

Jihong Solomon Zhao  
Professor  
College of Criminal Justice  
Sam Houston State University

### **Degrees Earned**

Ph.D. Washington State University, Department of Political Science, 1994

M.S. Washington State University, Department of Political Science, 1990

### **Professional Licensure and Certifications**

N/A

### **Peer-Review Publications and Artistic Performances/Exhibitions**

#### **Articles**

Zhao, J., L. Ren, & N. Lovrich. (forthcoming). "Police organizational structures during the 1990s: An application of contingency theory." *Police Quarterly*.

Zhao, J., L. Ren, & N. Lovrich. (forthcoming). "Budgetary support for police services in US municipalities: Comparing political culture, socio-economic characteristics & incrementalism as rival explanations for budget share allocations to police." *Journal of Criminal Justice*.

Zhao, J., L. Ren, and N. Lovrich. (forthcoming) "Wilson's theory of local political culture revisited in today's police organization." *Policing: An International Journal of Police Science and Management*.

Jang, H., H. Joo, and J. Zhao. (forthcoming) "Determinants of public confidence in the police: an international perspective." *Journal of Criminal Justice*.

McCarty, W., L. Ren and J. Zhao. (forthcoming). "Panel analysis of the determinants of police strength during the 1990s." *Crime & Delinquency*.

Cao, L., R. Zhao, L. Ren and J. Zhao. (forthcoming). "Social support & anomie: A multilevel analysis of anomie in Europe and America." *International Journal of Offender Therapy & Comparative Criminology*.

Zhao, J., L. Ren and N. Lovrich. (forthcoming). "Political culture vs. socioeconomic approaches to predicting police strength in U.S. police agencies: Results of a longitudinal study, 1993-2003." *Crime & Delinquency*.

Wilson, S. and J. Zhao. (2008). "Determining the correlates of police victimization: An analysis of organizational level of factors on injurious assaults." *Journal of Criminal Justice*, 36:461-468.

Briggs, Steven, Jihong Zhao, Steve Wilson, and Ling Ren. (2008). "The Effect of Collective Bargaining on Large Police Agency Supplemental Compensation Policies: 1990-2000." *Police Practice & Research: An International Journal*, 9:227-238

Ren, L., J. Zhao, and N. Lovrich. (2008). "Liberal vs. conservative policies on crime: What is the comparative track record during the 1990s." *Journal of Criminal Justice*, 36:316-325

Zhao, Jihong, Q. Thurman, and L. Ren. (2008). "An examination of strategic planning in America law enforcement agencies: A national study." *Police Quarterly*, 11:3-26.

McCarty, William, Jihong Zhao, and Brett Garland. (2007). "Occupational Stress and burnout between Male and Female Police Officers: Are There Any Gender Differences." *Policing: An International Journal of Police Science and Management*, 30:672-691.

Zhao, J., N. He, and N. Lovrich. (2006). "The Effect of Local Political Culture on Policing Behaviors in the 1990s: A Test of Wilson's Theory in More Contemporary Times." *Journal of Criminal Justice*, 34:569-578.

Zhao, J., N. He, and N. Lovrich. (2006). "Pursuing Gender Diversity in Police Organizations in the 1990s: A Longitudinal Analysis of Factors Associated with the Hiring of Female Officers". *Police Quarterly*, 9:463-485.

Wilson, S., J. Zhao, L. Ren, and S. Briggs. (2006). "The Influence of Collective Bargaining on Large Police Agency Salaries: 1990-2000." *American Journal of Criminal Justice*, 31:19-34.

Ren, Ling, J. Zhao, and N. Lovrich (2006). "Participation in Community Crime Prevention: Who Volunteers for Police Work." *Policing: An International Journal of Police Science and Management*. 29:464-481.

He, N., J. Zhao, and L. Ren. (2005). "Do Race and Gender Matter in Police Stress? A Preliminary Assessment of the Interactive Effects." *Journal of Criminal Justice* 33:535-547.

Zhao, J. and K. Hassell. (2005). "Policing Styles and Organizational Priorities: Retesting Wilson's Theory of Local Political Culture." *Police Quarterly*, 8:411-430.

Cao, L. and J. Zhao. (2005). "Confidence in Police between U.S. and Latin American Countries." *Journal of Criminal Justice* 33:403-412.

Zhao, J., N. He, and N. Lovrich. (2005). "Predicting the employment of minority officers in U.S. Cities: OLS Fixed-Effect Panel Model Results for African American and Latino Officers for 1993, 1996, and 2000." *Journal of Criminal Justice* 33:377-386

He, N., J. Zhao, and N. Lovrich. (2005). "Community Policing: A Preliminary Assessment of Environmental Impact with Panel Data on Program Implementation." *Crime & Delinquency* 51:295-317.

Cao, L., J. Cao, and J. Zhao. (2004). "Family, Welfare, and Delinquency: A Panel Study." *Journal of Criminal Justice* 32:565-576.

Zhao, J., N. He, and N. Lovrich. (2003). "Community Policing: Did It Change the Basic Functions of Policing in the 1990s? A National Follow-up Study" *Justice Quarterly* 20:697-724.

Zhao, J., M. Scheinder, and Q. Thurman. (2003). "A National Evaluation of the Effect of COPS Grants on Police Productivity (Arrest) 1995 to 1999." *Police Quarterly* 6:387-409.

Hassell, K., J. Zhao, and E. Maguire. (2003). "Structural Arrangements in Large Municipal Police Organizations: Revisiting Wilson's Theory of Local Political Culture." *Policing: An International Journal of Police Science and Management* 26:231-250.

Maguire, E., Y. Shin, J. Zhao, and K. Hassell. (2003). "Structural Change in Large Police Agencies during the 1990s." *Policing: An International Journal of Police Science and Management* 26:251-275.

Worrall, J. and J. Zhao. (2003). "The Role of COPS Office in Community Policing." *Policing: An International Journal of Police Science and Management* 26:64-87.

Zhao, J., N. He, N. Lovrich, and J. Cancino. (2003). "Marital Status and Police Occupational Stress." *Journal of Crime and Justice* 26:23-46.

Zhao, J., M. Scheider, and Q. Thurman (2002). "The Effect of Police Presence on Public's Fear Reduction and Satisfaction: A Review of Literature." *The Justice Professional* 15:273-299.

Gibson, C., J. Zhao, and N. Lovrich. (2002). "Sociological Measurement Confusion, Paradigmatic Imperfection, and Etiological Nirvana: Striking a Balance in Pursuing Science." *Justice Quarterly* 19:793-808.

He, N, J. Zhao, and C. Archbolt. (2002). "Gender and Police Stress: The Convergent and Divergent Impact of Work Environment, Work-Family Conflict, and Stress Coping Mechanisms of Female and Male Police Officers." *Policing: An International Journal of Police Science and Management*. 25:687-708.

Zhao, J., M. Scheider, and Q. Thurman. (2002). "Funding Community Policing to Reduce Crime: Have COPS Grants Made a Difference?" *Criminology and Public Policy* 2: 7-32.

Gibson, C., J. Zhao, N. Lovrich, and M. Gaffiney (2002). "Social Integration, Individual Perceptions of Collective Efficacy, and Fear of Crime: An Empirical Assessment in Three Cities." *Justice Quarterly* 19:537-563.

He, N., J. Zhao, and N. Lovrich (2002). "Police and the Policed: A Comparison of Value Orientation and Ideological Perspective." *Police Practice and Research* 217-229.

Zhao, J., C. Gibson, N. Lovrich, and M. Gaffiney. (2002). "Participation in Community Crime Prevention: Are Volunteers Less or More Fearful than Other Citizens: A Research Note." *Journal of Crime and Justice*.25:41-59.

Zhao, J., N. He, and N. Lovrich (2002). "Predicting Five Dimensions of Police Officer Stress: Looking More Deeply into Organizational Settings for Sources of Police Stress." *Police Quarterly* 5:43-62.

Zhao, J., N. Lovrich, and H. Robinson. (2001). "Community Policing: Is It Changing the Basic Functions of Policing: Findings from a Longitudinal Survey of 200+ Municipal Police Departments." *Journal of Criminal Justice* 29:365-377.

Zhao, J., L. Herbst, and N. Lovrich. (2001). "Environmental and Institutional Effects Present in the Employment of Women Police Officers: Separating the Predictors of Minority and Non-Minority Female Officer Hiring." *Journal of Urban Affairs* 23:243-257.

Reiner, M. and J. Zhao. (1999). "The Determinants of Job Satisfaction among United States Air Force Security Police." *Journal of Public Personnel Administration* 19:5-18.

Zhao, J., Ni He, and Nicholas Lovrich. (1999). "Value Change among Police Officers at A Time of Organizational Reform: A Follow-Up Study Using Rokeach Values." *Policing: An International Journal of Police Strategies and Management*. 22:152-170.

Zhao, J., Q. Thurman, and N. He. (1999). "Job Satisfaction and Police Work: A Test of Two Competing Models." *Justice Quarterly*. 16:153-173.

Zhao, J., N. Lovrich, and Q. Thurman. (1999) "The Status of Community Oriented Policing in American Cities: Revisiting Facilitators and Impediments After Three Years." *Policing: An International Journal of Police Strategies and Management*. 22:74-92.

Zhao, J., N. He, and N. Lovrich. (1998). "Individual Value Preferences Among American Police Officers: The Rokeach Theory of Human Values Revisited." *Policing: An International Journal of Police Strategies and Management* 21:22-37.

Zhao, J. and N. Lovrich. (1998). "Determinants of Minority Employment in American Municipal Police Agencies: The Representation of African American Officers." *Journal of Criminal Justice* 26:267-277.

Zhao, J. and Q. Thurman. (1997). "Community Policing: Where Are We at Now?" *Crime & Delinquency* 43:345-357.

Zhao, J. and N. Lovrich. (1997). "Collective Bargaining and the Police: What Consequences for Supplemental Compensation Policies in Large Agencies." *Policing: An International Journal of Police Strategy and Management* 20:508-518.

Cao, L., Zhao., and S. Van Dine. (1997). "Prison Disciplinary Tickets: A Test of the Deprivation and Importation Models." *Journal of Criminal Justice* 25:103-114.

Zhao, J., N. Lovrich, and K. Gray. (1995). "Moving Toward Community Policing: The Role of Postmaterialist Values in A Changing Police Profession." *American Journal of Police* 14:151-172.

Zhao, J., Q. Thurman, and N. Lovrich. (1995). "Community-Oriented Policing across the U.S.: Facilitators and Impediments to Implementation." *American Journal of Police* 14: 11-28.

Thurman, Q., S. Jackson, and J. Zhao. (1993). "Drunk-Driving Research and Innovation: A Factorial Survey Study of Decisions to Drink and Drive." *Social Science Research*, 22:245-264.

Zhao, J. (1991). "The Intellectual's Contribution and Rewards in the Development of the National Economy." *Chinese Economic Studies*, 24:82-101.

### **Books**

Thurman, Q. and J. Zhao. (2003) *Contemporary Policing: Controversies, Challenges, and Solutions*. (Eds.) Los Angeles: Roxbery Publishing.

Thurman, Q., J. Zhao, and A. Giacomazzi. (2001) *Community Policing in A Community Era: An Introduction*. Los Angeles: Roxbery Publishing.

Zhao, J. (1996). *Why Police Organization Change: A Study of Community Oriented Policing*. Washington, D.C.: Police Executive Research Forum.

### **Chapters**

Zhao, J., C. Simon, and Q. Thurman. (1999) "Innovation in Police Organizations: A National Study." Dennis Kenney (Ed.) *Police and Policing: Critical Issues*. 2<sup>nd</sup> Edit. New York: Praeger.

Zhao, J. and Q. Thurman. (1997). "Community Policing in Small Cities." In Q. Thurman and E. McGarrell (Eds.) *Community Policing in Rural Setting*, (pp. 27-32). Cincinnati, OH: Anderson Publishing.

Zhao, J. and Q. Thurman. 1996. *The Nature of Contemporary Organizational Innovations in American Policing: Does the Ends Justify the Means?* Washington, D.C.: Police Executive Research Forum.

### **Proceedings**

N/A

### **Artistic Performances**

N/A

### **Artistic Exhibitions**

N/A

### **Research Monographs and Technical Reports**

Longmire, D., J. Zhao, and B. Lawton. 2008. *Report on Houston Police Department — Citizen Contact/Impression Survey*.

- Zhao, J. and Q. Thurman. 2006. *Handbook of Strategic Planning in American Police*. The Office of Community Oriented Policing Services, Department of Justice.
- Zhao, J. and N. Lovrich. 2003. *Report on The 2003 Spokane Police Department Employee Survey: General Findings*.
- Zhao, J., and Q. Thurman. 2002. *The Effects of COPS grants on Police Productivity: A Panel Study*. A Final Report to the Office of Community Oriented Policing Services, Department of Justice.
- Zhao, J., and Q. Thurman. 2001. *The Effects of COPS grants on Crime Reduction: A Panel Study*. A Final Report to the Office of Community Oriented Policing Services, Department of Justice.
- Zhao, J. and Q. Thurman. 2001. *The Effect of Police Presence on Public Fear of Crime and Satisfaction with Police: A Review of Literature*. A Final Report to the Office of Community Oriented Policing Services, Department of Justice.
- Herbst, L. and J. Zhao. 2001. *A Final Report to the Omaha Police Department: An Assessment of the 2000-2001 To Educate and Motivate (T.E.A.M.) Nebraska Program*.
- Zhao, J. 2000. *Report on the 1999 Council Bluffs Police Department Survey*.
- Zhao, J. 2000. *Report on the 1999 Nebraska State Patrol Survey*.
- Zhao, J. 2000. *Final Report on the 1999 Council Bluffs Police Department Citizen Survey: General Findings*.
- Payton, J. and J. Zhao. 2000. *A final Report to the Omaha Police Department: An Assessment of the 1999-2000 To Educate and Motivate (T.E.A.M.) Nebraska Program*.
- Herbst, L. and J. Zhao. 1999. *A final Report to the Omaha Police Department: An Assessment of the 1998-1999 To Educate and Motivate (T.E.A.M.) Nebraska Program*.
- Zhao, J. and N. Lovrich. 1999. *Report on The 1999 Spokane Police Department Employee Survey: General Findings*.
- Zhao, J. and Ben Menke. 1998. *Report on The 1998 El Paso County Sheriff's Office Survey: General Findings*.
- Zhao, J. 1998. *Final Report on the 1997 Council Bluffs Police Department Citizen Survey: General Findings*.
- Zhao, J. 1997. *Evaluation on the Implementation of Total Quality Management in the Omaha Police Department: An Interim Report*.
- Zhao, J. 1997. *Report on the 1997 Council Bluffs Police Department Survey: General Findings*.
- Zhao, J. 1997. *Monitoring the Change Efforts in the Omaha Police Department: General Findings from the 1996 Employee Survey*.

Zhao, J. and N. Lovrich. 1996. *Report on the 1996 Spokane Police Department Employee Survey: General Findings*.

Zhao, J. 1995. *Report on the Relationship between Educational Programs and Inmate Rule Observation in the Ohio Prison System*.

Thurman, Q., J. Zhao, and S. Jackson. Assessing Drunk Driving Countermeasures: An Experimental Vignette Approach to Informed Anti-Drunk Driving Policies. In *the Alcoholic Beverage Medical Research Foundation 1992 Research Conference Report*, Baltimore, MD.

### **Funded External Grants**

Co-Principal Investigator: *"Houston Community Survey: Perception of Houston Police Department and Social Environment"*, funded by the City of Houston, \$67,000 (Principal Investigator, Dennis Longmire), May 2008.

Principal Investigator: *"Developing A Strategic Planning Handbook for Police Agencies in An Era of Community Oriented Policing"*, funded by the Office of Community Oriented Policing Services, Department of Justice, \$145,000 (Co-Principal Investigator, Samuel Walker), September, 2003 - August, 2005.

Principal Investigator: *"Evaluation on The Impact of Federal Grants on Police Productivity and Crime Reduction: 1994 to 2000"*, funded by the Office of Community Oriented Policing Services, Department of Justice, \$127,000 (Co-Principal Investigator, Quint Thurman), Fall, 2002 - Fall, 2003.

Principal Investigator: The Phase II Evaluation on *"The Impact of additional Police Officers and Federal Grants on Crime Reduction in 7,000 Cities between 1994 to 1999: An Analysis of Panel Data"*, funded by the Office of Community Oriented Policing Services, Department of Justice, \$40,000, Summer and Fall, 2001.

Principal Investigator: *"The Impact of additional Police Officers and Federal Grants on Crime Reduction in 7,000 Cities between 1994 and 1999: An Analysis of Panel Data"*, funded by the Office of Community Oriented Policing Services, Department of Justice, \$118,000, Spring and Summer 2001.

Principal Investigator: *"The Evaluation of TEAM Phase III (drug resistance program) in Omaha Metropolitan area (five school districts including the Omaha Public School)"*, funded by the City of Omaha, US Attorney's Office-Nebraska, and Westside School District, \$22,000, Fall, 2000.

Principal Investigator: *"The Evaluation of TEAM Phase II (drug resistance program) in Omaha Metropolitan area (five school districts including the Omaha Public School)"*, funded by the U.S Attorney's Office-Nebraska, \$23,000, Fall, 1999.

Principal Investigator: *"Community and Departmental Assessment Project"*, funded by the Council Bluffs Police Department, \$8,000, Fall, 1999.

Principal Investigator: *"The Evaluation of TEAM (drug resistance program) in Omaha Metropolitan area (five school districts including the Omaha Public School)"*, funded by the U.S Attorney's Office-Nebraska, \$21,000, Fall, 1998.

Principal Investigator: *"Community and Departmental Assessment Project"*, funded by the Council Bluffs Police Department, \$8,000, Fall, 1997.

Co-Principal Investigator: *"The Structure of Large Municipal Police Organizations During the Community Policing Era"*, funded by the National Institute of Justice, \$178,000 (Principal Investigator, Edward Maguire), December, 1997.

Summer Fellowship Recipient: *"A Continuation of the Evaluation of Total Quality Management Project in the Omaha Police Department"*, funded by the University of Nebraska at Omaha, \$6,000, Summer, 1997.

### **Peer-Review Presentations/Posters**

Ren, Ling, Jihong Solomon Zhao, Larry Hoover. The Impact of Houston Crime Reduction Unit on Violent and Property Crimes in Four Patrol Districts. Presented at the American Society of Criminology annual meeting in Philadelphia, November 2009.

Yan Zhang, Jihong Solomon Zhao, Ren, Ling, Larry Hoover. Spatio-temporal Interaction of Urban Crime in Houston Southwest. Presented at the American Society of Criminology annual meeting in Philadelphia, November 2009.

Ren, Ling, Yan Zhang, & Jihong Solomon Zhao. A catalyst for change? The impact of Katrina evacuees upon crime patterns in Houston. Presented at the American Society of Criminology annual meeting in Philadelphia, November 2009.

Ren, Ling, Jihong Solomon Zhao, & Nicholas Lovrich. Political culture vs. socioeconomic approaches to explaining the variation in violent crime rates in U.S. cities. Presented at the American Society of Criminology annual meeting in St. Louis, November 2008.

Ren, Ling, & Jihong Solomon Zhao. "Race, Ethnicity, & the Risk of Homicide Victimization: A Multilevel Model Comparison of Three Time Periods in Chicago". Presented at the Academy of Criminal Justice Sciences annual meeting in Cincinnati, March 2008.

Ren, Ling, & Jihong "Solomon" Zhao. "The Impact of Neighborhood Transition on Homicide Rates in Chicago: A Longitudinal Study from 1965-1995". Presented at the American Society of Criminology annual meeting in Atlanta, November 2007.

Zhao, Jihong "Solomon", Ling Ren, and Nicholas Lovrich. "Static vs. dynamic approaches to predicting police strength in U.S. police agencies: Results of a longitudinal study, 1993-2003." Paper was presented at the Academy of Criminal Justice Sciences annual meeting in Seattle, March 2007.

Ren, Ling, & Jihong "Solomon" Zhao. "Drugs and Crime Drop in America during the 1990s". Paper was presented at the American Society of Criminology annual meeting in Los Angeles, November 2006.



Zhao, Jihong "Solomon", Ling Ren, & Nicholas Lovrich. "Change in Police Organizational Structures During the 1990s: An application of Contingency Theory". Paper was presented At the American Society of Criminology annual meeting in Los Angeles, November 2006.

McCarty, William, Jihong "Solomon" Zhao, & Ling Ren. "Panel Analysis of the Determinants of Police Strength during the 1990s". Paper was presented at the American Society of Criminology annual meeting in Los Angeles, November 2006.

Zhao, Jihong "Solomon", Ling Ren, & Nicholas Lovrich. "Wilson's Theory of Local Political Culture Revisited in Today's Police Organizations: A longitudinal Study". Paper was presented at the Midwest Criminal Justice Association annual meeting in Chicago, September 2006.

Ren, Ling & Jihong "Solomon" Zhao. "Police Strength, Social Disorganization, & the Crime Drop in the United States during the 1990s." Paper presented at the Academy of Criminal Justice Sciences annual meeting in Baltimore, 2006.

Ren, Ling, Jihong "Solomon" Zhao, & Nicholas Lovrich. "Liberal vs. Conservative Policies on Crime: What is the Comparative Track Record during the 1990s". Paper presented in Academy of Criminal Justice Sciences annual meeting in Baltimore, 2006.

Zhao, Jihong "Solomon", Ling Ren, & Nicholas Lovrich. "Wilson's Theory of Local Political Culture Revisited in Today's Police Organizations: A longitudinal Study". Paper presented in the Midwest Criminal Justice Association annual meeting in Chicago, September 2006.

McCarty, William, Jihong "Solomon" Zhao, & Ling Ren. "Panel Analysis of the Determinants of Police Strength during the 1990s". Paper presented in American Society of Criminology annual meeting in Los Angeles, November 2006.

Zhao, Jihong "Solomon", Ling Ren, & Nicholas Lovrich. "Change in Police Organizational Structures During the 1990s: An application of Contingency Theory". Paper presented in American Society of Criminology annual meeting in Los Angeles, November 2006.

Ren, Ling & Jihong "Solomon" Zhao. "Drugs and Crime Drop in America during the 1990s". Paper presented in American Society of Criminology annual meeting in Los Angeles, November 2006.

He, N., J. Zhao, and N. Lovrich. "Organizational Culture and Individual Values of Police officers: An Assessment of Reciprocal Relationship." Paper presented at American Society of Criminology meeting at Toronto, Canada, 2005.

Briggs, S, J. Zhao, S. Wilson, and L. Ren. "Junk Yard Dogs or Paper Tiger: The Effect of Collective Bargaining on Fringe Benefits among Large Police Departments. Paper presented at Academy of Criminal Justice Sciences meeting at Chicago, 2005.

Ren, L., J. Zhao, and N. Lovrich. "Participation in Criminal Investigation: Who Are the Volunteers? Paper presented at Academy of Criminal Justice Sciences meeting at Chicago, 2005.

Wilson, S., J. Zhao, L. Ren, and S. Briggs. "The Relationship between Collective Bargaining and Economic Reward." Paper presented at the American Society of Criminology meeting, Nashville, November 2004.

He, N., J. Zhao, and N. Lovrich. "The Impact of Participative Mechanism of Municipal Government on the Implementation of Community Policing: A Panel Data Analysis." Paper presented at the Academy of Criminal Justice Sciences meeting, Boston, MA, 2003.

Zhao, J., M. Scheider, and Q. Thurman. "The Effect of COPS Funding on Crime Reduction in 70 Largest U.S. Cities." Paper presented at the Academy of Criminal Justice Sciences meeting, Boston, MA, 2003.

Zhao, J., N. He, C. Archbolt, and L. Cao. "Gender and Police Stress: A Closer Examination." Paper presented at the Academy of Criminal Justice Sciences meeting, Anaheim, CA, 2002.

Zhao, J., K. Hassell, and E. Maguire. "Wilson's Theory of Political Culture and Police Behavior Revisited." Paper presented at the Academy of Criminal Justice Sciences meeting, Anaheim, CA, 2002.

Zhao, J., M. Scheider, and Q. Thurman. "Community Policing and Crime: A National Assessment of the Effects of COPS Grants and Crime." Paper presented at the American Association of Criminology meeting, Atlanta, Georgia, 2001.

Zhao, J., N. He, and N. Lovrich. "Predicting Five Dimensions of Police Officer Stress." Paper presented at the American Society of Criminology annual meeting, Atlanta, Georgia, 2001.

Gibson, C., J. Zhao, N. Lovrich, and M. Gaffiney. "Collective Efficacy and Fear of Crime: An Assessment of Three Communities." Paper presented at the Academy of Criminal Justice Sciences annual meeting, Washington, DC, 2001.

Worrall, J. and J. Zhao. "The Role of COPS Office in Facilitating change Consistent with Community Policing: A Resource Dependency Perspective." Paper presented at the American Society of Criminology annual meeting, San Francisco, CA, 2000.

Leigh, H. and J. Zhao. "T.E.A.M. Nebraska: Its Impact and Effect." Paper presented at the Academy of Criminal Justice Sciences annual meeting, New Orleans, Louisiana, 2000.

Maguire, E. and J. Zhao. "The Structure of large Police Organizations: Data from Five National Surveys." Paper presented at the Annual Research Meeting sponsored by the National Institute of Justice, Washington, DC, 1999.

Hassess, K., J. Peyton, J. Zhao, and Ed. MiGuire. "Structural Change in Large Municipal Police Organizations: Evidence from a National Study." Paper presented at the Academy of Criminal Justice Sciences annual meeting, Orlando, FL, 1999.

Maguire, Ed., J. Zhao, and Robert Langworthy. "The Structure of Large Police Department: Preliminary Survey Results." Paper presented at the American Society of Criminology annual meeting, Washington, DC, 1998.

Zhao, J., Quint Thurman, and Ni He. "Sources of Job Satisfaction among Police Officers: A Test of Two Competing Models." Paper presented at the Academy of Criminal Justice Sciences annual meeting, Albuquerque, NM, 1998.

Zhao, J. "The Implementation of Total Quality Management in the Omaha Police Department: An Evaluation." Paper presented at the Annual Research Meeting sponsored by the National Institute of Justice, Washington, DC, 1998.

Zhao, J., Ni He, and Nicholoas Lovrich. "Value Change among Police Officers at A Time of Organizational Reform: A Follow-Up Study Using Rokeach Values." Paper presented at the Academy of Criminal Justice Sciences annual meeting, Albuquerque, NM, 1998.

Zhao, J., J. Cao, and L. Cao. "The Effects of Female Headship and Welfare Experience on Juvenile Delinquency." Paper presented at the Academy of Criminal Justice Sciences, annual meeting, Louisville, Kentucky, 1997.

Zhao, J. and N. Lovrich. "Collective Bargaining and the Police: What Consequences for Supplemental Compensation Policies in Large Agencies." Paper presented at the Academy of Criminal Justice Sciences, annual meeting, Louisville, Kentucky, 1997

Zhao, J. "Perceived and Objective Levels of Crime among Police Organizations: A National Study." Paper presented at the Academy of Criminal Justice Sciences annual meeting, 1996.

Zhao, J. and Q. Thurman. "The Nature of Contemporary Organizational Innovations in American Policing: Does the Means address the Ends?" Paper presented at the Academy of Criminal Justice Sciences annual meeting, Boston, MA, 1995.

Zhao, J., N. Lovrich, and K. Gray. "Societal Value Change, Community Oriented Policing, and Dynamics of Change in Police Agencies: The Role of Postmaterialist Values in a Progressive Police Agency." Paper presented at the Academy of Criminal Justice Sciences annual meeting, Chicago, IL, 1994.

Zhao, J., C. Simon, and Q. Thurman. "The Impact of Internal Organizational Factors on Contemporary Organizational Change in American Policing." Paper presented at the Academy of Criminal Justice Sciences annual meeting, Chicago, IL, 1994.

Thurman, Q., J. Zhao, and S. Jackson. "General Prevention of Decisions to Drink and Drive: Perceptual Correlates and Self-Reported Drunk Driving," Paper presented at the American Society of Criminology annual meeting, San Francisco, CA, 1991.

Zhao, J. and E. Stromsdorfer. "Determining the Causes of Women Returning to Welfare After an Initial Exit." Final Report prepared for Washington State Institute for Public Policy, 1991.

Thurman, Q., S. Jackson, and J. Zhao. "A Factorial Survey Approach to the Study of Drunk Driving Decision-Making." Paper presented at the American Society of Criminology annual meeting, Baltimore, MD, 1990.

## **Work or Professional Experiences**

Professor: College of Criminal Justice, Sam Houston State University, August, 2007.

Professor: Department of Criminal Justice, University of Nebraska-Omaha, August, 2005.

Associate Professor: Department of Criminal Justice, University of Nebraska-Omaha, August, 2000

Assistant Professor: Department of Criminal Justice, University of Nebraska-Omaha, August, 1995 to May, 2000.

Senior Research Analyst: Bureau of Research, Ohio Department of Correction, June, 1994 to July, 1995.

Research Fellow: Washington State Institute for Public Policy, Summer, 1991

## **Honors and Awards**

Fulbright Senior Expert Program, summer, 2004.

Annual award for Distinguished Research, University of Nebraska at Omaha, 2003.

Highly Commended Award by Literati Club for the article, "*Gender and Police Stress: The Convergent and Divergent Impact of Work Environment, Work-Family Conflict, and Stress Coping Mechanisms of Female and Male Police Officers*" published in *Policing: An International Journal of Police Strategies and Management*, 2003.

Research Fellowship, Washington State Institute for Public Policy, Summer, 1991.

## **Other Competencies**

Member of Editorial Board: <i>Police Quarterly</i>	2008-current
Associate editor: <i>Justice Quarterly</i>	2004 to 2006
Deputy Editor: <i>Justice Quarterly</i>	1998 to 2001
Book Review Editor: <i>Justice Quarterly</i>	1998 to 2001