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EDUCATIONAL BACKGROUND

B.A., *Summa cum laude*, *Phi Beta Kappa*, The Catholic University of America.

M.A., The Catholic University of America.

M.A., The City College of New York.

Ph.D. (Social-Personality Psychology), The City University of New York.

Although the degree required 60 doctoral credits, I completed 126 doctoral credits with concentrations in: personality measurement, personality assessment, psychometrics, behavioral change, group processes, cognitive development, multivariate research design and data analysis. The doctoral dissertation was a phenomenological study of peak experiences in relation to personality variables using leading edge statistical procedures.

Research Fellow, The Max Planck Institute, Munich, Germany, from June 1 1973 until June 30, 1974.

Working in the Research Center for Psychopathology and Psychotherapy, I did laboratory, field and hospital studies on the etiology and psychological repercussions of violent behavior.

Various Courses at the following schools: New York University, The New School for Social Research, Brooklyn College, The Brooklyn Museum School of Art, The Art Students League of New York, La Sorbonne (University of Paris), Universitat Wien (University of Vienna). I am also a trained and certified hypnotist, with focus on forensic hypnosis.

EMPLOYMENT BACKGROUND

Present Position: Full Professor in the Department of Law, Police Science and the Administration of Justice at John Jay College of Criminal Justice, The City University of New York. Primary teaching and research areas: Senior Seminar on Major Works in Criminal Justice, Psychological Foundations of Police Work, and computer applications in the criminal justice field.

1974 to Present: Instructor and Director in a continuous series of programs for training public agency personnel, especially police, paramedic and fire department personnel. Most of these programs have been under the aegis of John Jay College of Criminal Justice. I have been involved in programs and consulting for the New York City Fire Department, New York City Police Department, Housing Police, Transit Police, Hospital Police, New York State Court Officers, New York City Correction Officers, New York State Correction Officers, New York State Parole Officers, New York City Department of Probation, Westchester County Society for the Prevention of Cruelty to Children, New York City Department of Mental Health, Fire Marshals, New York State First Line Supervisors Training Program, New York City Human Resources Administration, New York City Housing Authority, New York City Taxi and Limousine Commission, and various training programs for investigators from state agencies, administrative law judges, detectives, and members of various other agencies.

Fall 2000 to Present: Directed the establishment and operations of a specialized computer classroom for criminal justice studies, incorporating specialized data bases and software, such as crime mapping software.

Spring 1999. Exchange Professor, on exchange from John Jay College to The National Police Training Center at Bramshill, Hampshire, England. I contributed to three areas of training: minority recruitment, strategic planning for senior officers, and investigation of linked and serial murders for senior investigators.

Fall 1993 to Spring 1994: Planning Coordinator to establish a branch campus of John Jay College of Criminal Justice in Puerto Rico at the Academia de Policia de Puerto Rico. This branch campus was intended to provide an associate degree college education for every police recruit in Puerto Rico; about 800 recruits per year have graduated from the program.

October 1991 to March 1993: Developed a model ethics training program for security personnel under a grant from The American Society of Industrial Security.

September 1992: Developed a training program for supervisors of investigators for the New York City Taxi and Limousine Commission.

March to July 1992: Developed the operations manual for H.E.L.P. (Housing Endeavors for the Less Privileged), the organization responsible for temporary housing for the homeless in New York.

December 1991 to February 1992: Developed a program, including training materials, for the New York City Housing Authority to prepare candidates, especially residents of public housing, to pass the Housing Police exam.

March to June 1991: Created a training program, with a video component, on field visits and street safety for the New York City Department of Probation.

October 1990 to February 1991: Developed a program and training materials on *Managing People in Crises and Conflicts* for the New York City Human Resources Administration in response to increasing incidents of violence in their public service facilities.

May 1989 to 1990: Director of the Criminal Investigation Course at John Jay College of Criminal Justice. This was a training program for newly promoted New York City Transit Police detectives.

June 1989: Director of a training program for the New York City Department of Probation, training Probation Officers to manage cases involving alcohol and drug abusers.

Fall 1988: Developed and taught a Rockefeller course on the use of computers in management for personnel of various agencies.

Fall 1988: Coordinator of training workshops for oral exam candidates for Sergeant and Lieutenant ranks in the New York City Police Department and the New York City Housing Police Department.

Spring 1988: Developed and taught a course on managing with computers for assistant directors of the New York City Transit Authority railway repair facilities.

Spring 1988: Curriculum designer and general editor of training materials for N.Y.P.D. Sergeant and Lieutenant Exams prep course. This included both written tests and oral assessment procedures.

Fall 1987: Principal consultant and author of training materials for F.D.N.Y. entry level prep course designed to eliminate ethnic disparities in hiring. This program became the model for all later entry level prep courses for enhancing minority recruitment of firefighters.

Fall 1986: Director, Stamford (Connecticut) Police Department training program to train officers to manage situations involving emotionally disturbed persons. All members of the Department of all ranks were trained to handle situations involving mentally ill people with appropriate

non-violent intervention strategies.

November 1985 to June 1986: Director, program on Managing Situations Involving Emotionally Disturbed Persons for the Emergency Service Unit of the New York City Police Department.

This program was sponsored by the New York City Department of Mental Health, Mental Retardation and Alcoholism Services under a mandate from the New York State Department of Mental Health following some fatal incidents in New York City. It involved training all officers to recognize mental illness, distinguish it from drug or other problems, and respond to situations with appropriate intervention strategies. The program was honored with a gold medal from the American Psychiatric Association.

February 1984 to December 1985: Director and curriculum designer for an N.Y.P.D. Sergeant Exam Preparatory Course. This was a course for over 7,000 police officers on law, police tactics and procedures, and supervision with twenty-four classes a week offered in locations in all parts of New York City, open to all police officers who would be eligible to take a Sergeant exam in 1985. The purpose of the program was to eliminate racial disparity in promotional exam scores.

Summer 1984: Distinguished Professor, The University of Talca, Chile. I taught a special graduate course on Curriculum Development with twin emphases on the cognitive approach of Jerome Bruner and the mass education programs of Pablo Feire for the illiterate rural populations of South America. The students in my class consisted of the superintendents of education from all of the districts (states) of the country.

May to June 1984: Assessor for the psychological screening of applicants to the New York City Transit Police Department.

September to December 1983: Exchange Professor at The Police Staff College, Bramshill near Basingstoke, Hampshire, England. I taught classes, participated in special training exercises, and developed a user's manual for the computer system of the Police Staff College. I also provided consultation to the planning units of Scotland Yard and several other British police forces for the implementation of a system of policing by objectives.

June to July 1983: Examiner for The New York City Department of Personnel, administering oral exams in an assessment center format to candidates for promotion to the rank of Lieutenant in the Fire Department.

1982: Director of a program to prepare materials and train N.Y.P.D. Academy staff to act as instructors in a tutorial for candidates for the civil service exam for Police Officer.

1981: Director, N.Y.P.D. tutorial program to prepare candidates for the civil service exam for Police Officer. This was a ten week program for approximately 40,000 police applicants with classes held in all parts of New York City. The purpose of the program was to reduce racial disparity in the hiring of police officers.

1974 to 1978. Trainer in various programs for the New York City Police Department and the New York City Fire Department, mostly in programs affiliated with John Jay College of Criminal Justice. Due to an economic freeze in regular academic lines during that period, I was given the title "Educational Associate of The City University of New York" by the Board of Higher Education and permitted unlimited teaching activity in grant and soft money programs.

1965 to 1978. Author of student texts and teacher materials for high school and adult education courses, primarily in the areas of group guidance and group dynamics.

Summer 1977. Assistant to Prof. Stanley Milgram, The City University of New York Graduate Center. I worked with Prof. Milgram on the preparation of a psychology textbook manuscript.

November 1975 to June 1977: Part-time lecturer in mathematics, Career Skills Development Program of the New York Telephone Company, Office of Special Programs, John Jay College of Criminal Justice.

October 1974 to May 1975: Consultant for evaluation, The Thematic Studies Program, John Jay College of Criminal Justice.

October 1973 to August 1974: Part-time lecturer, European Division, University of Maryland, teaching Introduction to Psychology, Social Psychology, Personality, and Abnormal Psychology courses and moderating an interdisciplinary seminar on the study of the future.

September 1972 to June 1973: Research Assistant to Dr. Stanley Soles, evaluator of the Thematic Studies Program, John Jay College of Criminal Justice, evaluating an experimental interdisciplinary college program in humanities and social sciences.

December 1971 to June 1972: Research Assistant to Dr. Morton Bard, The City University of New York Graduate Center, grant writing, planning interagency multidisciplinary approaches to juvenile delinquency in New York City, and planning research on fear of crime in New York City.

September 1970 to August 1971: Part-time Lecturer, Personality Program in Psychology, The City University of New York Graduate Center. This was not a teaching position but consisted of acting as assistant to Dr. Samuel Messick for a one year course and laboratory in personality assessment.

September 1963 to June 1970: High school teacher and counselor in private schools in Brooklyn, New York.

MAJOR GRANTS

1994-1995: \$3,838 P.S.C./C.U.N.Y. grant to complete analysis of data for a research project on police officers= occupational personality.

1991-1992: \$8,430 grant from the American Society for Industrial Security to develop a video based program for training security personnel in ethical issues related to security work.

1985-1986: \$130,000 grant from the New York City Department of Mental Health in cooperation with the New York City Police Department to create a program for training police officers to manage situations involving emotionally disturbed persons.

1985: \$870,000 grant from the New York City Police Department to set up and direct a program to prepare police officers, especially minority group members, for a civil service examination for promotion to the rank of Sergeant.

1984: (with Robert Hair, Alexander Laubach, and Peter Shenkin) \$100,000 Title III Grant, A Technical Component for Security Management Program. @

1982: \$38,000 grant from the New York City Police Department to compose tutoring materials, organize a six-week program and train instructors from the New York City Police Department Academy to tutor minority applicants for the civil service exam for Police Officer positions.

1981: \$97,800 grant from the New York City Police Department to compose tutoring materials, organize and direct a ten-week program to prepare minority group applicants to pass the civil service exam for Police Officer positions.

OTHER GRANT ACTIVITIES: I have participated in the preparation of various other grants, of which I was not the principal author. I have also participated in other grants as consultant, trainer, producer of training materials, evaluator, etc. These grants have been in the fields of urban development, public agency management, corrections, police operations, fire department programs, computer applications, computer resources for John Jay College, private and public security, and educational programs.

ACADEMIC PUBLICATIONS

- Mantell, D.M., & Panzarella, R. (1976). Obedience and responsibility. *British Journal of Social and Clinical Psychology*, 15, 239-245.
- Mantell, D.M., & Panzarella, R. (1975). A re-appraisal of obedience to authority in West Germany and the United States. *Interaction*, 1, 26-38.
- Panzarella, R. (1998). Bratton reinvents >harassment model= of policing [Review of W. Bratton & P. Knobler, *Turnaround: How America=s top cop reversed the crime epidemic*]. *Law Enforcement News*, 24 (491, 492), 13, 15.
- Panzarella, R. (1988). Dangerous offenders and endangered justice. *Criminal Justice Ethics*, 7, 81-86.
- Panzarella, R. (2004). The historical development of police models and the emerging model of public safety policing. In P. Villiers and R. Adlam (Eds.), *Policing a safe, just and tolerant society*. Winchester, England: Waterside Press.
- Panzarella, R. (1986). The impact of tutoring minority recruits for civil service exams for police officer selection. *Review of Public Personnel Administration*, 6 (2), 59-71.
- Panzarella, R. (2002). Leadership myths and realities and the quasi-military model of the police. In R. Adlam (Ed.), *Police Leadership*. Cambridge, England: Cambridge University Press.
- Panzarella, R. (1984). Managing versus policing by objectives. *The Police Journal*, 57 (2), 110-128.
- Panzarella, R.A. (1972). *Microcosm: A radical experiment in re-education for becoming a person*. Winona, MN: St. Mary=s College Press.
- Panzarella, R. (1979). Military life and personality. *Military Medicine*, 144 (6), 398-401.
- Panzarella, R. (1980). The phenomenology of aesthetic peak experiences. *The Journal of Humanistic Psychology*, 20 (1), 69-85.
- Panzarella, R. (1980). The police hierarchy of values: A blueprint for decision making. *Police Studies*, 3 (2), 10-14.
- Panzarella, R. (1988). Reply to the critique of >The impact of tutoring minority recruits for civil service exams for police officer selection.= *Review of Public Personnel Administration*, 8

- (2), 84-88.
- Panzarella, R. (2002). Theory and practice of probation on bail in the Report of John Augustus. *Federal probation*, 66, 38-42.
- Panzarella, R., & Alicea, J.O. (1997). Police tactics in incidents with mentally disturbed persons. *Policing: An international journal of police strategies and management*, 20, 326-338.
- Panzarella, R., & Cook, W. (1998). Security ethics training: From ethical neutrality to judgment. *Security Journal*, 10, 9-14.
- Panzarella, R., & Donaruma, J. (1985). Teaching reading and language skills through career interests: A remediation program for college freshmen. *The Reading Instruction Journal*, 28 (2), 2-6, 12.
- Panzarella, R., & Funk, J. (1988). Deception tactics in policing in England and the United States. *Criminal Justice Policy Review*, 2 (2), 133-149.
- Panzarella, R., & LaMar, A. (1979). Attitudes of Blacks and Whites towards revolutionary tactics for social change. *Human Relations*, 32, 69-75.
- Panzarella, R., Mantell, D.M., & Bridenbaugh, H. (1978). Psychiatric syndromes, self concepts, and Vietnam veterans. In C.R. Figley (Ed.), *Stress Disorders among Vietnam Veterans*. New York: Brunner/Mazel.
- Panzarella, R., & Shapiro, I. (1988). Policy, job practices, and personal values in decision making by Court Officers. *Journal of Criminal Justice*, 16 (2), 111-120.
- Panzarella, R., & Takooshian, H. (1983). Citizen involvement in street crime. *Social Action and the Law*, 9 (2), 38-40.
- Panzarella, R., & Vona, D. (2006). *Criminal Justice Masterworks: A History of Ideas about Crime, Law, Police, and Corrections*. Durham: Carolina Academic Press.
- Panzarella, R., & Vona, D. (2012). *Criminal Justice Masterworks: A History of Ideas about Crime, Law, Police, and Corrections*, revised edition. Durham: Carolina Academic Press.
- Panzarella, R., & Vona, D. (2013). *Criminal Justice Masterworks: Critical Thinking Guide*. Durham: Carolina Academic Press.
- Storch, J., & Panzarella, R. (1997). Police stress: State-trait anxiety in relation to occupational and personal stressors. *Journal of Criminal Justice*, 24 (2), 99-107.

PRINCIPAL CONFERENCE PAPERS

Mantell, D.M., & Panzarella, R. (1976). *Perspectives on obedience to authority in Germany*. Paper delivered at the International Political Science Association Congress in Edinburgh, Scotland.

Panzarella, R. (1985). *Applied psychology as a civil servant: It won't work and it can't be fired*. Ph.D. Colloquium, C.U.N.Y. Graduate Center, New York City.

Panzarella, R. (1981, October). *Citizen action against crime: Law, psychology, and public opinion, Part 2: The phenomenology of bystander behavior*. Paper delivered at the American Psychology-Law Society Convention in Cambridge, MA.

Panzarella, R. (1982). *Citizen intervention in street crime*. Paper delivered at the American Psychological Association Convention in Los Angeles, California.

Panzarella, R. (1984). *Citizens' reactions to crime in the street*. Catherine Genovese memorial Conference, sponsored by the Surgeon General of the United States and the National Institute of Justice in New York City.

Panzarella, R. (1987). *Implementation problems in police management by objectives*. The 1987 International Police Conference sponsored by the British Home Office, London.

Panzarella, R. (1982). *Law and social psychology*. New York Area Social Psychologists Conference, New York City.

Panzarella, R. (1984, February). *Psychological testing of police officers*. Presentation at the Fordham University Psychology Society, New York City.

PROFESSIONAL VIDEO PRODUCTIONS

Field Visits and Street Safety for Probation Officers. Produced in 1991 for the New York City Department of Probation.

John Jay College of Criminal Justice: Toxicology Training and Research Program. Produced in 1988 for John Jay College of Criminal Justice.

Person to Person: Understanding the Mentally Ill. Produced in 1986 for the New York State Department of Mental Health.

Security Ethics: Dependability, Reliability, Integrity. Produced in 1992 for The American Society for Industrial Security.

Security: The Challenge and the Profession. Produced in 1989 under a New York State Title II educational grant.

Video Review for Police Officer Exams. Produced in 1987 for Video Aided Instruction, Inc., Roslyn Heights, New York.

Video Review for Firefighter Exams. Produced in 1988 for Video Aided Instruction, Inc., Roslyn Heights, New York.

Video Review for Post Office Exams. Produced in 1988 for Video Aided Instruction, Inc., Roslyn Heights, New York.