

RODDRICK A. COLVIN
Curriculum Vitae
June 2021

School of Public Affairs
San Diego State University
5500 Campanile Drive
San Diego, CA 92182-4505
(619) 594-2880
rcolvin@sdsu.edu
@ProfColvin

Permanent Appointment: Professor of Public Administration

EMPLOYMENT AND APPOINTMENTS

Professor, San Diego State University, August 2020 - Present
 Affiliated Faculty, Center for Latin American Studies, August 2017 - Present
 Affiliated Faculty, LGBTQ Studies, August 2017 - Present
Associate Professor, San Diego State University, August 2017 - August 2020
Associate Professor, City University of New York, John Jay College of Criminal Justice, 2009 - 2017
Visiting Fellow, College of Policing, United Kingdom, September-December 2015 (4 months)
Investigador Visitante, Universidad de Buenos Aires, Buenos Aires, 2014 (4 months)
Investigador Visitante, Universidad de San Andrés, Buenos Aires, 2011 (5 months)
Assistant Professor, City University of New York, John Jay College of Criminal Justice, 2004 - 2009
National LGBTQ TaskForce, Policy Director, May 2003 - August 2004

Research Interests:

Law enforcement policies and practices
LGBTQ politics and policies
International public administration and policy
Malfeasance in the workplace
Human resource management

EDUCATION

Ph.D., Public Administration, May 2002
University at Albany, State University of New York
Dissertation: *Agenda Setting and Innovation in State Policymaking: The theory and evolution of antidiscrimination laws*

M.P.A. (Public Administration), May 1997
Seattle University
Thesis: *The City of Seattle's Domestic Partnership Registry: A policy analysis*

B.A., May 1992
Indiana University at Bloomington
Political Science and Philosophy

PUBLICATIONS

Books

Colvin, R. (2012). *Gay and Lesbian Cops: Diversity and Effective Policing*. Lynne Rienner Publishers. Boulder, CO.

Reviewed in:

British Journal of Criminology, 2013

Contemporary Justice Review: Issues in Criminal, Social, and Restorative Justice, 2014

International Criminal Justice Review, 2014

Journal of Criminal Justice Education, 2013

Public Administration Review, 2013

Peer-reviewed Articles

Giwa, S., Colvin, R., Karki, K., Mullings, D., & Bagg, L. (2021). Analysis of “Yes” Responses to Uniformed Police Marching in Pride: Perspectives From LGBTQ+ Communities in St. John’s, Newfoundland and Labrador, Canada. *SAGE Open*. <https://doi.org/10.1177/21582440211023140>

Colvin, R. & Blount-Hill, K. (2020). Truth and Reconciliation as a Model for Change #MeToo. *Public Administration Review*. Viewpoint #MeToo in Academia Symposium. <https://doi.org/10.1111/puar.13207>

Colvin, R., & Moton, L. (2020). Lesbian Cops and Social Equity: Representation on Television vs Lived Experiences. *Public Integrity*. <https://doi.org/10.1080/10999922.2020.1794267>

Colvin, R. (2020). The Emergence and Evolution of Lesbian and Gay Police Associations in Europe. *European Law Enforcement Research Bulletin*. 20(1). <http://91.82.159.234/index.php/bulletin/article/view/406>

Elias, N., & Colvin, R. (2019). A Third Option: Understanding and Assessing Non-binary Gender Policies in the United States. *Administrative Theory & Praxis*, 42(2), 191-211. <https://doi.org/10.1080/10841806.2019.1659046>
[Best article award 2020 - American Society for Public Administration: LGBT Advocacy Alliance Section]

Colvin, R. (2018). The New Metropolitan Police of Buenos Aires: Officers’ Shared Perceptions on Community Policing and Organizational Practices. *International Journal of Public Administration*, 41(3), 238-245. <https://doi.org/10.1080/01900692.2016.1263205>

Colvin, R. (2016). Female Police Officers and their Experiences: The Metropolitan Police of Buenos Aires Context. *Women & Criminal Justice*. 26(1), 1-16. <https://doi.org/10.1080/08974454.2016.1203388>

Colvin, R. (2015). Shared workplace experiences of lesbian and gay police officers in the United Kingdom. *Policing: an International Journal of Police Strategies & Management*. 38 (2), 333-349. <https://doi.org/10.1108/PIJPSM-11-2014-0121>

Colvin, R. (2010). Critical Incidents, Invisible Communities and Public Policy: A Case of the LGBT community. *The Journal of the Academy for Critical Incident Analysis*. 1(1), 30-40.

Colvin, R. (2009). Adding Sexual Orientation to New York State's Human Rights Law: Initial Information about Implementation and Effectiveness. *The Journal of Homosexuality*. 56(4): 485-498.
<https://doi.org/10.1080/00918360902821460>

Colvin, R. (2009). Shared Perceptions among Lesbian and Gay Police Officers: Barriers and Opportunities in the Law Enforcement Work Environment. *Police Quarterly*. 12(1), 86-101.
<https://doi.org/10.1177/1098611108327308>

Colvin, R. (2008). Innovations in Antidiscrimination Laws: Research on Transgender-Inclusive Cities. *Journal of Public Management & Social Policy*. 14(1), 19-34. ISSN: 1080-8523

Colvin, R. (2007). The Rise of Transgender-Inclusive Laws: How Well Are Municipalities Implementing Supportive Nondiscrimination Public Employment Policies? *Review of Public Personnel Administration* (ROPPA). 27(4), 336-60. <https://doi.org/10.1177/1077800407301777>

Colvin, R. (2006). Innovation of State-Level Gay Rights Laws: The Role of Fortune 500 Corporations. *Business and Society Review*. 111(4), 363-86.
<https://onlinelibrary.wiley.com/toc/14678594/2006/111/4>

Colvin, R. (2006). Understanding Policy Adoption and Gay Rights: The Role of the Media and Other Factors. *The Innovation Journal*. 11(2), 1-19.
<https://www.innovation.cc/volumes-issues/vol11-no2.htm>

Colvin, R. (2005). Agenda Setting, Innovation, and Gay Rights Policy: An Event History Analysis. *The Review of American Politics*. 25(5), 214-69.
<https://doi.org/10.15763/issn.2374-7781.2004.25.0.241-263>

Colvin, R. (2002). Citizen Participation, the Albany Pine Bush, and Environmental Policy: A Case Study. *Society and Natural Resources*. 15(5), 447-54. <https://doi.org/10.1080/08941920252866792>

Colvin, R., and Riccucci, N. (2002). Employment Nondiscrimination Policies: Assessing Implementation and Measuring Effectiveness. *International Journal of Public Administration*. 25(1), 95-108.
<https://doi.org/10.1081/PAD-120006542>

Colvin, R. (2000). Improving State Policies that Prohibit Public Employment Discrimination Based on Sexual Orientation. *Review of Public Personnel Administration*. (ROPPA) 20(2), 5-19.
<https://doi.org/10.1177/0734371X0002000202>

Book Chapters

Colvin, R. (2020). Female Police Officers and the Use of Force: Understanding When and How Much. In C. D. M.-Coates & M. Walker-Pickett (Eds.), *Women and minorities in criminal justice: An intersectionality approach*. Dubuque, IA: Kendall Hunt Publishing Company. ISBN-13: 978-1792408908

Moton, L., Blount-Hill, K., & Colvin, R. (2020). Squaring the circle: Exploring lesbian experience in a heteromale police profession. In C. D. M.-Coates & M. Walker-Pickett (Eds.), *Women and minorities in criminal justice: An intersectionality approach*. Dubuque, IA: Kendall Hunt Publishing Company. ISBN-13 : 978-1792408908

Sellers, M. & Colvin, R. (2014). Policy Learning and Language in Local Governments with Transgender-Inclusive Nondiscrimination Policies. In, *Transgender Rights and Politics*. J. Taylor and D. Haider-Markel (Eds.). University of Michigan Press: Michigan.

Colvin, R. (2014). Policing the Lesbian and Gay Community: The Perceptions of Lesbian and Gay Police Officers. In, *Handbook of LGBT Communities, Crime, and Justice*. D. Peterson and V. Panfil (Eds.). Springer: New York.

Colvin, R. (2012). Improved Policing in an Invisible Community: A Case Study of the Gay and Lesbian Liaison Unit of Washington, DC. In, *Handbook of Critical Incident Analysis*. R. Schweser (Ed.). ME Sharpe: California.

Colvin, R. (2008). Transgender-Inclusive Workplaces and Health Benefits: New Administrative Territory for Public Administrators. In, *Handbook of Employee Benefits and Administration*. C. Reddick, and J. Cogburn (Eds.). Taylor & Francis Group: London.

Colvin, R. (2004). Policy Entrepreneurship and New Policy Adoptions. In, *Handbook of Gay, Lesbian, Bisexual, and Transgender Administration and Policy*. W. Swan (Ed.). Marcel Dekker: New York.

Colvin, R. (2004). Political Parties and Antidiscrimination Laws. In, *Handbook of Gay, Lesbian, Bisexual, and Transgender Administration and Policy*. W. Swan (Ed.). Marcel Dekker: New York.

Other Publications

Invited Blog

Colvin, R. (June 8, 2019). What's Next: After the accusal, we still need reconciliation. *Gender Dialogues: A Space for Community and Conversation*. Women in the Public Sector.
<http://wpsjjay.blogspot.com/2019/06>

Reviews

Colvin, R. (2003). [Review of the book *Gender Images in Public Administration*]. *Review of Public Personnel Administration* (ROPPA) 23(1): 83–86.

Guest Editorship

Colvin, R. (2019). ATP Special Issue on Gender Identity and Expression and Sexual Orientation (LGBTQ+) in the Public and Nonprofit Contexts, *Administrative Theory & Praxis*. 39(3): 254-255. DOI: 10.1080/10841806.2017.1350902

Reports

Colvin, R. (2015) Shared Perceptions of Constables in the Fast Track Program after One Year. Report to College of Policing - Knowledge Research & Practice. Sunningdale, United Kingdom.

Colvin, R. (2004). The Extent of Sexual Orientation Discrimination in Topeka, KS. The National Gay and Lesbian Task Force: Washington, DC.

Colvin, R. (1999). Public Recycling Program Costs and Efficiencies: A Review and Analysis of Available Literature. Northeast Recycling Council—Council of State Governments: Lexington, KY.

CONFERENCES AND INVITED PRESENTATIONS

Rainbows and Unicorns: Representative bureaucracy, LGBTQ officers, and community policing. University of Georgia. (September 2020). School of Public and International Affairs - Lecture Series. Athens, Georgia (virtual).

The Politics of Policing in Buenos Aires: The role of newspapers (March 2019). Academy of Criminal Justice Sciences – Annual Conference. Baltimore, Maryland.

Nonbinary Gender Policies: Understanding how agencies adopt and resist change (March 2019). American Society for Public Administration - 80th Annual Conference. Washington, DC.

Use of Force and Police Officer Confidence: Methodological Challenges and Other Adventures (November 2018). School of Public Affairs- Lecture Series. San Diego, California.

The Role and Evolution of LGBT Police Associations in the United States. (March 2018). American Society for Public Administration - 79th Annual Conference. Denver, Colorado.

Not Your Father's Police Department: Diversity and Inclusion of Lesbian and Gay Police and Staff. (February 2018). San Diego State University. Pride Center. San Diego, California.

Use of Force: Police Officer Characteristics as Determinants of Use. (April 2017). New York State Political Science Association – 71st Annual Conference. Rochester, New York.

Employee Resource Groups: The Case of Gay Police Associations. (March 2017). American Society for Public Administration - 78th Annual Conference. Atlanta, Georgia.

Lesbian and Gay Police Associations in the 21st Century: A simple idea with complex outcomes (August 2016). 1st World LGBT Conference for Criminal Justice Professionals. Amsterdam, Holland.

Representative Bureaucracy and Cultural Competence: Do we really need both? (September 2015). The Diversity Challenge – Conscious prejudice or Unconscious Bias? – Moving forward to embrace and reflect difference. College of Policing. Ryton, United Kingdom.

The Politics and Personnel Practices of the Metropolitan Police of Buenos Aires. (April 2015). New York State Political Science Association - 69th Annual Conference. State University of New York at Plattsburgh. Plattsburgh, New York.

Shared workplace experiences of lesbian and gay police officers in the United Kingdom: Is the beat any better? (March 2015). American Society for Public Administration - 76th Annual Conference. Chicago, Illinois.

Employee Motivation and Satisfaction: Google and its future Challenges. (June 2012). Ilia State University. Tbilisi, Republic of Georgia.

Human Resource Management in the Public and Private Sectors: Age-old Challenges in Modern Times. (December 2012). Ilia State University. Tbilisi, Republic of Georgia.

Policías Homosexuales y Bisexuales en Argentina. (March 2012). Seminario Permanente del Depto. de Ciencias Sociales. Universidad de San Andrés. Buenos Aires, Argentina.

Working with and Obtaining Data from Invisible Populations. (November 2010). Consortium for Education and Social Science Research. Indiana University. Bloomington, Indiana.

Barriers and Opportunities in Police Service: A Case Study of Gay and Lesbian Officers in the United Kingdom. (July 2010). 10th International Conference on Diversity in Organisations, Communities and Nations. Belfast, Northern Ireland.

Critical Incidents and Invisible Communities: Issues and Challenges for the field of Public Administration and Policy. (October 2008). Symposium on Critical Incident Analysis. Academy for Critical Incident Analysis, New York, NY.

The Impact of Local Antidiscrimination Employment Laws on the Earnings of Gay Men and Lesbians: A Comparison of 400 Communities. (August 2007). Annual Conference, American Political Science Association, Chicago.

American Government and Politics: Student Research. (April 2007). Annual Conference, New York State Political Science Association, Marist College, Poughkeepsie, NY.

Administrative and Intergovernmental Challenges to Creating Diverse Public Workplaces. (March 2007). Annual Conference, American Society for Public Administration, Washington, DC.

Innovation and Implementation of Nondiscrimination Laws: A Survey on Gender Identity and Expression. (April 2006). Annual Conference, New York State Political Science Association, John Jay College of Criminal Justice, New York.

Transgender-Inclusive Laws: Assessing the Challenges and Successes of Antidiscrimination in Public Employment Policies. (April 2006). Annual Conference, American Society for Public Administration, Denver.

The Rise of Transgender-Inclusive Laws: Are Communities Really Creating Trans-Friendly Workplaces? (March 2006). Center for Lesbian and Gay Studies, Graduate Center of the City University of New York.

Adding Sexual Orientation to New York State's Human Rights Law: Initial Information about Implementation and Effectiveness. (April 2005). Annual Conference, New York State Political Science Association, Niagara University, Lewiston, NY.

Influencing State Level Gay Rights Laws: The Role of the Major Corporation. (April 2003). Annual Conference, Midwest Political Science Association, Chicago.

Agenda Setting, Innovation and State Gay Rights Policy. (August 2002). Annual Conference, American Political Science Association, Boston.

Sexual Orientation and Employment: Challenges, Choices and Policy Implications. (April 2000). Annual Conference, American Society for Public Administration, San Diego.

GRANT SUPPORT

External

2009 Academy for Critical Incident Analysis
2008 Academy for Critical Incident Analysis
2007 W. E. Upjohn Institute for Employment Research

Internal

2015 Professional Staff Congress, City University of New York
2010 Professional Staff Congress, City University of New York
2009 Research Assistance Program, City University of New York
2007 Research Assistance Program, City University of New York
2006 City University of New York Faculty Development
2006 Diversity Projects Development
2006 Professional Staff Congress, City University of New York
2005 Professional Staff Congress, City University of New York

TEACHING

Courses Taught

Introduction to Public Administration (Undergraduate, Graduate)
Human Resource Management (Undergraduate, Graduate)
Assessments, Audits and Investigations (Undergraduate, Graduate)
Advance Policy Analysis (Graduate)
Organizational Behavior and Theory (Graduate)
MPA Capstone Seminar (Graduate)
Research Methods (Undergraduate, Graduate)
Criminal Justice Policy and Practice (Doctoral)

Courses Taught – Online

Introduction to Public Administration (Undergraduate)
Criminal Justice Research Methods and Evaluation (Undergraduate)
Human Resource Management (Undergraduate, Graduate)
Assessments, Audits and Investigations (Undergraduate, Graduate)
Organizational Behavior and Theory (Graduate)

MASTERS-LEVEL MENTORING (THESIS COMMITTEE)

Dania Gonzalez - 2019 (Public Affairs)
Amy Tran - 2019 (Psychology)
Catherine Huyen - 2020 (Psychology)

DOCTORAL-LEVEL MENTORING (COMMITTEE)

David Topel - Present
Virginia Diaz - Graduated 2020
Marc Balcells – Graduated 2018
Francis Spangenberg – Graduated 2016
Gabriel Paez – Graduated 2016
Chelsea Binns – Graduated 2014

External Reviewer for PhD Dissertation Committee

Shirley Leyro
Bryce Peterson
Megan Welsh
Jeremiah Johnson

LEADERSHIP AND ADMINISTRATION

Interim MPA Coordinator, School of Public Affairs, Public Administration, Fall 2021
Interim MPA Coordinator, School of Public Affairs, Public Administration, Spring 2019
Program Coordinator (World Affairs/SPA), August 2019 - May 2020
Deputy MPA Director, August 2015 - May 2017
Deputy Executive Officer, CRJ Doctoral Program (POA) Specialization, 2012-2014

PROFESSIONAL SERVICE

Service to Community

San Diego Police Department (SDPD)

Chief's LGBT Advisory Board
Board Member, 2018-Present

Service to the Discipline

American Society for Public Administration

Editorial Board, Review of Public Personnel Administration (ROPPA), 2019-2022
Board Member, Section on Personnel Administration and Labor Relations (SPALR), 2018-Present
Board Member, LGBT Section Committee, 2016-Present

American Political Science Association

Committee on the Status of LGBT people in the Profession, 2011-2013
Member, Sexuality and Politics Best Paper Award Committee, 2010
Executive Council Member, Section on Public Administration, 2006–2008
Member, Kaufman Awards Committee, 2007

New York State Political Science Association

Section Chair, American Politics, 2009-2011
President of the Board, 2009-2010
Program Chair, 63rd Annual Conference, 2008–2009
Section Chair, American Politics, 2006–2008
Campus Chair, Annual Conference, 2005–2006

Manuscript Reviewer

Administrative Theory and Practice
American Review of Public Administration
The Review of American Politics
Review of Public Personnel Administration (ROPPA)
Journal of Public Management & Social Policy
Journal of Critical Incidents Analysis
Journal of Homosexuality
Policing: an International Journal of Police Strategies & Management

Feminist Criminology
Police Quarterly
Policing & Society
Justice Quarterly

Service to the University and College

Diversity and Inclusion Council, Academic Affairs, AY 2018-2019
Interim MPA Coordinator, School of Public Affairs, Public Administration, Spring 2019
Board, CLAGS: The Center for LGBTQ Studies - The Graduate Center, CUNY, 2015-2017
Reviewer, Law, Criminal Justice, Sociology and Urban Studies Panel of the University Committee on Research Awards, 2015-17
50th Anniversary Committee, 2013-2015
Co-chair, Justice Weekend, 2014-2015

Additional Service to the University and College

Diversity Committee, 2014-2015
Deputy Executive Officer, CRJ Doctoral Program (POA) Specialization, 2012-2014
Member, Doctoral Admissions Committee, 2008-2017
Chair, POA Doctoral Admissions Sub-committee, 2008-2010, 2012
Member, Committee on Student Services, 2007-2009
Member, Committee on Committees, 2007-2009
Member, Committee to Revise the College Mission, 2014
Member, Campus Safety Advisory Committee, 2012-2015
Member, Student Evaluation of Faculty (SEOF) Committee, 2012-2013
Member, Search Committee for Race, Crime and Justice Center Director, 2012
Councilperson, Gender Studies Governance Council, 2009-2011
Member, Gender Studies Committee, 2008-2009
Member, Search Committee for Criminal Justice Research and Evaluation Center Director, 2009
Member, Sustainability Council, 2007-2008
Member, Student Services Committee, 2007-2008
Member, Search Committee for Human Resources Director, 2007
Member, 504/ADA Committee, 2005-2009
Senator, Faculty Senate, 2005-2007

Service to the School of Public Affairs

Faculty Hiring Committee, 2018

Service to the Department of Public Management

Co-chair, Faculty Hiring Committee, 2016
Chair, MPA Career Services Advisory Committee, 2015-2017
Member, Transition Committee, 2015-2016
Member, Strategic Planning Committee, 2015-2016
Lead, MPA Human Resources Specialization Committee, 2007-2017
Member, Personnel and Budget Committee, 2012-2013, 2016-2017
Member, Department of Economics Personnel Committee, 2010
Deputy Department Chair, Department of Public Management, 2007-2009

Other

Undergraduate Coordinator, Seattle University, Institute of Public Service, 2001-2003

ACADEMIC APPOINTMENTS AND AFFILIATIONS

Professor, San Diego State University, August 2020 - Present
Affiliated Faculty, Center for Latin American Studies, August 2017 - Present
Affiliated Faculty, LGBTQ Studies, August 2017 - Present
Associate Professor, San Diego State University, August 2017 - August 2020
Visiting Fellow, College of Policing, United Kingdom, September-December 2015 (4 months)
Investigador Visitante, Universidad de Buenos Aires, Buenos Aires, 2014 (4 months)
Investigador Visitante, Universidad de San Andrés, Buenos Aires, 2011 (5 months)
Associate Professor, John Jay College of Criminal Justice, 2009-2017
Affiliated Faculty, Gender Studies Major, 2009-2017
Associate Evaluator, Criminal Justice Research & Evaluation Center, 2008-2017
Affiliated Faculty, The Graduate Center, Department of Criminal Justice, 2007-2017
Affiliated Faculty, Concentration in Lesbian and Gay/Queer Studies, 2006-2017
Assistant Professor, John Jay College of Criminal Justice, 2004-2008
Adjunct Assistant Professor, New York University, 2003-2004
Instructor/Assistant Professor, Seattle University, 2001-2003
Instructor, University at Albany, State University of New York, 2000-2001

PROFESSIONAL ASSOCIATIONS

National Association of Black Political Scientists
American Society for Public Administration
--Section on Criminal Justice Policy Review
--Section on Personnel Administration and Labor Relations
International Public Management Association for Human Resources
--San Diego Chapter
Academy of Criminal Justice Sciences
--Western Association of Criminal Justice (Region 5 of ACJS)

PROFESSIONAL EXPERIENCE (non-academic)

Associate Evaluator
Criminal Justice Research & Evaluation Center 2008-2017
Projects: Survey of IID Corrections Officers (2008)
Organizational Analysis of the Bronx Defenders' (2009)

External Evaluator 2004-present

Department of Homeland Security: Scientific Leadership Award for MSI – DHS-09-ST-062-003 (2012)
Department of Homeland Security: Scientific Leadership Award for MSI – DHS-09-ST-104-001 (2011)
Department of Homeland Security: Scientific Leadership Award for MSI – DHS-07-ST-062-001 (2009/2011)

Experience – Other

Research Director, National Gay and Lesbian Task Force Policy Institute, 2003-2004
Session Lobbyist, Malkin & Ross, New York State Congressional Session, 2001
Co-evaluator, Center for Urban Youth and Technology, 2000

Summer Evaluator/Intern, U.S. Government Accountability Office, 1999

AWARDS, HONORS, and TRAININGS

2017 Military Ally Training. San Diego State University

2014 EAFIT Universidad, Medellín, Colombia. Level B1

2012 Centro Universitario de Idiomas, Buenos Aires, Argentina. Levels A3-A4

2008 Enforex Language School, Valencia, Spain. Levels A1-A2

2004 École de langues at the Université du Québec à Montréal (UQAM)

2003 Project LEAD (Leadership Education and Development)

2001 Universiteit van Amsterdam: Summer Institute for Sexuality, Culture and Society

2001 Rockefeller College Outstanding Service Award

1997 Presidential Management Fellowship Finalist

1996 Pride Foundation Scholarship Award

Languages

English – Native, Spanish - Intermediate