

## HEATH GRANT

48 West 87<sup>th</sup> Street, Apartment 2B  
New York, NY  
10024  
hgrant@jjay.cuny.edu  
(917) 975-4940

## EDUCATION

Ph.D. Criminal Justice. – *Graduate School and University Center*, 2004  
*Dissertation Title: Fostering a Culture of Lawfulness – examining the pathway between law enforcement legitimacy and behavior in Mexican youth.*

M. Phil. Criminal Justice – *Graduate School and University Center*, 2000

M.A. Criminal Justice. – *John Jay College of Criminal Justice*, 1995

B.A. Psychology – *Queens University*, 1994

## CAREER OUTLINE

*Police Executive Research Forum, 2011 – March 2013.*

The Police Executive Research Forum (PERF) is a national membership organization of progressive police executives from the largest city, county and state law enforcement agencies. PERF is dedicated to improving policing and advancing professionalism through research and involvement in public policy debate.

**Director of Research**, August 2011 to November 2012

**Adjunct Senior Research Fellow**, November 2012 to present

### ***Success for Kids Foundation, 2005-2011***

Success for Kids is an international program designed to foster youth resiliency. It currently operates in after schools and public schools in New York, Los Angeles, Miami, Boston, Brazil, United Kingdom, Mexico, Panama, Russia, Israel, Malawi, and Kenya.

**CEO, Global Education and Outreach**, January 2010 to July 2011.

**Executive Director**, December 2006 to August 2008.

**Director of Research and Training**, 2005 to 2006

### ***National Strategy Information Center, 2001 – present***

The Culture of Lawfulness Project is sponsored by the National Strategy Information Center (NSIC), a nongovernmental educational organization based in Washington, DC. Since the 1990's it has helped partners in the Americas and the Middle East to develop educational programs to foster societal support for the rule of law by engaging governmental and civil society leaders. As part of this project, developed curricula now reaching over a million children throughout Latin America. Later efforts include the development of similar courses for other sectors of society, such as the police and media.

**Associate Director**, August 2008 to January 2010.

**Senior Consultant**, October 2001 to August 2008; January 2010 - Present

### ***John Jay College of Criminal Justice, Department of Law, Police Science, and Criminal Justice Administration, 2000--2014***

**Assistant Professor**, John Jay College of Criminal Justice, February 2004 – August 2005; **April 2013 to present**

**Adjunct Professor**, August 2005 to 2013;

**Instructor**, John Jay College of Criminal Justice, August 2003-February 2004.

**Substitute Instructor**, John Jay College of Criminal Justice, February 2002-August 2003.

**Deputy Chair**, John Jay College of Criminal Justice, February 2004–September 2005.

**Doctoral Faculty**, Graduate School and University Center, 2004-2005.

**Graduate Faculty**, John Jay College of Criminal Justice, 2002-2005.

**Adjunct Faculty**, John Jay College of Criminal Justice, February 2000 – December 2001.

Classes taught:

- Introduction to Law Enforcement
- Police Organization and Administration
- Introduction to Criminal Justice
- Research Methods and Statistics in Criminal Justice
- Capstone Senior Seminar – Masterworks
- Criminal Justice Theory to Practice
- Juvenile Justice and Correctional Administration
- Independent Study
- Policy Analysis in Criminal Justice (Graduate)
- Issues in Criminal Justice - Policing (Graduate)
- Research Methods I (Doctoral)
- Morality: Good, Bad, and Indifferent (ISP)
- Survey of Policy Analysis in Criminal Justice (Doctoral)

***Criminal Justice Research and Evaluation Center, September 1995 – January 2002.***

**Senior Research Associate** (2000-2002;) John Jay College of Criminal Justice

**Research Associate** (1995-2000) John Jay College of Criminal Justice

**AWARDS, HONORS, AND OTHER**

Member, Law Enforcement Advisory Committee, *School Discipline Consensus Project*, December 2011 to present.

Bradley Post-doctoral Fellowship, Georgetown University. August 2004 to 2006.

Book Review Editor, *Police Quarterly*. September 2002 – 2008.

Arthur Niederhoffer Fellow, 1998

Arts '50 Scholarship. June 1994.

### **COMMITTEES AND COLLEGE SERVICE**

Deputy Chair, Department of Law, Police Science, and Criminal Justice Administration, 2004 – 2005.

Adjuncts Coordinator, Department of Law, Police Science, and Criminal Justice Administration, 2003 – 2004.

At-large Representative, Faculty Senate, 2003- 2005

Law and Police Science Curriculum Committee, September 2004 to 2005.

Adjunct Issues Committee, Chair, Faculty Senate, 2003 to 2004.

UJA Breakfast Committee. 2002.

Faculty Retirement Committee. Fall 2002.

College Course Fair - Winter 2002; Fall 2002

### **FUNDED RESEARCH AND PROJECTS**

#### ***Security Assessment of Youth Violence in the Caribbean (\$20,000)***

Principal investigator to conduct a risk/needs assessment to recommend possible strategies for social crime prevention approaches in Trinidad/Tobago and Guyana.

#### ***Assessment of Community Policing Status in Bangladesh.***

Asia Foundation/USAID (2011) – contracted to develop a training curriculum for the Bangladesh National Police on community policing implementation. \$10,000.

Asia Foundation/USAID (November 2012- present) – contracted to visit Bangladesh to assess community policing implementation status through policy review, focus groups, and interviews with community residents and senior police officials.

***International Culture of Lawfulness Program to Counter Crime and Corruption 2001- present (Associate Director).***

US Department of State (2008-2010) – Mexico Police and Multi-sector Initiatives - \$1.5 million

USAID (2007-2010) – Pereira, Colombia Multi-sector Initiative - \$750,000

US Department of State (2001-2004) - Mexico Schools - \$750,000

US Department of State (2004-2009) – Colombian National Police - \$549, 233

A senior consultant (later full-time Director) to this international program to counter crime and corruption. Developed curriculum, training, and technical assistance approaches to grow this program from eight schools in Tijuana, Mexico to reach such diverse contexts as Georgia, Lebanon, Colombia, Peru, and El Salvador. Lead trainer of teachers, police, media, and business people in approaches to building a culture of lawfulness. Created international evaluation protocols and processes. Co-grant writer for all new funding initiatives.

***Spirituality for Kids – 2005 – 2008 (CEO)***

Private funders and foundations

Private funder – RAND study (Co-principal investigator)

***National Study on Body Armor Use and Policies (Co Principal Investigator).***

National Institute of Justice - \$405,596.

This study examines how body armor is maintained and used in the field through a nationally representative survey of police officers. The survey was disseminated to a nationally representative random sample of 1,378 officers in 92 police agencies. We received completed surveys from 1,078 of these officers (a response rate of 78%). The study also had an applied scientific

component, involving body armor collected from a sample of officers. Detailed histories were collected on the use of the used armor through interviews for comparison with ballistic testing of the armor to examine the effects of physical and environmental factors.

This study is in publication by NIJ and was featured in USA Today

***Evaluation of Civilianization Patterns in Law Enforcement (Principal Investigator).***

National Institute of Justice (August 2011 to present) \$549,878

This ongoing study provides a national examination of civilians hired by police agencies through the 2009 Byrne program and the impacts of those hires on grantees and their communities. The study also includes a broader examination of issues associated with the hiring, retention, uses, and performance of civilians in policing. A state-of-the-field assessment of civilian hiring and functions in law enforcement was completed earlier in the project..

***COPS Office Community Policing Self Assessment Tool (CP-SAT) Online Project: Short Form***

Office of Community Oriented Policing Services - \$53,907.

Worked with the COPS Office and ICF International to create a short-form version of the community policing self-assessment tool (CP-SAT). This tool (now completed) is an abbreviated version of a longer instrument that PERF, COPS, and ICF completed in a prior project. Developed marketing strategies with ICF to increase widespread use of the tool with LEAs in the field.

***Terrorism, Legitimacy, and Human Rights within a Comparative International Context, 2003 – 2005 (Co-Principal Investigator).***

National Institute of Justice - \$50,000

In collaboration with the Turkish National Police, this project drew upon the experiences of the Turkish police in combating the threat of the PKK,

involving stakeholder interviews with key members of the police force to document response, challenges, as well as training approaches. Part of the research process will also involve document review and focus groups with key members of the community (i.e. Kurdish populations, etc). Research questions examined the international applicability of lessons learned to other global contexts. Expansion monies moved the project to Spain, Lebanon, Cypress, the UK, Ireland, and Israel.

***Cultural Awareness and Diversity: Issues for the Police. 2000 – 2005 (Co-Principal Investigator).***

Bureau of Justice Assistance – First Phase (2000-2003)- \$450,000

Bureau of Justice Assistance – Second Phase (2003-2005) - \$250,000

Examined the complex issues surrounding diversity at the forefront of policing in contemporary society. The project was a partnership with the police departments of Houston, Los Angeles, New York, Chicago, and Atlanta. Developed a model program for police agencies based upon an assessment of best practices from the five sites, as well as a survey of ideas and practices guiding law enforcement agencies across the country. This project was expanded to a larger study examining the nexus between cultural diversity practices and terrorism.

***Evaluation of the New York Community Trust Beyond Emergency Services Initiative, 2001-2002 (Senior Research Associate).***

New York Community Trust - \$75,000

Evaluated the development of organizational capacity in 28 New York City agencies serving homeless populations. Its aim was to supplement emergency services with necessary interventions beyond the immediate crisis intervention. Involved both cross-site client data tracking related to self-sufficiency outcomes, and organizational measures to document changes in human, technical, and fiscal resources resulting from the initiative.

***OJJDP Law Enforcement/Community Partnerships to Reduce Juvenile Gun Violence , 1999 -2001(Senior Research Associate)***

Office of Juvenile Justice and Delinquency Prevention/COSMOS - \$250,000

Profiled effective gun violence reduction strategies across the United States for the U.S. Attorney General's office. Participated in a national telephone survey of potential programs (police-community partnerships), and site visit to a featured location. Contributor to the final report.

National evaluation of the Office of Juvenile Justice and Delinquency's (OJJDP) Partnerships to Reduce Juvenile Gun Violence Program. Provided technical assistance to the four sites (BR, OK, SY, SH) related to capacity development and the creation of comprehensive strategies to reduce gun violence. All partnerships involved law enforcement and a diversity of other criminal justice and community-based agencies. Contributed to the design of the cross-site evaluation design.

***New York City Sex Offender Management Team, 2000-2001 (Co-Principal Investigator).***

Office of the Criminal Justice Coordinator, New York City - \$50,000

Guided the data collection process for a comprehensive needs assessment of the population characteristics and service needs of sex offenders currently under community supervision. Facilitated the development of a data-driven, locally-tailored, comprehensive plan for sex offender management in NYC, applying research techniques and technology such as geo-mapping to the problem. The Sex Offender Management Team was a 28 agency multi-disciplinary team bringing together key figures from the NYPD, Mayor's Office, Division of Criminal Justice Services, probation, parole, victim services, all 5 DA offices, and both mental health officials and treatment providers.

***Evaluation of the Washington State Federal Byrne Grant Youth Violence Prevention and Intervention Program, 1999 (Research Associate).***

Involved in the local and cross-site evaluation of sixteen Byrne grantees in Washington State. Preliminary site visits were conducted to document the theory and logic of each program, evaluation procedures currently in use, and identify technical assistance needs. Local evaluation designs were created specific to the expected outcomes of each site, as well as common cross-site measures for comparison.

***The Brooklyn North Neighborhood Safety Institute, 1998-1999 (Research Associate).***

Involved in the evaluation of the Neighborhood Safety Institute and Reisenbach grants program jointly run by the New York City Police



Department and Citizen's Committee for NYC. Purpose of this program was to train law enforcement and community residents in collaborative problem-solving, and subsequently provide follow-up technical assistance and funding for the development of problem-solving partnerships. Evaluation efforts included the analysis of crime data, focus groups with law enforcement and community residents, structured interviews, and the analysis of local crime data.

***Evaluation of the Manhattan Family Treatment Court, 1998-2001 (Research Associate).***

Involved in the local evaluation of the Manhattan Family Treatment Court (MFTC), a comprehensive substance abuse intervention for the parents of minors charged with child neglect due to substance abuse. The program is designed to break the cycle of neglect and addiction through monitored service delivery, and to limit foster care stays through ongoing case monitoring and expedited, informed permanency planning.

***Evaluation of the New York State Regional Community Policing Institute, 1998 (Research Associate).***

Conducted two needs assessment surveys for the New York State Regional Community Policing Institute to assess the nature and scope of community policing both in upstate New York and within the New York City Police Department (NYPD). Results compiled into two reports, presented at two cluster conferences, and ultimately used to inform curriculum development by the Institute.

***Juvenile Law Enforcement Training and Technical Assistance (JLETTA), National Institute of Justice, 1998-1999 (Research Associate).***

Compiled best practices related to law enforcement responses to gangs and youth violence. Sample projects included conducting an on-site gang assessment video documentary with the Knoxville Police Department's Gang Division, and coordinating activities with the student violence prevention project SAVE (Students Against Violence Everyone).

***Technical Assistance to Evaluators of the Neighborhood Family Initiative (Ford Foundation), 1997-2000.***

Provided technical assistance to the local evaluators of four community collaboratives in the areas of logic model development and using collaborative evaluation as a tool for increasing an organization's capacity. Also

participated in the collection of common cross-site contextual data (e.g. crime, employment) for this project.

***Evaluation of the Youth Firearms Violence Initiative, 1996-1997.***

Conducted a program evaluation of the Bridgeport Police Department's Youth Firearms Violence Initiative (YFVI) which included: suppression activities in targeted hot spots, warrant enforcement strategies, implementation of a CAD/MIS system to aid in problem solving, and a prevention program focusing on character development education for local youth. Evaluation efforts included: field interviews with key personnel, survey instrument development, construction of coding instruments to track problem-solving activities, and the analysis of crime statistics through the development of quasi-experimental models to determine programmatic impact.

***Evaluation of the CSAP Partnerships to Reduce Substance Abuse, 1995-1998***  
(Research Associate).

Using the CSAP collaborative evaluation framework, provided technical assistance to three New York City coalitions in the areas of programmatic development and implementation. On-going collaborative evaluation efforts included: developing logic models to guide programmatic strategies, constructing survey and field observation measures for a variety of coalition activities, report writing, and analyzing city-wide hospital admissions and crime data through SPSS statistical software.

## **PUBLICATIONS**

### **Authored Books**

Grant, H. (2015). *Social Crime Prevention in the Developing World: Exploring the Role of Police in Crime Prevention*. New York: Springer.

Grant, H., K.J. and Terry (2015). *Law Enforcement in the 21<sup>st</sup> Century. Fourth Edition*. Allyn and Bacon: Boston (Fourth Edition).

Grant, H. (2006). *Building a Culture of Lawfulness: Perceptions of Law Enforcement, Legal Reasoning, and Delinquency Among Mexican Youth*. New York: LBG: Scholarly Press.

## Chapters in Books

Grant, H, J. Grabias, and R. Godson. (2006). "The role of the police in promoting the rule of law". In N. Pino and M. Wiatrowski (eds). *Democratic Policing in Transitional and Developing Countries*. Burlington, VT: Ashgate Publishers.

Grant, H. (2006). "The challenge of police recruitment". In M. White. *Current Issues and Controversies in Policing*. Boston: Allyn and Bacon.

Terry, KJ and H. Grant (2004). "The roads not taken: improving the use of civilian complaint review boards and implementation of recommendations from investigative commissions. In D Jones Brown and K. Terry (eds). *Policing and Minority Communities: Bridging the Gap*: Upper Saddle River: New Jersey.

Grant, H. (1999). "Buffalo Weed and Seed Initiative". In *Promising Strategies to Reduce Gun Violence*. Washington, DC: Office of Juvenile Justice and Delinquency Prevention.

Grant, H. (2005). "Terrorism". In L. Sullivan and D. Schultz (eds.). *Encyclopedia of Law Enforcement*. Belmont, CA: Sage Publications.

Grant, H. (2005). "National Incident-based Reporting System". In L. Sullivan and D. Schultz (eds.). *Encyclopedia of Law Enforcement*. Belmont, CA: Sage Publications.

Grant, H. (2005). "Office of Domestic Preparedness". In L. Sullivan and D. Schultz (eds.). *Encyclopedia of Law Enforcement*. Belmont, CA: Sage Publications.

Grant, H. (2005). "Offender Profiling". In L. Sullivan and D. Schultz (eds.). *Encyclopedia of Law Enforcement*. Belmont, CA: Sage Publications.

Grant, H. (2005). "Peru". In L. Sullivan and D. Schultz (eds.). *Encyclopedia of Law Enforcement*. Belmont, CA: Sage Publications.

## Articles

Grant, H., C.Lavery, and K.Spagnol. (2015). "Critical understandings about animal cruelty for law enforcement practitioners". *Journal of Law Enforcement*. Volume 4 (5).

Grant, H., B. Taylor, and B. Kubu (in process). "The Walk from Policy to Practice: examination of body armor standards and use practices in the United States".

Grant, H. (2005). *The Role of the Police in Promoting the Rule of Law*. Washington, DC: National Strategy Information Center.

Bruell, C. and H. Grant (2004). "Sex Offender Courts: A Vision of Change". *Sex Offender Law Report*, Vol. 5 (6). Civic Research Institute.

Sheppard, D., H. Grant, W. Rowe, and N. Jacobs (2000). "Fighting Juvenile Gun Violence". *OJJDP Juvenile Justice Bulletin*. Washington, DC: US Department of Justice.

Rowe, W., Jacobs, N., and H. Grant (1999). "Facilitating the development of organizational capacity: a role for empowerment evaluation". *Canadian Journal of Program Evaluation*, Special Issue, pp. 69-92.

## Reports, Monographs, and Evaluations

*Standing UP Under Fire: Body Armor Use, Care, and Performance in Real World Conditions*. Washington DC: National Institute of Justice, in press.

*National Evaluation of the Partnerships to Reduce Juvenile Gun Violence Program*. Washington, DC: Office of Juvenile Justice and Delinquency Prevention, 2002.

*New York State Regional Community Policing Institute: Year One Evaluation Report*. Washington, DC: Office of Community Oriented Policing Services, 1999

*Brooklyn North Neighborhood Safety Project: The Assessment Phase*. Washington, DC: Office of Community Oriented Policing Services, 1999.

*Findings from the Survey of NYPD Training Needs and Current Community-oriented Policing Practices.* New York: NYS Regional Community Policing Institute, 1998.

*Findings from the Survey of Training Needs and Current Community-oriented Policing Practices of Law Enforcement Agencies in the State of New York.* New York: NYS Regional Community Policing Institute, 1998.

*Findings from the Participant Surveys at the NYPD Cultural Diversity Training Workshops.* New York: NYS Regional Community Policing Institute, 1998.

*The Back to Basics Partnership Evaluation Report.* New York: Ford Foundation, 1999.

*Bridgeport Youth Firearms Violence Initiative (YFVI): Final Report.* Washington, DC: Office of Community-Oriented Policing Services, 1997.

### **Educational and Training Materials Developed**

*Bangladesh Community Policing Strategy* (2011). This 20 lesson interactive training curriculum is used to train Bangladesh Police community policing officers and residents in community policing operations. The two modules focus on what community policing is (and is not), in addition to offering practical problem solving skills for both to use in guiding the Community Policing Forums used throughout the country.

*Rule of Law Integrity Education for the Mexican Federal Police* (2011). This is a 40 hour course interactive training currently offered to all incoming cadets of the new Mexican Federal Police. The success of the pilot evaluation has led to requests to expand this to all in-service agents in the force.

*Spirituality for Kids* (2005-2008). Oversaw the development of all curricula and training products for this internationally acclaimed program designed to foster youth resiliency across the United States, Middle East, Africa, United Kingdom, Mexico, Central America, and South America. This program evidenced major changes in the prosocial behavior of participants in a recent major quasi-experimental study by the RAND Corporation (see <http://www.rand.org> ).

*Policing a Diverse Society* (2002). A national curriculum for recruit and in-service training for law enforcement agencies related to cultural diversity. Highlighting diversity as being a central component to professional policing, the course introduces students to the impact of cultural cues on perception within an interactive situational context.

*High School Problem-solving to Counter Crime and Corruption* (2001). Part of a team of national experts and school authorities from the United States and Mexico to develop this follow-up, more advanced course, to the School-Based Program to Counter Crime and Corruption in Mexico. This effort was commissioned by the Mexican Secretary of Education.

*A Disarming Approach: Reducing Juvenile Gun Violence Through Community Partnerships Workshop* (2000). A training program, including worksheet materials, to train law enforcement and community agencies in how to conduct problem-solving related to juvenile gun violence, in addition to partnership development.

*The Use of Logic Models for Empowerment Evaluation* (1998). A training series for local evaluators in the use of logic models to create strategy, as well as evaluate process and outcome research designs.

### **Presentations**

“Best Practices in Juvenile Delinquency Prevention”. Paper presented at the 1<sup>st</sup> International Forum on Crime Prevention in Puebla on invitation from the US Embassy (2011).

“Creating a Culture of Lawfulness” Paper presented at the State of Chihuahua’s First International Culture of Lawfulness conference in Juarez, Mexico.

“Spirituality as Resiliency”. Paper presented at the Urban Zen Academic Forum on Spiritual Education. (*May 2008*).

“Culture of Lawfulness Education and Resiliency”. Paper presented at the annual Secretary of Education’s Culture of Lawfulness conference in Baja California. (*November, 2007*)

“A Multi-Dimensional Approach to Legal Reasoning”. Paper presented at the Law and Society Conference in Las Vegas, NV. (*June, 2005*).

“Legal Reasoning as Resiliency”. Paper presented at the Law and Society Conference in Las Vegas, NV. (*June, 2005*).

“International Counter-terrorism Needs Assessment Methodology”. Paper presented at the Academy of Criminal Justice Sciences conference in Chicago, IL. (*March 2005*).

“The Role of the Police in Promoting the Rule of Law” Paper presented at the colloquium, *The Culture of Lawfulness in the Construction of an Educating Society* in Culiacan, Mexico (*December 2004*).

“Empirical Arguments for Democratic Policing”. Paper presented at the American Society of Criminology conference in Nashville, Tennessee. (*November 2004*).

“Issues in International Training and Technical Assistance”. Paper presented at the American Society of Criminology conference in Denver, CO. (*November, 2003*).

“Hacia una cultura de legalidad”. Paper presented to a national audience of police officials in Guadalajara, Mexico. Foro Prevencion de Delito. (*July, 2003*).

“Fostering a Culture of Lawfulness: a pathway to resiliency”. Paper presented at the Fifth Biennial Conference of International Perspectives on Crime, Justice, and Public Order, London, England (*June, 2002*).

“Management and Care of Sex Offenders in the Community: the NYC Experience” (with K. Terry). Paper presented at the Annual Academy of Criminal Justice Sciences meeting (*April, 2001*)

“Management and Care of Sex Offenders in the Community: Challenges and Experiences in the United States” (with K. Terry). Paper presented at the Fifth Biennial Conference of International Perspectives on Crime, Justice, and Public Order, Bologna, Italy (*June 5-9, 2000*).



“The Evaluation of the Bridgeport Youth Firearms Violence Initiative”. Paper presented at the 51st meeting of the American Society of Criminology, Toronto, Ontario, Canada (*November, 1999*).

“Validation of offender profiling in homicide investigations”. Paper presented at the 50th meeting of the American Society of Criminology, Washington, DC. (*November, 1998*).

### **Interviews**

*I Am Because We Are. (2008)*. Featured interviewee in the documentary film produced and written by Madonna speaking about the importance of spirituality in fostering resiliency. Other featured speakers included President Bill Clinton, Jeffery Sachs, and Desmond Tutu.

### **References**

Dr. James Finkenauer, Rutgers University: [finckena@andromeda.rutger.edu](mailto:finckena@andromeda.rutger.edu)

Dr. Dennis Kenney, John Jay College: [dkenney@jjay.cuny.edu](mailto:dkenney@jjay.cuny.edu)

Dr. Ellen Cohn, University of New Hampshire: [ellen.cohn@unh.edu](mailto:ellen.cohn@unh.edu)