

WENDY POVITSKY STICKLE, Ph.D.

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Office:
B.A. Program in Criminology & Criminal Justice
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HIGHER EDUCATION ADMINISTRATOR | CRIMINOLOGIST | COLLABORATOR

Administrator and criminologist with 12+ years of diverse experience in public higher education, leadership, team-building, strategic planning, and service. Proven track record budgeting and implementing programs and projects, building and growing new initiatives, supporting students, designing curriculum, and engaging with public and private leadership. Specialized experience managing and working within multidisciplinary teams, including local and state policy makers, academics, and private businesses. Expertise in research methodology, program management, oral and written communication. Passionate about students from all backgrounds reaching their academic potential and creating a diverse, creative, and technologically advanced environment for faculty and students to teach and learn.

SUMMARY OF SKILLS

- Project management (e.g., multi-tasking and coordination, management, staffing, and scheduling)
- Higher education teaching, training, and advising diverse populations
- Curriculum development
- Extensive knowledge of Universities at Shady Grove, transfer student populations, relevant challenges and strengths
- Writing (e.g., research proposals, monthly reports, technical reports, IRB submissions)
- Multidisciplinary team and partnership building
- Synthesizing information to draw conclusions, assess best practices, and make recommendations
- Presenting for academic, scientific, political, and private industry audiences
- Experienced user of Microsoft Office and statistical software such as SPSS, STATA, HLM, and R
- Outcome and process/implementation evaluation research design
- Data collection, organization, management, and manipulation
- Participation in development and fundraising efforts for non-profit organizations

EDUCATION

Ph.D, Criminology and Criminal Justice, University of Maryland, 2009
M.A., Criminology and Criminal Justice, University of Maryland, 2005

B.A., Psychology, St. Mary's College of Maryland, 2002

EMPLOYMENT HISTORY

Department of Criminology and Criminal Justice, University of Maryland, College Park, Maryland, Shady Grove Campus

Program Director (2011-present)

- **Achievements:** Using planning and management skills, made strategic goals to grow and expand academic program. Doubled size of student body, course offerings, and improved faculty engagement. Established external stakeholders, and developed collaborative opportunities to enhance program operations and student/faculty experiences. Co-authored human trafficking textbook and developed study abroad programming focused on human trafficking. Appointed as an ADVANCE Leadership Fellow.
- **Administration:** administrator of Department of Criminology and Criminal Justice undergraduate program at Shady Grove; serve as a contributor in developing University of Maryland undergraduate programs at satellite location; create class schedules and assist in curriculum development; hire and oversee program coordinator and instructors (10-15 per semester); designed career-focused speaker series with 2-3 speakers each semester; responsible for recruitment and program growth; advising, teaching and service responsibilities.
- **Collaboration:** work with USG centers and partner institutions to develop courses, student opportunities, and platforms to highlight student achievement.
- **Advising:** academic and career advising of undergraduate students-approximately 120 students each semester; advising of pre-transfer students and alumni (as requested).
- **Recruitment:** assisted in developing Terp Transfer Partnership pathway program with Montgomery college, oversee design of recruitment materials, meet with pre-transfer students, oversee recruitment efforts developed by program coordinator.
- **Teaching:** teach 1-3 courses per semester; oversee all internships and independent studies for CCJS@USG students, developed and implemented education abroad courses to study human trafficking.
- **Courses taught:**
 - CCJS300 Research Methods
 - CCJS325 Slavery in the Twenty-First Century: Combatting Human Trafficking
 - CCJS350: Juvenile Delinquency
 - CCJS458A: Human Trafficking in Context: Reactions to Human Trafficking in Thailand
 - CCJS105 Introduction to Criminology
 - CCJS454: Contemporary Criminology

- **Education Abroad Courses:**
 - CCJS458A: Human Trafficking in Context: Reactions to Human Trafficking in Thailand and Cambodia: Worked on the ground with various NGOs, and UN-ACT
 - CCJS458B: Human Trafficking in Context: The Vulnerabilities Associated with Being a Refugee in Italy: Worked with NGOs and Italian prosecutors
 - CCJS488C: Human Trafficking in Context: Corruption and Social Justice in South Africa. *Delayed due to COVID-19*
- **Service:**
 - UMD Senate Faculty Affairs Committee, 2020-present
 - CCJS Racial Competence Working Group, 2020-present
 - USG Career Competency Readiness Committee, 2019-present
 - BSOS Programs, Curricula, and Courses Committee, 2017-present
 - USG Committee for Interprofessional and Interdisciplinary Education Strategies, 2011-present
 - USG Transportation Committee, 2018-present
 - CCJS Departmental Undergraduate Teaching Committee, 2011-present
 - CCJS Human Relations Committee, 2019-2020
 - UMD Learning Outcomes Committee, 2016-2018
 - USG Terp Transfer Partnership Evaluation Committee (Chair), 2013-2016

Westat, Rockville, MD

Consultant (2011-2014)

- Consultant on evaluation design, data collection, analysis, and presentation for various criminal justice-related government-funded projects.

Research Analyst (2009 to 2011)

- Task leader for survey development, data collection, and/or data analysis for the following projects: program evaluations of the District of Columbia Community Court and Family Treatment Court, NASA's Diversity and Inclusion Assessment Survey; BJS's Census of Adult Probationers, and BJS's Survey of Juveniles Charged in Adult Criminal Court. Responsibilities included designing, testing, and administering multimode surveys; writing technical reports for state and federal agencies; conducting data cleaning and analysis, creating research designs for program evaluations of adult diversion programs; and assisting with the development and writing of over 15 technical proposals. Also, completed JMSP short courses in web survey design and project management.

Department of Criminology and Criminal Justice, University of Maryland, College Park, Maryland (2003-2009)

Interim Director (2008)

- Administrator of Department of Criminology and Criminal Justice undergraduate program at Shady Grove; advised undergraduate students; served as a contributor in developing University of Maryland undergraduate programs at satellite location.

Instructor (2007- 2009)

- Taught undergraduate courses in research methodology (CCJS300) and the statistical analysis section of the graduate research methods course using SPSS (CCJS610); also taught undergraduate introductory and advanced criminological theory (CCJS105 and CCJS454, respectively).

Graduate Research Assistant (2003-2009)

- **The Youth Strategies Teen Court Evaluation**
Responsibilities: Project manager for process and outcome evaluation for randomized study of multiple teen courts. Reviewed background materials in order to identify purpose and contribution of evaluation; coordinated the day-to-day project activities; scheduled and moderated four workshops with program coordinators to identify program objectives and goals; oversaw and assigned responsibilities to a team of undergraduate and graduate research assistants; assisted in designing data collection instruments to assess program fidelity, implementation, programs' success in meeting objects and goals; created and submitted IRB materials; assisted in survey administration; worked with Department of Juvenile Services and Office of Public Safety to ascertain juvenile and adult arrest records; conducted univariate, bivariate, and logistic regression analyses; wrote technical reports; first author on final report and refereed publication; presented to funders and at national conferences.
- **An Evaluation Partnership Project to Enhance the State of Maryland's Capacity to Evaluate Juvenile Justice Programs**
Responsibilities: Communicated with evaluation participants; conducted site visits; developed data collection instruments to assess program implementation and outcomes; detailed recommendations to redesign programs to fit better with recommended best practices.
- **Secondary Data Analysis** – Conducted bivariate, group-based trajectory, multinomial regression, and logistic regression analyses to examine peers effects on patterns of offending using cohort data; heavily involved in writing manuscript for peer-review; presented findings at national conference.

RELEVANT PROFESSIONAL/COMMUNITY SERVICE

Montgomery County Human Trafficking Prevention Committee, Montgomery County, MD

- **Academic Advisor (2015-present).** Work in a multi-disciplinary team including law enforcement, NGOs, and governmental agencies to improve human trafficking legislation, increase awareness, and improve reactions to victims. Assist in organizing regional conference, including identifying sponsors within the local business communities. Work directly with the Montgomery County Executive's Office and County Council to develop effective legislation to combat human trafficking in Montgomery County.
- **Chair, Education and Outreach Committee (2015-present).** Develop and maintain instructional and training resources, provide trainings throughout the state and to different populations, work with relevant business industries and progression organizations include those related to tourism, lodging, and restaurants.

Montgomery County Criminal Justice Coordinating Commission, Montgomery County, MD

- **Steering Committee (2011-present)** – Assist in developing meeting agendas, identifying speakers. Supported the development of an MOU between the Commission and USG to engage USG students in relevant research projects. Oversee student research for the Commission.
- **Public-at-Large Member (2008-present)** -- Assist in coordinating and communicating criminal justice policies to the multiple criminal justice agencies within Montgomery County, MD. Contributions have resulted in the Commissions requesting and being granted multiple requests to extend my membership to the Commission.
- **Chair (2012-2013)** – Create commission meeting agendas; lead monthly steering committee and quarterly commission meetings; assist in coordinating and communicating criminal justice policies to the multiple criminal justice agencies within Montgomery County, MD; lead a sub-group of commission and non-commission representatives in a project identifying and tracking services being offered to youth in contact with the criminal/juvenile justice system in Montgomery County.
- **Vice-Chair (2011-2012)** -- Assist in coordinating and communicating criminal justice policies to the multiple criminal justice agencies within Montgomery County, MD.

Parent-Teacher Association, Rachel Carson Elementary School, Gaithersburg, MD

- **Vice-President, Community Engagement (2019-present).** Oversee various committees and efforts to engage the RCES school committee and local businesses. Manage the annual fall membership drive and recently lead a small group of members to raise money for local families in need during the COVID-19 pandemic. Assist in leading meetings, develop branding and marketing materials, engage potential business to sponsor school activities.
- **Membership Committee Co-Chair (2018-2019).** Helped to engage over 700 RCES families in joining the PTA. Co-managed fall campaign, raising over \$20,000 for school support and activities.
- **Restaurant Event Chair (2015-2018).** Revamped strategy to engage local restaurants to schedule special nights in which a portion of profit would be donated to the RCES PTA. Previously, the PTA offered 2-3 restaurant nights a year. Increased to monthly restaurant nights. Provided a revenue resource to the PTA and created a sense of community amongst RCES families and staff.

B'nai Israel Congregation, Rockville, MD

- **Participant, SEA of Change Racial Equity Roundtable (2020-present).** Work with Join for Justice to design and initiate activities to engage in conversations, critical education, and collective action addressing racial inequity in our community.
- **Co-Chair, Talmud Torah Committee, B'nai Israel Congregation, Rockville, MD (2018-present).** Advise and consult on curriculum, teaching strategies, and use of educational technology, hear parent and student concerns, develop town hall meetings and community events. Represent Talmud Torah committee on B'nai Israel Board.
- **Chair, Youth Committee (2017-2019).** Assisted in hiring a new youth director and worked with her to re-energize youth programming, K-12th grade.
- **Co-Chair, Membership Committee (2013-2015)**—Organize, promote, and implement activities and programs for current and prospective members.
- **Board Member, B'nai Israel 20s and 30s Group; B'nai Israel Synagogue, Rockville, MD (2009 to 2013)** – Assist in planning, promoting, and implementing programming for young adults, couples, and families at a large metropolitan synagogue.

Additional Service Experiences

- **Graduate Student Representative. Department of Criminology and Criminal Justice, University of Maryland, College Park, MD (2005-2006)** –Meet with potential new graduate students and schedule meetings for potential students with other graduate students; organize incoming student orientation; assign new students

mentors and assist in cultivating mentor-mentee relationships; attend all faculty meetings; vote on issues pertinent to graduate students; organize and moderate graduate student meetings with potential professors for the department.

- **Member, Graduate Advisory Committee to the Dean's Office. College of Behavioral Sciences, University of Maryland, College Park, MD (2005)** -- Collaborate with a group of graduate students to advise the College on the spending of funds received from the Graduate Student Technology Fee; review proposals received from College units in order to decide recipients of technology fees.
- **Coordinator, St. Mary's County, Maryland Teen Court (2002-2003)** -- Oversaw day-to-day program tasks; recruited and sustained juvenile and adult volunteer participation; wrote and submitted grant proposals and funder reports; presented program to community leaders to gain financial and other types of support; supplied case management to involved juvenile offenders; coordinated and moderated monthly meetings with program oversight committee; coordinated agency collaboration to sustain program; conducted univariate analyses to describe program participants and volunteers. Supported through Americorps Vista.
- **Intern, Circuit Court for St. Mary's County, Maryland (2002)** – Conducted extensive literature review of 180-day rule and juvenile waivers; observed juvenile and criminal court.
- **Research Assistant, Department of Psychology, St. Mary's College of Maryland (2001-2002)** – Conducted literature searches; developed survey instruments to examine behavior; conducted participant observations, entered data into SPSS; conducted univariate and bivariate analyses; involved in summarizing results and preparing manuscript for peer review.
- **Intern, Montgomery County Detention Center, Rockville, Maryland (2001)** – Assisted in administering cognitive behavioral therapy to adult and juvenile offenders.

PROFESSIONAL ASSOCIATIONS

American Society of Criminology
Academy of Criminal Justice Sciences

PUBLICATIONS, TECHNICAL REPORTS, AND PRESENTATIONS

(Some items published under the name Wendy Povitsky)

Book Chapters/Books:

Stickle, W.P., Hickman, S.N., White, C. (2019) *Human trafficking: A comprehensive exploration of modern day slavery*. Sage Publications.

Stickle, W.P. and Gray, J. (2015). Teen courts. In Levesque, R.J.R (Ed.) *Encyclopedia of Adolescence*, 2nd ed. Springer Science+Business Media, LLC.

Stickle, W.P. (2012). Teen courts. In Levesque, R.J.R (Ed.) *Encyclopedia of Adolescence*. Springer Science+Business Media, LLC.

Povitsky, W.T. (2006). Identifying and treating violent juvenile offenders: The prevalence, risk factors, and treatment options for violent juvenile crime. In Mackenzie, D.L., O'Neill, L., Povitsky, W.T., & Acevedo, S. (Eds.) *Different Crimes, Different Criminals: Understanding, Treating, and Preventing Criminal Behavior*. Anderson Publishing.

Smith, E., & Povitsky, W.T. (2006). Juvenile drug offenders: Understanding and treating. In Mackenzie, D.L., O'Neill, L., Povitsky, W.T., & Acevedo, S. (Eds.) *Different Crimes, Different Criminals: Understanding, Treating, and Preventing Criminal Behavior*. Anderson Publishing.

Mackenzie, D.L., O'Neill, L., Povitsky, W.T., & Acevedo, S. (Eds.) (2006). *Different Crimes, Different Criminals: Understanding, Treating, and Preventing Criminal Behavior*. Anderson Publishing.

Refereed Journal Articles:

Stickle, W. (2019). Human trafficking in the Midwest: A case study of St. Louis and the Bi-State Area. *Journal of Human Trafficking*.
DOI: [10.1080/23322705.2019.1675031](https://doi.org/10.1080/23322705.2019.1675031)

McGloin, J.M., & Stickle, W.P. (2011). Influence or convenience? Rethinking the role of peers for chronic offenders. *Journal of Research in Crime and Delinquency*, 48, 419-447.

Wilson, D.M., Gottfredson, D.C., & Stickle, W.P. (2009). Gender differences in the effects of teen court on delinquency: A theory guided evaluation. *Journal of Criminal Justice*, 37, 21-27.

Stickle, W.P., Connell, N.M., Wilson, D.M., and Gottfredson, D. (2008). An experimental evaluation of teen courts. *Journal of Experimental Criminology*, 4, 137-163.

Grabill, K.M., Lasane, T.P., Povitsky, W.T., Saxe, P., Munro, G.D., Phelps, L.M., & Straub, J. (2005). Gender and study behavior: How social perception, social norm adherence, and structured academic behaviors are predicted by gender. *North American Journal of Psychology*, 7, 7-24.

Technical Reports/White Papers:

McLoota, N.C., Perez, A.J., and Stickle, W.P. (2020) *Opportunities for Expanded Alliances Against Human Trafficking and Child Exploitation [White paper]*. The Mitre Corporation and the University of Maryland.

Harmon, M., Hagen, C., Chibnall, S., and Stickle, W. (2014). *District of Columbia Community Court expansion project program evaluation: Process evaluation results* (Prepared under contract to the D.C. Superior Court). Rockville, MD: Westat.

Stickle, W., Harmon, M., and Zador, P. (2014). *Superior Court's Community Court Expansion Project: Final report* (Prepared under contract to the D.C. Superior Court). Rockville, MD: Westat.

Stickle, W., Harmon, M., and Zador, P. (2012). *East of the River Community Court Evaluation: Final report* (Prepared under contract to the D.C. Superior Court). Rockville, MD: Westat.

McPherson, K., Hagen, C., Stickle, W., Ahlin, E., Bindra, S., Maybury, C., and Glover, D. (2011). *Evaluation of the District of Columbia Family Treatment Court: Final Report* (Prepared under contract to the D.C. Superior Court). Rockville, MD: Westat.

Stickle, W., Harmon, M., Zador, P., and Bauer, E. (2011). *East of the River Community Court Evaluation: Final report* (Prepared under contract to the D.C. Superior Court). Rockville, MD: Westat.

Harmon, M., and Stickle, W. (2011). *2010 NASA Diversity and Inclusion Assessment Surveys: Final report* (Prepared under contract to the National Aeronautics and Space Administration). Rockville, MD: Westat.

Harmon, M., and Stickle, W. (2010). *Defender Services Program surveys: 2009 Surveys of Criminal Justice Act panel attorney district representatives and individual panel attorneys* (Prepared under contract to the Administrative Office of the U.S. Courts). Rockville, MD: Westat.

Stickle, W., and Harmon, M. (2010). *Defender Services Program surveys: Survey of Federal Defenders and CJA Resource Counsel* (Prepared under contract to the Administrative Office of the U.S. Courts). Rockville, MD: Westat.

Harmon, M., Sorra, J., Stickle, W., and O'Brien, J. (2009). *Defender Services Program surveys: 2008 Survey of Judges* (Prepared under contract to the Administrative Office of the U.S. Courts). Rockville, MD: Westat.

Stickle, W.P. & Gottfredson, D.C. (2007). *The Youth Strategies Teen Court Evaluation: 18 Month Follow-Up Report*. A Report to the Governor's Office of Crime Control and Prevention. State of Maryland.

Stickle, W.T.P., Connell, N.M., Dugas, D. & Gottfredson, D. (2006). *An Evaluation Partnership Project to Enhance the State of Maryland's Capacity to Evaluate Juvenile Justice Programs: Final Report 2004-2005*. A Report to the Governor's Office of Crime Control and Prevention. State of Maryland.

Povitsky, W. & Gottfredson, D.C. (2005). *An Evaluation Partnership Project to Enhance the State of Maryland's Capacity to Evaluate Juvenile Justice Programs: Final Report*. Technical report submitted to JRSA.

Invited Presentations:

Stickle, W.P., Nunez, A., and Rubenstein, A. (2020). How to be evidence-based. Human Trafficking Professionals Virtual Seminar. Maryland Human Trafficking Task Force. Virtual Presentation.

Stickle, W.P. (2019). Human trafficking as a global issue: Challenges to trafficking reduction. International Symposium on Social Governance and the Rule-of-law Development, Nanjing China.

Stickle, W.P. (2015). Human smuggling: Definitions, complexities, and recommendations. Maryland International Incubator, College Park, MD.

Professional Presentations:

Stickle, W.P. (2019). Human trafficking as a global issue. Academy of Criminal Justice Sciences, Baltimore, MD.

Stickle, W.P. & Seaby, L. (2017). Lessons from the sandbox: Partnering with career specialists to build professional development curriculum. American Society of Criminal Justice, Philadelphia, PA.

Stickle, W.P., Harmon, M., and Cotter, R. (2013). East of the River Community Court Evaluation. American Society of Criminology, Atlanta, GA.

Stickle, W.P. (2011). Community Corrections Officers Killed and Assaulted (CCOKA). American Society of Criminology, Washington D.C.

Stickle, W.P. (2011). Community Corrections Officers Killed and Assaulted (CCOKA). APPA 36th Annual Training Institute, Chicago, IL.

Stickle, W.P., and Sedlak, A.J. (2010). Pregnancy and Parental Status of Youth in Residential Placement. American Society of Criminology, San Francisco, CA.

Sedlak, A.J., and Stickle, W. (2010). *Crossover youth in juvenile justice placement*. National Conference on Juvenile and Family Law, Las Vegas, NV.

Stickle, W.P. (2009). *Predictors of In-School Weapon-Carrying—Results and Conclusions*. American Society of Criminology, Philadelphia, PA.

Stickle, W.P. (2008). *Predictors of In-School Weapon-Carrying*. American Society of Criminology, St. Louis, MO.

- Stickle, W.P. & McGloin, J. (2007). *Co-Offending and Criminal Careers: A Test of Moffitt's Dual Taxonomy*. American Society of Criminology, Atlanta, Georgia.
- Stickle, W.P., Connell, N., Dugas, D.& Gottfredson, D. (2006). *Helpful or Harmful? The Effect of Teen Court on Recidivism*. American Society of Criminology, Los Angeles, CA.
- Povitsky, W.T. & Gottfredson, D. (2005). *Using Program Development Evaluation to Evaluate Teen Courts in Maryland*. American Society of Criminology, Toronto, Ontario, Canada.
- Povitsky, W. T. (2005). *Using Program Development Evaluation to Evaluate Teen Courts in Maryland*. Bureau of Justice Statistics/ Justice Research and Statistics Association, St. Petersburg, FL.
- Povitsky, W.T. (2005). *Evaluating Teen Courts Using Program Design Evaluation (PDE)*. Coalition for Juvenile Justice, Williamsburg, VA.
- Povitsky, W.T. (2005). *Update on Youth Court Research: The Maryland Teen Court Evaluation*. State Youth Court Association/Networking Group Meeting of the National Youth Court Center, Washington, DC.
- Povitsky, W.T. (2004). *Scare Tactics: An Examination of the Use of Scared Straight Programming in Teen Courts*. American Society of Criminology, Nashville, TN.
- Grabill, K.M., Povitsky, W.T., Lasane, T.P., Asher, C., Bartlett, E., & Goodwin, D. (2003). *Perceived Norms, Gender Roles, and Academic Behavior*. Eastern Psychological Association, Baltimore, MD.
- Grabill, K.M., Povitsky, W.T., Lasane, T.P., Asher, C., Bartlett, E., & Goodwin, D. (2003). *The Effects of Social Norms Regarding Study Behaviors on Self-Reported Academic Styles*. Eastern Psychological Association, Baltimore, MD.
- Povitsky, W.T. (2002). *Jewish Resilience: Do They Still Have a Chance?*. St. Mary's Project Presentations, St. Mary's City, MD.

HONORS

2020	UMD ADVANCE Leadership Fellow
2016	UMD Advancing Professional Track Faculty Fellow
2003-2006	Sutherland Fellow
2001	Omicron Delta Kappa
1999	Psi Chi (Psychology Honors Society)
1999-2002	Saint Mary's Scholar

1999-2002
1998-2002

St. Mary's College Nietze Scholar's Program and Scholarship
Dean's List, Saint Mary's College of Maryland