
EDUCATION

Indiana University of Pennsylvania, 2015 Ph.D., Administration and Leadership Studies
Shippensburg State University, 1996 M.S., Administration of Justice
The Pennsylvania State University, 1978 B.A., General Arts, and Sciences

PROFESSIONAL LICENSES/CERTIFICATIONS

Westmoreland County Community College, Youngwood, PA *University of Pittsburgh, Pittsburgh, PA*
Blackboard 9.1 Resources for Faculty MBA Essentials-Katz School of Business
California University of Pennsylvania
Desire2Learn (D2L) Resources for Faculty

TEACHING EXPERIENCE

California University of Pennsylvania
Department of Criminal Justice-Associate Professor of Criminal Justice
Probation and Parole, Juvenile Justice, Multiculturalism and the Criminal Justice System (*classroom and online*), Sex Crimes and Predators (*online*), Correctional Systems, Crimes Against Children, Introduction to Leadership, Research Methods (*online*), Undergraduate Internships, Improving the Administration of Juvenile Justice (*Doctor of Criminal Justice Program*).

University of Pittsburgh-Titusville
Division of Liberal Arts-Assistant Professor of Sociology
Introduction to Sociology (*classroom and online*), Introduction to Criminology, Social Problems, Probation and Parole (*classroom and online*), Police and Society, Deviance and Social Control, Introduction to Administration of Justice (*classroom and online*), Sociology of the Family (*classroom and online*), Law and Society

Point Park University
Department of Criminal Justice and Intelligence Studies-Adjunct Faculty
Community Corrections, Juvenile Justice, Juveniles in Placement, Violent Juvenile Offenders

Community College of Allegheny County
Division of Liberal Arts-Adjunct Faculty
Juvenile Justice, Corrections, Introduction to Women's Studies (*online*), Ethics in Criminal Justice, Police Operations, Introduction to Criminal Justice, Fundamentals of Criminal Investigation, Criminal Justice Practicum

Westmoreland County Community College
Department of Public Service/Humanities/Social Service-Adjunct Faculty
Racial and Ethnic Minorities, Principles of Sociology (*classroom and online*), Applied Human Relations, Problem Solving and Counseling, Marriage and Family

Indiana University of Pennsylvania
Department of Sociology Teaching Assistant
Principles of Sociology, Social Change

CURRENT RESEARCH

Community Supervision of the Domestic Violence Offender: An Exploratory Study: The research explores if POs are specifically trained on DVO supervision techniques, use the knowledge obtained through training, and any barriers to effective supervision of DVOs.

UNIVERSITY SERVICE

Committee membership

Faculty Search Committee, Department of Counselor Education, 2020
Middle States Evidence Inventory Committee, 2018-present
Faculty Senate, 2017-present
Fredrick Douglas Institute, 2017-present
Jesse B. Guttman Student Research Award Committee, 2016-present
Faculty Professional Development: Teaching and Learning Subcommittee, 2015-present
General Education Committee, 2015-present
Faculty Senate Alternate, 2015-2017
Campus Police Search Committee, 2014
Director of Residential Life Search Committee, 2014
Department of Nursing Faculty Search Committee, 2013
Campus Police Search Committee, 2013

Department Service

Committee member for the 18th Annual Homeland Security Conference
Chaired the Annual Review Committee for the evaluation of adjunct faculty, 2018
Marketing for the Criminal Justice Doctorate Program 42nd Annual NOBLE Training Conference and Exhibition, July 27 – August 1, 2018
Faculty search committee, 2018
Organized student tour of SCI-Fayette, 2017
Serve on promotion committee for a department colleague, 2015
Organize criminal justice professionals' guest speaker series, 2013-2015
Developed embedded questions on the final exams for the administration of justice curricula, 2014
Developed assessment matrix for the administration of justice curricula, 2013

University-wide Service

Strike a Spark Conference, Spring 2016; Spring 2017
University Discovery Days, Fall 2015
Campus Judicial Board, 2014
Admission Open House, 2012-2015
Working Group on Race, 2013
Supervised Community Service Activity, Orientation 2013

FELLOWSHIP

Selected as a University of Pittsburgh Diversity Fellow, 2013

PRESENTATIONS

(2020) "(In)Justice Through the Lens of African American Law Enforcement" Black History Panel Discussion sponsored by the Department of Criminal Justice, California University of PA

(2019) "Embracing Inclusion...Every Student Matters" Pennsylvania's State System of Higher Education 11th State System Summit on Inclusive Excellence and International Education.

(2019) "Town Hall: The State of Criminal Justice in Washington County" Panel Discussion sponsored by the Department of Psychology, California University of PA

(2019) *Where do we go from here? The Antwon Rose verdict*. Black Student Union, California University of Pennsylvania.

(2018) *Escaping Our Silos: Social Work, Criminal Justice and Restorative Practice*. California University of Pennsylvania School of Social Work

- (2018) “WTF: Why the Frustration” Presentation for Glade Run and Family Links Counselors working with African American Clients in the Pittsburgh Public School District.
- (2017) “Don’t Box Me In: The Impact of Stereotypes” Presentation to the University of Pittsburgh-Titusville Black Student Union.
- (2016) “Multiculturalism and the Criminal Justice System” The 9th Annual Homeland Security Conference, California University of PA
- (2016) “Leadership and Equity in our Justice System” Inauguration Event for President Geraldine M. Jones, California University of PA
- (2015) “Community Supervision of the Domestic Violence Offender” 40th Annual American Probation and Parole Association Training Institute, Los Angeles, CA
- (2014) “Symposium on Race” University of Pittsburgh at Titusville
- (2011) “Community Supervision of Domestic Violence Offenders: A Study of the Supervision Practices of Adult Probation Officers in Pennsylvania” 2nd Annual Gender & Sexuality Symposium, Indiana, PA.
- (2003) “Group work with Juvenile Sexual Offenders” 16th Annual Sexual Abuse Prevention and Education Network Conference, State College, PA.
- (2001) “Cultural Differences: Working with the African American Family” 15th Annual Sexual Abuse Prevention and Education Network Conference, Harrisburg, PA.
- (1999) “Stress Management: Strategies for the Helping Professional” 13th Annual Sexual Abuse Prevention and Education Network Conference, State College, PA.
- (1999) “Fostering the Sexually Abused Child” 13th Annual Sexual Abuse Prevention and Education Network Conference, State College, PA.

Reviewer and Textbook Ancillary Contributor

Inderbitzin, M. L., Bates, K.A., & Gainey, R. R. (2016) *Deviance and social control: a sociological perspective* (2nd ed.). Los Angeles, CA: Sage

Textbook Ancillary Contributor

Alvarez, A., & Bachman, R. (2016) *Violence: the enduring problem* (3rd ed.). Los Angeles, CA: Sage.

Publications

- Spencer, M., Ross, B.A. (2020) Recognizing implicit bias in the criminal justice system: Does it result in covert discrimination? In C. Coates (Ed.) *Women and minorities in criminal justice: An intersectionality approach*
- Spencer, M. (2020). *Juvenile Justice in the 21st Century*. San Diego, CA: Cognella
- Spencer, M., Anderson, J. A., & Meyers, D. L. (2019). *Supervision of the domestic violence offender: An exploratory study*. Criminal Justice Studies Journal, Advance online publication. doi:10.1080/1478601X.2019.1674485

RELEVANT PROFESSIONAL POSITIONS

California University of PA **California, PA** **2015-Present**
Associate Professor of Criminal Justice

Responsibilities include teaching, advising, professional growth, and service to the campus and community.

University of Pittsburgh **Titusville, PA** **2012-2015**
Assistant Professor of Sociology

Major responsibilities are teaching, advising, professional growth, and service to the campus and community. Principle advisor to administration of justice majors, providing some of the courses necessary for students to complete and associate degree in administration of justice.

Department of Justice **Office of Justice Programs** **2010- Present**
Peer Reviewer

Member of peer review database, selected due to knowledge base and prior experiences. Participate in panel to evaluate, score, and rate grant applications as assigned. As part of review process, provide constructive criticism and feedback.

Westmoreland County Community College **Youngwood, PA** **2009-Present**
Adjunct Professor-Sociology

Participate in all phases of the teaching process which included syllabus development, designing a mechanism for measuring quality and quantity of student participation during class session, data collection, critiquing and grading student papers for each class and all other tasks assigned by the Dean.

Point Park University **Pittsburgh, PA** **2009-2013**
Adjunct Professor-Criminal Justice and Intelligence Studies

Participate in all phases of the teaching process which included syllabus development, designing a mechanism for measuring quality and quantity of student participation during class session, data collection, critiquing and grading student papers for each class and all other tasks assigned by the Dean.

Allegheny County Adult Probation **Pittsburgh, PA** **2008-2012**
Pre-sentence Investigator

As an independent contractor gather information relating to the prior criminal record, education, employment, and other information about a person convicted of a crime, for the purpose of assisting the court in passing sentence.

Probation Officer-Domestic Violence Caseload
Responsible for supervision of offenders assigned to the domestic violence caseload.

Indiana University of Pennsylvania **Indiana, PA** **2007-2008**
Graduate Assistant-Sociology Department

Participate in all phases of the teaching process which included syllabus development, designing a mechanism for measuring quality and quantity of student participation during class session, data collection, critiquing and grading student papers for each class.

Auberle **McKeesport, PA** **1993-2007**
Director of Residential Services

Provide management to the Residential and Shelter programs to deliver outcome driven, cost- effective service to children, youth and their families. Responsible to provide leadership and overall administrative supervision to all activities related to service planning and development of the residential programs.

Senior Specialty Counselor-Part-time
Scheduling and facilitating group sexuality counseling. Assist in creating and implementing therapy related to sexual offending and victimization. Duties include individual and family therapy; supervision of all sexuality specialist

counselors; documentation of all therapy session; ongoing supervision, development and evaluation of sexuality counseling program.

Allegheny County Juvenile Court
Supervisor-School Based Probation

Pittsburgh, PA

1989-2002

Responsible for providing supervision to probation staff assigned to various schools in the county. Duties include meeting with school officials and assuring the BARJ (Balanced Approach and Restorative Justice) goals are being met by the Probation Officers in the school setting.

Supervisor-Investigations Department

Supervising the probation staff in the investigations department which processes those youth who are arrested and detained at Shuman Center and who require at ten-day judicial hearing. Additional supervision provided to both shifts of Intake staff that are located at Shuman Detention Center.

Probation Officer-Treatment

Provide probationary supervision for youths who are adjudicated delinquent in Juvenile Court.

Probation Officer-Special Services Unit

The Special Services Unit is comprised of two components and provides specialized sex offender counseling to those offenders that remain in the community (non-institutionalized) as well as those offenders who are institutionalized. In both positions the overall goal is to increase community safety and prevent recidivism for offenders.

Allegheny Intensive Treatment Program

Pittsburgh, PA

1986-1989

Program Director

Provide oversight of the daily implementation of all treatment activities occurring within the residential facility. Directly supervised and managed the direct care treatment staff.

Reintegration Coordinator

Confer, advise, and counsel program participants and their families, employers and schools, and residential staff. Develop and coordinated comprehensive plans to achieve program objectives. Objective was to successfully return program participants to their home environment.

Holy Family Institute

Pittsburgh, PA

1981-1986

Youth Counselor

Handled all aspects of developing a therapeutic environment to foster maximum growth and development of the program participants.

GRANTS

Title: Positive Action for Monessen Middle School
Sponsor: Pennsylvania Commission on Crime and Delinquency
Position: Project Manager
Amount: \$150,000 Duration: 2020-2022

Title: Community Connections for Families
Sponsor: Department of Human Services
Position: Administrator
Amount: \$150,000 Duration: 2002-2004

PROFESSIONAL AFFILIATIONS

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| Academy of Criminal Justice Sciences (ACJS) | American Probation and Parole Association (APPA) |
| Alliance for Children and Families | Nonprofit Leadership Institute |
| Pennsylvania Council for Children, Youth, and Families | Sexual Abuse Prevention and Education Network |
| Women's Place Board of Directors | FBI Adopt-a-School |
| Pennsylvania Association on Probation, Parole, and Corrections (PAPPC) | |
| National Organization of Black Law Enforcement Executives (NOBLE) | |

CIVIC AND COMMUNITY AFFILIATIONS

Philanthropic Education Organization (PEO)

Unity Community Church

HONORS AND RECOGNITION

2020 California of Pennsylvania President's Commission for the Status of Women, October 2020

2016 Women of Excellence, Pittsburgh Courier, January 2017

Certificate of Completion, The 9th Annual Homeland and International Security Conference, November 2016