with Devon Johnson and Linda Merola. Innovations in Teaching and Learning Conference, George Mason University, Fairfax, VA. September 2009.
- “COMPSTAT and the new penology: A Paradigm Shift in Policing?” Paper presented at the annual meeting of the Law and Society Association, Denver. May 2009.
- “COMPSTAT and Community Policing: Recommendations for Integration.” Paper presented at the annual meeting of the American Society of Criminology, St. Louis. November 2008.
- “COMPSTAT and Community Policing: Lessons Learned and Recommendations for the Future.” Paper presented at the National Institute of Justice’s annual Research and Evaluation Conference, Washington DC, July 2008.
- “Teaching Theories of Justice: Stimulating Moral Imagination in the Classroom.” Paper presented at the annual meeting of the Law and Society Association, Montreal, Canada, May 2008.
- “Compstat and Community Policing: Lessons from the Field” with Stephen D. Mastrofski and Tammy Kochel. Paper presented at the annual meeting of the American Society of Criminology, Atlanta, November 2007.
- “Punishment and the Cultural Limits to State Power in late Eighteenth-Century England.” Paper presented at the annual meeting of the American Society of Criminology, Los Angeles, November 2006.
- “Community Policing and COMPSTAT: Complementary or Conflicting” with Tammy Kochel, Stephen D. Mastrofski, and Ed Maguire. Paper presented at the annual meeting of the American Society of Criminology, Los Angeles, November 2006.
- “Radical Reform or Blue Smoke and Mirrors? COMPSTAT and Organizational Change in Three Police Departments” with Stephen D. Mastrofski and David Weisburd. Paper presented at the annual meeting of the American Society of Criminology, Toronto, November 2005.

- “Reengineering the Police Organization: COMPSTAT, Culture, and Change,” with Stephen Mastrofski and David Weisburd. Presented at the annual meeting of the American Society of Criminology, Nashville, November 2004.
- “COMPSTAT and Organizational Change in Three Police Departments: A Comparative Analysis.” with Stephen Mastrofski and David Weisburd. Paper presented at the annual meeting of the American Society of Criminology, Denver, November 2003.
- “The Paradoxes of Organizational Change: A Case Study of Compstat in a Small American Police Department.” Junior Faculty Colloquium Series at the University of Massachusetts-Boston, March 2003.
- “Compstat and Organizational Change in a Small Police Department,” with David Weisburd, Stephen Mastrofski and Rosann Greenspan. Paper presented at the annual meeting of the American Society of Criminology, Chicago, November 2002.
- “Transformations in Punishment in Eighteenth- and Nineteenth-Century Britain: Penal Power, Liberty, and the State (working title).” Paper presented at the annual meeting of the American Sociological Association, Washington, DC, August 2000.
- “The Transport of British Convicts to the Colonies in the Eighteenth and Nineteenth Centuries.” Paper presented at the annual meeting of the American Sociological Association Meeting, San Francisco, August 1998.
- “Penal Administration and Punishment in Britain.” Paper presented at the annual meeting of the Eastern Sociological Society, Philadelphia, March 1998.
- “Styles of Patrol in a Community Policing Context.” Paper presented with Stephen Mastrofski and Jeffrey Snipes at the annual meeting of the American Society of Criminology, Toronto 1994.
- “Ethnographic Research: Experiences in the Field.” Paper presented at Works-in-Progress, Yale Sociology Department Conference, April 1993.
- “Police Officer Response to the Preferred Arrest Policy in Domestic Violence Cases in State College.” Paper presented at the annual meeting of the American Criminal Justice Sciences, Pittsburgh, March 1992.
- “Police Responses to Domestic Violence.” Undergraduate honors thesis presented at the National Conference on Undergraduate Research, Caltech, March 1991.

COURSES TAUGHT

Undergraduate

Introduction to Criminal Justice
 Introduction to Law and Society
 Police in Society
 Criminology
 Law and Society
 Sociology of Punishment (Honors seminar)
 Punishment in Modern Society
 What is Good Policing? (Honors seminar)
 Punishment and Corrections

Graduate

Criminological Theories: Past and Present
Sociology of Law
Theories of Justice
Law and Social Control

Other Teaching Activities

Center for the Improvement of Teaching, University of Massachusetts-Boston: weekly seminar on issues of teaching, learning, and professional development—including classroom visits (Spring 2002)

Active Learning Exercise Coordinator, Yale University: Sociology 229a, “Mass Media and Mass Culture.”
Joshua Gamson, Instructor (Fall 1997)

Participant in Working at Teaching, Yale University: workshop on improving pedagogy (1995-1996)

Teaching Fellow, Yale University: Inequality and Opportunity in American Society (1994-95), and
Criminology (1994)

PROFESSIONAL SERVICE

Editorial Service

Area Editor, Police and Political Systems, Springer-Verlag, Encyclopedia of Criminology and Criminal Justice (David Weisburd and Gerben Bruinsma, Eds.)

Peer Review Activity

Book Reviewer: ACJS Today, Contemporary Sociology, Journal for the Scientific Study of Religion, Social Forces

Manuscript Reviewer: Law and Society Review, Social Forces, Journal of Police and Society, Policing: An International Journal of Police Strategies and Management, International Criminal Justice Review, Journal of Criminal Justice, Police Quarterly, Journal of Experimental Criminology, Criminology, Justice Quarterly

Proposal Reviewer: National Endowment for the Humanities; National Science Foundation--Program in Law and Social Sciences.

Memberships

American Society of Criminology
Law and Society Association