

PROMOTION RECOMMENDATION

The University of Michigan – Flint
College of Arts and Sciences
Department of Behavioral Sciences

Kimberly A. Bender, assistant professor of criminal justice, Department of Behavioral Sciences, College of Arts and Sciences, is recommended for promotion to associate professor of criminal justice, with tenure, Department of Behavioral Sciences, College of Arts and Sciences.

Academic Degrees:

Ph.D.	2015	Michigan State University, Criminal Justice, East Lansing, MI
M.S.	2007	Central Connecticut State University, Criminal Justice, New Britain, CT
B.A.	2004	Ohio University, Psychology and Criminology, Athens, OH

Professional Record:

2016 - Present	Assistant Professor of Criminal Justice, Department of Behavioral Sciences, University of Michigan-Flint
2015 - 2016	Visiting Assistant Professor, School of Criminology and Justice Studies, University of Massachusetts Lowell
2007 - 2009	Instructor, Department of Criminology and Criminal Justice, Central Connecticut State University, New Britain

Summary of Evaluation:

Teaching: Professor Bender has exceeded expectations in the domain of teaching effectiveness, providing ample evidence of pedagogical reflection and development, involvement with students, and a high level of competence across her teaching portfolio. Professor Bender has taught Introduction to the Criminal Justice System, Correctional Systems and Practices, Corrections—A Critical Perspective, Probation and Parole, Processing Offenders, and Social Inequalities and Crime. Student ratings across courses and modes of delivery are remarkable, consistently above 4.5, with ratings for “the instructor was an excellent teacher” averaging 4.9.

Professor Bender’s pedagogy is distinctly student-centered. She assigns a range of readings from diverse sources, including textbooks, academic books, peer-reviewed journal articles, and podcasts. Students regularly comment that they appreciate the mix of very accessible to quite challenging readings. Professor Bender employs engaged learning techniques such as debates, projects, data analysis, field trips, and campus events. Students consistently comment on the variety and value of these learning activities. She also uses her own research and data as examples and for hands-on practice.

Professor Bender is committed to student success and retention in and outside the classroom. Her formal and informal advising reflect her understanding of students as people with complex lives and her desire to help them succeed. She provides detailed advice to her assigned advisees and works closely with others who seek her out to write letters of recommendation and help with graduate school applications.

Professor Bender's contributions to program and course development and assessment illustrate her understanding of the interconnectedness of course and program-level goals. She was a key contributor to the creation of the new CRJ minor and has created new courses and revised others to better serve the program and students. In response to the need to align with community colleges as part of the MiTransfer Pathways Project, Professor Bender created the course, Correctional Systems and Practices, which is now a core course for majors/minors in Criminal Justice. This work is central to programmatic recruitment efforts. Professor Bender is a model instructor that will continue to make her mark on her students, her program, and our university.

Research: Professor Bender is a criminologist who primarily utilizes qualitative methods to explore and analyze the criminal justice system using feminist and critical race theories. She is especially concerned with how women and others from structurally marginalized groups understand their interactions with the criminal justice system. Professor Bender applies her research on the ways race and gender shape experiences with police to inform institutional and social change.

Since arriving at UM-Flint in 2016, Professor Bender has published four articles in peer reviewed scholarly journals, with another accepted and forthcoming. Three of the articles Professor Bender has published (a fourth from this project was published prior to her appointment here) stem from a collaborative research project in which Professor Bender joined with colleagues to conduct timely in-depth interviews with Baltimore residents following the death, in police custody, of Freddie Grey. The work of each member of the research team was equally valued and distributed and they agreed to rotate first-author status on manuscripts to reflect this. Professor Bender's qualitative expertise contributes much to a field mostly defined by quantitative research.

Recent and Significant Publications:

Cobbina, Jennifer, Erin B. Kerrison, and Kimberly A. Bender. (2019). "The Baltimore Moment: Race, Place, and Public Disorder" *Journal of Crime and Justice*, 43(2), 161-173.

Comartin, Erin B., Amanda Burgess-Proctor, Sheryl Kubiak, Kimberly Bender, and Poco Kernsmith. (2018a). "Comparing Women's and Men's Sexual Offending Using a State-Wide Incarcerated Sample: A Two-Study Design." *Journal of Interpersonal Violence*, 36(7-8), 3093-3116.

Kerrison, Erin, Jennifer E. Cobbina, and Kimberly Bender. (2018b) "Stop-Gaps, Lip Service, and the Perceived Futility of Body-Worn Police Officer Cameras in Baltimore City." *Journal of Ethnic and Cultural Diversity in Social Work*, 27(3), 271-288. DOI: 10.1080/15313204.2018.1479912

Service: Professor Bender presents an enviable record for service. Her contributions are significant and high quality, and she has developed a philosophy and practice of professional service that intersects with her scholarly expertise and her commitment to students.

At the program and department levels, Professor Bender's service reflects her student-centered approach to teaching. Her skills and passion are especially evident in her work on student

recruitment and retention. She has spent a great deal of time collaborating with sociology and anthropology colleagues to develop and create videos to help inform and recruit students. Professor Bender was also the primary content developer for the months-long process of creating a Criminal Justice Major Map. The document helps students, parents, admissions staff, advisors, and other faculty understand the major and its application in the market.

Professor Bender led the key recruitment-focused effort to establish a transfer pathway agreement in the MiTransfer Pathways Project. She attended numerous meetings, represented the program at the MI Transfer Summit, and spent many hours reviewing community college curricula, updating our Criminal Justice program and building equivalency matrices. This significant work and leadership is a clear example of Professor Bender's commitment to our students and programs and her willingness to do the difficult work.

Professor Bender is an active volunteer in representing the Criminal Justice program at events and has worked with the Criminal Justice Club to include them in her Jail/Prison tours. Most recently, she has taken the lead on a partnership with the Michigan State Police that will culminate in a student summit that will open future opportunities for collaborations that will benefit students and the Criminal Justice program.

As an active member of the profession, Professor Bender reviews manuscripts for journals in her field, an important professional service and evidence that colleagues recognize her expertise and value her insight. Her scholarly commitment to informing policy is reflected in the valuable insight she provides through her service on the Advisory Council for the Michigan Department of Corrections Offender Success Program. Her certification as a Restorative Justice Facilitator also informs her work and her teaching.

External Reviewers:

Reviewer A: "Dr. Bender...has made a significant contribution to the field. [Her] work sheds new light on events that have already captured much attention."

Reviewer B: "I believe that Dr. Bender will continue to produce scholarship that is both timely and needed within our field to guide the conversation regarding policing, body cameras, and police/citizen interactions."

Reviewer C: "Most important and impressive is her work with the community regarding the research she helped conduct with the Neighborhood Violence, Policing, and Community Action study after the death of Freddie Gray in Baltimore, Maryland."

Reviewer D: "As a critical criminologist, she is giving voice to and perspective to those who have traditionally been overlooked in criminal justice research."

Reviewer E: "I find the work on police cameras to be exceptional and a critical counternarrative to the insistence that state violence can be minimized by equipping officers with surveillance technologies."

Reviewer F: "It is incredibly clear that Dr. Bender is an outstanding scholar."

Reviewer G: “Professor Bender demonstrates that her work is of great quality in the criminal justice field.”

Summary of Recommendation:

Professor Bender has met or exceeded expectations in all criteria for promotion and tenure at the department and college level. Her achievements in teaching, scholarly work, and service are the result of a thoughtful and interconnected set of goals and commitments. It is with support of the College of Arts and Sciences Executive Committee that I recommend Kimberly A. Bender for promotion to associate professor of criminal justice, with tenure, Department of Behavioral Sciences, College of Arts and Sciences.

Recommended by:



Douglas Knerr, Interim Dean
College of Arts and Sciences

Recommendation endorsed by:



Sonja Feist-Price, Provost and
Vice Chancellor for Academic Affairs



Debasish Dutta, Chancellor
University of Michigan – Flint

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