

ANDREA M. HEADLEY

Georgetown University
McCourt School of Public Policy
Old North
Washington, D.C. 20057

e: andrea.headley@georgetown.edu
w: www.andreaheadley.com
t: @AM_Headley

PROFESSIONAL EXPERIENCE

Georgetown University
2020 – Present *Assistant Professor*, McCourt School of Public Policy
2023 – Present *Affiliate Fellow*, Center for Innovations in Community Safety, Georgetown Law

National Policing Institute
2020 – Present *Visiting Scholar of Race, Policing and Crime*, Research Division

The Ohio State University
2019 – 2020 *Assistant Professor*, John Glenn College of Public Affairs

University of California, Berkeley
2018 – 2019 *UC President's Postdoctoral Fellow*, Goldman School of Public Policy

Other Appointments and Affiliations

2020 – Present *Faculty Affiliate*, Social Justice and Innovation Lab, Florida State University
2019 – Present *Faculty Affiliate*, Drug Enforcement and Policy Center, The Ohio State University

EDUCATION

Ph.D. in Public Affairs, Florida International University, 2018

M.S. in Criminal Justice, Florida International University, 2015
Honors: *Pi Alpha Alpha Honor Society, Alpha Phi Sigma Honor Society*

B.S.Ed. in Human and Social Development; Criminology, University of Miami, 2013
Honors: *Summa Cum Laude, President's Honor Roll, Provost's Honor Roll, Dean's List*

PEER-REVIEWED PUBLICATIONS

Remington, C., Witkowski, K., Ganapati, N. E., **Headley, A. M.**, & Contreras, S. *Forthcoming*. First Responders and the COVID-19 Pandemic: How Organizational Strategies Can Promote Workplace Retention. *American Review of Public Administration*.

St. John, V. J., **Headley, A. M.**, & Blount-Hill, K. (2023). [Police Station Design and Intrusive Police Encounters: Untangling Variations in Emotions and Behaviorally-Relevant Perceptions Across Racial Groups](#). *Policing and Society*.

Cohen, G. & **Headley, A. M.** (2023). [Training and 'Doing' Procedural Justice in the Frontline of Public Service: Evidence from Police](#). *Review of Public Personnel Administration*.

Headley, A. M. (2022). [Representing Personal and Professional Identities in Policing: Sources of Strength and Conflict](#). *Public Administration Review*, 82(3), 396-409.

Media Coverage: [LSE Phelan US Centre \(2022\)](#)

- Headley, A. M.** (2021). [Accountability and Police Use of Force: Interactive Effects Between Minority Representation and Civilian Review Boards](#). *Public Management Review*, 24(11), 1682-1704.
Award: ASPA's Section on Democracy and Social Justice Article of the Year Award
- Headley, A. M.,** Wright, J. E., & Meier, K. (2021). [Bureaucracy, Democracy, and Race: The Limits of Symbolic Representation](#). *Public Administration Review*, 81(6), 1033-1043.
- Headley, A. M.,** Blount-Hill, K., & St. John, V. J. (2021). [The Psychology of Justice Buildings: An Experiment on Police Architecture, Public Sentiment, and Race](#). *Journal of Criminal Justice*, 73.
Award: Lupia-Mutz Outstanding Public Award, Time-Sharing Experiments for the Social Sciences
- Headley, A. M.** & Wright, J. E. (2020). [Is Representation Enough? Racial Disparities in Levels of Force and Arrests by Police](#). *Public Administration Review*, 80(6), 1051-1062.
- Wright, J. E. & **Headley A. M.** (2020). [Can Technology Work for Policing? Citizen Perceptions of Police-Body Worn Cameras](#). *American Review of Public Administration*, 51(1), 17-27.
Media Coverage: [Popular Science \(2020\)](#) and [Dayton Daily News \(2020\)](#)
- Wright, J. E & **Headley, A. M.** (2020). [Police Use of Force Interactions: Is Race Relevant or Gender Germane?](#) *American Review of Public Administration*, 50(8), 851-864.
Media Coverage: [The Medium \(2020\)](#)
- Bishu, S. G., & **Headley, A. M.** (2020). [Equal Employment Opportunity: Women Administrators in Male-Dominated Roles](#). *Public Administration Review*, 80(6), 1063-1074.
- Headley, A. M.** & Wright, J. E. (2019). [National Police Reform Commissions: Evidence-Based Practices or Unfulfilled Promises?](#) *Review of Black Political Economy*, 46(4), 277-305.
- Blessett, B., Dodge, J., Edmond, B. Goerdel, H. T., Gooden, S., **Headley, A. M.**, Riccucci, N., & Williams, B. (2019). [Social Equity in Public Administration: A Call to Action](#). *Perspectives on Public Management and Governance*, 2(4), 283-299.
Features: [Greatest Hits](#) from Perspectives on Public Management and Governance
- Headley, A. M.,** Guerette, R. T., & Shariati, A. (2017). [A Field Experiment of the Impact of Body Worn Cameras \(BWCs\) on Police Officer Behavior and Perceptions](#). *Journal of Criminal Justice*, 53, 103-109.
[Corrigendum](#) (2020)
Media Coverage: [Chicago Policy Review \(2018\)](#) and [Popular Science \(2020\)](#)
- Headley, A. M.,** D'Alessio, S., & Stolzenberg, L. (2017). [The Effect of a Complainants Race on Dispositional Outcome in Police Misconduct Cases in Chicago](#). *Race and Justice*, 10(1), 43-61.
- Headley, A.** & Alkadry, M. G. (2016). [The Flight or Fight Response: A Look at Stand Your Ground](#). *Ralph Bunche Journal of Public Affairs*, 5(1), Article 3, 1-13.
- Goddard, T. & **Headley A.** (2015). [Community-Based Organizations and Crime Prevention](#). *Oxford Handbooks Online in Criminology and Criminal Justice*. New York: Oxford University Press.
- Headley, A.** & Garcia-Zamor, J. C. (2014). [The Privatization of Prisons and its Impact on Transparency and Accountability in Relation to Maladministration](#). *International Journal of Humanities Social Sciences and Education*, 1(8), 23-34.
- Evans, S. D., Malhotra, K. & **Headley, A. M.** (2013). [Promoting Learning and Critical Reflexivity through an Organizational Case Study Project](#). *Journal of Prevention and Intervention in the Community*, 41(2), 105-112.

OTHER PUBLICATIONS

Peer-Reviewed Encyclopedia Entries

- Headley, A. M.** and Blount-Hill, K. (2021). [Race and Police Misconduct Cases](#). In *Oxford Research Encyclopedia of Criminology and Criminal Justice*. New York: Oxford University Press.

Guerette, R. T. & **Headley, A.** (2016). "[Kidnapping](#)." In *Oxford Bibliographies in Criminology*. Ed. Beth M. Huebner. New York: Oxford University Press.

Book Chapters

Houston, B., **Headley, A. M.**, & Wright, J. E. (2022). Policing Reform and the Impact of Racial Representation. In Miltonette O. Craig and Kwan-Lamar Blount-Hill (Eds). [Justice and Legitimacy in Policing: Transforming the Institution](#). Abingdon, England, UK: Routledge.

Headley, A. M. (2020). [Race, Ethnicity and Social Equity in Policing](#). In Mary E. Guy and Sean McCandless (Eds). [Achieving Social Equity: From Problems to Solutions](#) (pp. 82-91). Irvine, CA: Melvin & Leigh Publ.

Book Reviews

Headley, A. M. (2017). [Bureaucratic Race-Making and Place-Making through the Lens of Policing](#). Book review of *Pulled Over: How Police Stops Define Race and Citizenship* by Charles R. Epp, Steven Maynard-Moody, and Donald Haider-Markel, *Journal of Public Administration Research & Theory*, 27(3), 537-539.

Headley, A. M. (2015). [Book Review of Policing and Media: Public Relations, Simulations, and Communications](#) by M. Lee and A. McGovern, *Punishment & Society*, 18: 122-125.

Technical Reports and Briefs

Headley, A. M., Remington, C., Witkowski, K., Contreras, S., & Ganapati, N. E. (2023). [The Impact of COVID-19 on First Responders in the United States](#). *International Journal of Emergency Services*. International Journal of Emergency Services, (January).

St. John, V. J., **Headley, A. M.**, & Harper, K. (2022). [Reducing Adverse Police Contact Would Heal Wounds for Children and Their Communities](#). *Child Trends*, (June),

Campbell, N., Sarpy, S. A., **Headley, A. M.**, & Francis, K. (2021). [Addressing Disaster Workforce Needs During the COVID-19 Pandemic](#). Societal Experts Action Network, National Academy of Sciences, (September).

Headley, A. M., Remington, C., Witkowski, K., Contreras, S., & Ganapati, N. E. (2021). [Reprioritizing Responsibilities: Examining How Colliding Epidemics Impact First Responders](#). Report submitted to the Drug Enforcement and Policy Center, Moritz College of Law, The Ohio State University, (June 3).

Headley, A. M. (2018). Summary Overview: Understanding the Organizational Factors that Impact Police-Community Relations. Report submitted to the Bureau of Justice Statistics, Office of Justice Programs, U.S. Department of Justice, (September 24).

Headley, A. M., Shariati, A., & Guerette, R. T. (2017). Evaluation of the Test Pilot Program of Body Worn Cameras within the Hallandale Beach (Florida) Police Department. Report submitted to the Hallandale Beach Police Department, (August 28).

Non-Refereed Professional Publications

Headley, A. M. (2022). [Racial Identity in Policing is More Complicated Than We Think](#). *London School of Economics' USAPP American Politics and Policy Blog*, (June 15).

Headley, A. M. & Wright, J. E. (2022) [Criminal Justice: When Will Black Lives Matter?](#) *Democracy: A Journal of Ideas*, Summer Issue No. 65 (June 14).

Headley, A. M. (2021). [Police Use of Body Cameras – What They Can and Cannot Achieve](#). *Bloomberg Law*, (May 11).

Headley, A. M. (2020). [Racial Inequities and Police Reform](#). *McCourt School of Public Policy Blog*, (June 18).

Headley, A. M., Broadus, J., Charbonneau, A., & Glaser, J. (2020). [Police Use of Force Policy Reform: What Do We Know About the Impact of these Reforms?](#) *3Streams: The Medium Blog*, (August 2020)

Headley, A. M. (2020). [Black Lives and Public Administration: Current Research and Call to Action](#). Virtual Issue, *Journal of Public Administration Research and Theory*.

- Headley, A. M.** (2019). How Can We Improve Police-Community Relations? *The Chief of Police Magazine*. In Print. Winter, 33(4).
- Headley, A. M.** (2018). [Public Administration at the Intersection of Silent Scholarship and Relevant Research](#). Minnowbrook Papers, Online Repository, Maxwell School at Syracuse University.
- Williams, B. W., **Headley, A. M.**, & LePere-Schloop, M. (2018). [Smith College incident is latest case of racial 'profiling by proxy'](#). *The Conversation*, (August 7).
- Williams, B. W., **Headley, A. M.**, & LePere-Schloop, M. (2018). [When Race Triggers a Call to Campus Police](#). *The Conversation*, (July 16).
- Headley A. M.** (2016). "Dilemmas Faced When Contracting Out Public Services." Reprinted in J.J. Gonzalez III & R.L. Kemp (Eds.) [Corruption and American Cities: Essays and Case Studies in Ethical Accountability](#) (p. 15-17). Jefferson, North Carolina: McFarland & Company.
- Headley A. M.** (2014). [Dilemmas Faced When Contracting Out Public Services](#). *PA Times Online*, (September 12).

GRANTS AND SPONSORED RESEARCH

- 2023 **Co-Principal Investigator** (with Kwan-Lamar Blount-Hill). Increasing Participation in ATLAS: A New York City Pretrial Alternative-to-Supervision. Improving Fairness and Justice in Community Supervision Small Grants Program, Racial Democracy Criminal Justice Network (with funding support from Arnold Ventures). August 2023-August 2025. (\$100,000)
- 2023 **Co-Principal Investigator** (with Cassandra Ramdath). An Assessment of the Combined Effects of Police Training for Reducing Harm: Active Bystandership for Law Enforcement and Implicit Bias Pillar. Justice in Public Safety and Policing Grant Competition, American Institutes for Research Equity Initiative. March 2023-March 2027. (\$850,000)
- 2020 **Principal Investigator** (Co-Investigators: Ganapati, N. E., Contreras, S., Remington, C. Witkowski, K.). [Reprioritizing Responsibilities: Examining How Colliding Epidemics Impact First Responders](#). Drug Enforcement Policy Center in the Moritz College of Law at The Ohio State University, June 2020-June 2021. (\$22,000)
- 2019 **Co-Principal Investigator** (with Blount-Hill, K., St. John, V. J.). [Affective Architecture: Isolating the Influence of Physical Environment on Perceptual and Behavioral Attitudes toward Police](#). Data collected by Time-Sharing Experiments for the Social Sciences, NSF Grant 0818839, Jeremy Freese and James Druckman Principal Investigators. August 2019. (\$32,194)
- 2015 **Principal Investigator** (with Ganapati, N. E.). [Understanding the Organizational Factors that Impact Police-community Relations](#). Graduate Research Fellowship Program for Criminal Justice Statistics, Bureau of Justice Statistics of the U.S. Department of Justice, November 2015-December 2018. (\$149,793)

AWARDS, FELLOWSHIPS AND HONORS

- 2022 Rutgers University, Racial Democracy, Crime and Justice Network, Summer Research Institute, **Fellow**
 Florida International University, Alumni Association's Young Alumni Network, **5 Under 35 Award**
 American Society for Public Administration, Section on Democracy and Social Justice, **Article of the Year Award**
 University of Michigan, National Center for Institutional Diversity, **Diversity Scholars Network**
 Diverse: Issues in Higher Education, **Emerging Scholars Award**
- 2021 University of Maryland, Consortium on Race, Gender and Ethnicity, Intersectional Qualitative Research Methods Institute, **Early Career Scholar**
 Russell Sage Foundation and Bill and Melinda Gates Foundation, Proposal Development Summer Institute, **Early Career Scholar**

- 2019 Academy of Management, Public and Nonprofit Division, **2019 Best Dissertation Award**
Public Management Research Association, **2019 Best Dissertation Award**
- 2018 Association for Public Policy Analysis and Management, **40 for 40 Fellowship for Outstanding Early Career Research Professionals**
Florida International University, **Worlds Ahead Graduate**
American Society for Public Administration, **Chester A. Newland Presidential Citation of Merit**
- 2017 American Society of Criminology, Division of People of Color and Crime, **Outstanding Student Award**
Broward County Business and Professional Women's Network, **Award for Outstanding Accomplishment and Achievement**
American Society for Public Administration, **Founders Fellow**
Association for Public Policy Analysis and Management, **Equity and Inclusion Fellowship**
Midwest Political Science Association, **Harrell Rodgers Graduate Student Scholarship**
- 2016 Southern Regional Education Board and Alliance for Graduate Education and the Professoriate Program (SREB-AGEP), **Scholar**
American Society for Public Administration, International Young Scholars Workshop in Public Policy and Administration, **Best Paper Award**
Florida International University, Steven J. Green School of International and Public Affairs, Department of Criminal Justice, **Graduate Academic Excellence Award**
National Association for Civilian Oversight of Law Enforcement, **President's Scholarship Award**
National Conference of Black Political Scientists, **The Hanes Walton, Jr. Award for Quantitative Methods Training** at the University of Michigan
Academy of Criminal Justice Sciences, **Student Summit Scholarship**
American Society for Public Administration, Section for Women in Public Administration, **Student Scholarship Award**
- 2015 Florida International University, Academy of Graduates for Integrative Learning Experiences (AGILE), **Scholar/Fellow**
Florida International University, College of Arts and Sciences, **Award for Outstanding Service to Criminal Justice**
Conference of Minority Public Administrators, **Best Graduate Student Paper Award**
Florida International University, **Graduate University Wide Scholarship**
American Society for Public Administration, South Florida Chapter **General Student Scholarship**
National Conference of Minority Public Administrators, **Graduate Student Scholarship**
- 2014 Florida International University, Student Government Association, **Graduate Scholarship**
- 2013 Florida Education Fund, **McKnight Doctoral Fellowship**
University of Miami, Department of Educational and Psychological Studies, **Highest Award for Scholarship**

TEACHING EXPERIENCE

Public Management, PPOL 514 (Section 4 and 5), Spring 2023, Spring 2022, Spring 2021, Graduate, Georgetown University

Public Management, PUBAFRS 3500, Spring 2020, Undergraduate, The Ohio State University

Administration of Criminal Justice Policy, PUBAFFRS 5506, Fall 2019, Graduate, The Ohio State University

Criminal Justice and Public Policy, CCJ 4497, Fall 2017, Undergraduate, Florida International University

INVITED SPEAKING ENGAGEMENTS

- 2023 Florida International University, Department of Public Policy and Administration
University of California Riverside, Department of Political Science
- 2022 University of Colorado Denver's School of Public Affairs PhD Student Association Prominent Scholar Seminar
University of Texas at Austin's Department of Sociology Criminal Legal System Research Interest Group
- 2021 University of Virginia's Batten School of Leadership and Public Policy
New York University's Identities and Ideologies Project
Indiana University's O'Neil School of Public and Environmental Affairs
University of Arizona's School of Government and Public Policy
Georgetown University's Department of Psychology
Georgetown University's Board of Regents
- 2020 Seoul National University's Graduate School of Public Administration
Gwynedd Mercy University's Campus Conversations
American University's Department of Public Administration and Policy Speaker Series
Academy of Management's Public and Nonprofit Division Doctoral Student Professional Development Consortium
Orange/Chatham Public Defender's Association
- 2019 YWCA of Greater Cleveland, 400 Years of Inequity: A Call-to-Action Conference
Goldman School of Public Policy's Police Leadership Institute
Goldman School of Public Policy's Public Management and Policy Implementation Course
The Ohio State University's Drug Enforcement Policy Center
- 2018 University of California Berkeley's Goldman School of Public Policy Research Seminar Series
U.S. Department of Justice's Bureau of Justice Statistics, Office of Justice Programs
Florida Education Fund's McKnight Doctoral Fellows Annual Meeting
University of California Berkeley's Goldman School of Public Policy Dean-Student Town Hall
50th Anniversary of the Kerner Commission Report National Conference
Minnowbrook 50th Anniversary Conference: Rethinking the Administrative State
Center for Evidence-Based Crime Policy (CEBCP)'s Symposium on Evidence-Based Crime Policy
George Mason University and the Scottish Institute for Policing Research's International Graduate Summer School for Policing Scholarship
Kettering Foundation's Exploratory Learning Exchange on Citizens Leading Public Deliberation and Complimentary Acting to Create Safe Communities
- 2017 College Transition Program at the Everglades Correctional Institution
Indiana University, Bloomington's School of Public and Environmental Affairs' Governance and Management Speaker Series
American University's Metropolitan Policy Center's Urban Speaker Series
- 2016 Rutgers University-Camden's Organizational Behavior Course
National Association of Black Journalist/National Association of Hispanic Journalist Convention

SELECT CONFERENCE PRESENTATIONS

2023	Law and Society Association
2023, 2022, 2021, 2019, 2017	Public Management Research Conference
2022	European Group for Public Administration
2021, 2019, 2017, 2016, 2015	American Society of Criminology
2021, 2020	Association for Public Policy Analysis and Management
2020	National Economic Association
2019, 2015	Social Equity Leadership Conference
2019	Mini-conference on Public Management and Equity
2019, 2015	Urban Affairs Association
2018, 2017, 2016, 2015	American Society for Public Administration
2018, 2017	Midwest Political Science Association
2018, 2017, 2016, 2015	Academy of Criminal Justice Sciences
2017	Network of Schools of Public Policy, Affairs and Administration
2016, 2014	Southeastern Conference for Public Administration
2016	Mini-conference on Policing and Race
2015	Conference of Minority Public Administrators
2014	Public Administration Theory Network

SERVICE EXPERIENCE

Service to the Profession

Founding Member, Scholar Strategy Network Maryland-Washington DC Chapter, March 2023-Present

Research Advisory Committee Member, International Association of Chiefs of Police, January 2023-Present

Associate Member, National Association of Public Administration's Standing Panel on Social Equity, November 2022-Present

Policy Council Member, Association for Public Policy Analysis and Management, May 2022-Present

Editorial Board Member: *Journal of Behavioral Public Administration* (since August 2020), *Police Practice and Research* (since October 2020), *Public Administration Review* (since January 2021), *Journal of Criminal Justice* (since February 2021)

Ad-hoc Reviewer: *Journal of Public Administration Research & Theory*, *Public Administration Review*, *Public Management Review*, *Journal of Behavioral and Public Administration*, *Public Integrity*, *Urban Affairs Review*, *Criminology & Public Policy*, *Justice Quarterly*, *Race and Justice*, *Journal of Criminal Justice*, *Police Quarterly*, *Policing: An International Journal*, *Journal of Experimental Criminology*

Advisory Board Member, Consortium of Race and Gender Scholars, May 2021-Present

Peer Reviewer, Body-Worn Camera Grant Supplement Applications, Bureau of Justice Assistance, U.S. Department of Justice, September-October 2021

Reviewer for Conference Proposals, Public Management Research Conference, November 2019-January 2020, November-December 2021

Reviewer for Conference Proposals, Management Track, Association for Public Policy Analysis and Management, April-May 2020

Dissertation Award Committee Reviewer, Public and Nonprofit Division, Academy of Management, February-April 2020

Peer Reviewer, Graduate Research Fellowship Grant Applications, Bureau of Justice Statistics, U.S. Department of Justice, May-June 2019

Reviewer, Founders Fellow Selection Committee, American Society for Public Administration, November 2018

Student Representative, American Society for Public Administration, National Council, March 2017-March 2018 and South Florida Chapter, July 2016-July 2017

Service to the University

Search Committee Member, Comparative Public Management Hiring Search, August 2022-Present

Research Advisory Board Member, Active Bystandership for Law Enforcement, Innovative Policing Program, Georgetown University, December 2020-Present

Committee Member, Building Committee, McCourt School of Public Policy, Georgetown University, September 2020-Present

Committee Member, Vice Provost's Research Grant Review Committee, Georgetown University, September 2021-October 2021

Committee Member, Capstone Project Award Committee, John Glenn College of Public Affairs, Ohio State University, August 2019-May 2020

Co-Lead Trainer, Tools to Amplify Underrepresented Voices in Your Daily Work, Diversity and Inclusion Committee, College of Arts and Sciences, Ohio State University, January-March 2020

Committee Member, Police Leadership Institute Program Development and Curriculum Committee, Goldman School of Public Policy, University of California, Berkeley, December 2018-December 2019

Co-Organizer, Two-Day Workshop on 'Success in Graduate School and Beyond: Navigating the PhD Program, Department of Public Policy and Management', Florida International University, February 2018 and February 2019

Service to the Community

Expert Testimony, Body-Worn Camera Proposed Legislation, Legislative District 44, The Senate of Maryland, September 2020 and January 2021

Board Member, Ron Brown Scholar Alumni Association, August 2012-January 2018

Researcher, Broward County (FL) Police Community Task Force, February 2016-September 2016

Volunteer Intern, Miami Field Office, U.S. Department of Justice Community Relations Services, July 2015-November 2015.

PROFESSIONAL AFFILIATIONS

Academy of Management

American Society of Criminology

American Society for Public Administration

Association for Public Policy Analysis & Management

Public Management Research Association

Urban Affairs Association