

Ni (Phil) He, PhD

CURRICULUM VITAE

EDUCATION

- 94-97 PhD in Criminal Justice, University of Nebraska at Omaha (UNO)
93-94 Master of Arts in Law Enforcement and Justice Administration,
Western Illinois University (WIU)
84-88 Bachelor of Laws (LL.B.), Xiamen University (P.R. China)

ADMINISTRATIVE APPOINTMENTS (all at Northeastern University)

- 21- Vice Provost of Faculty Diversity
18-21 Vice Provost for Faculty Affairs
17-18 Vice Provost for Graduate Education
12-17 Associate Vice Provost for Graduate Education
11-12 Associate Dean, School of Criminology & Criminal Justice

ACADEMIC APPOINTMENTS

- 17- Full Professor with Tenure, School of Criminology & Criminal Justice,
Northeastern
06-17 Associate Professor with Tenure, School of Criminology & Criminal Justice,
Northeastern
03-06 Advanced Assistant Professor, School of Criminology & Criminal Justice,
Northeastern
98-03 Assistant Professor (early tenure/promotion to Associate Professor granted),
Department of Criminal Justice, the University of Texas-San Antonio (UTSA)

LEADERSHIP DEVELOPMENT

- 2022 *Certificate*, Standards of Professional Practice Institute (SPPI) Training, National
Association of Diversity Officers in Higher Education (NADOHE)
2019 *Certificate*, Leadership in Higher Education, the Council of Chinese American
Deans and Presidents (CCADP)
2018 *Certificate*, Seminar on Leadership of the Faculty, Harvard University Graduate
School of Education
2013 *Certificate*, Leadership Development Program, Northeastern
2012 New Deans Institute, Council of Graduate Schools

SELECTED HONORS & AWARDS

- 2022 Alumni Award for Excellence in Public Service, College of Public Affairs and
Community Service, UNO
2016 Alumni Achievement Award, School of Criminology & Criminal Justice, UNO
2008 Professor Robert Sheehan Excellence in Teaching Award, School of Criminology &
Criminal Justice, Northeastern
1996 Presidential Graduate Fellowship, University of Nebraska System

NORTHEASTERN UNIVERSITY (2003 – current)

Northeastern University is a private, Carnegie R1 research university with campuses in Boston (MA), Arlington (VA), Charlotte (NC), London (UK), Portland (ME), San Francisco/Bay Area (CA), Seattle (WA), and Toronto and Vancouver (CANADA). It currently enrolls close to 42,000 degree-seeking students (UG: 22,300|GR: 19,500), supported by over 3,400 faculty and more than 3,300 staff. Northeastern is ranked #44 among National Universities (climbed up 93 spots in the last 2 decades), #1 in Co-op/Internships, and #11 among Most Innovative Schools by the *U.S. News and World Report* (2022). Northeastern also leads all U.S. universities with 19,485 international students (Opendoors®2021). The university has an operating budget of \$1.5 billion. External research awards have surpassed \$230 million in 2022. Undergraduate retention and six-year graduation rates are 97% (fall 2020 cohort) and 91% (2015 cohort), respectively. The university has worked to close an important equity gap, improving the graduation rate of underrepresented minority (URM) students from 84% (2011 cohort) to 91% (2015 cohort). A record high number of applications (91,000) were received for the fall 2022 undergraduate enrollment class of 2,800.

ADMINISTRATIVE RESPONSIBILITIES/ACCOMPLISHMENTS

Vice Provost of Faculty Diversity (Inaugural, 2021 – current)

INCLUSIVE ACADEMY AND A TRUST-RESPECT-UNDERSTANDING-EMPATHY (TRUE) COMMUNITY

Leading university-wide efforts to recruit and retain diverse and talented faculty

- In partnership with Deans and Chairs from all colleges to doubling the percentage of Tenure/Tenure-track underrepresented minority faculty by 2026
 - Black/Latinx/American Indian/Alaska Native/Native Hawaiian/Pacific Islander: 8% (2021); 2026 Goal ->16%
 - Collaborate with the colleges on their specific improvement plans
- Continued and expanded the Provost's Diversity Recruitment and Retention Forum Series to train and enable faculty (search and personnel) committees in local units to recruit and retain excellent and diverse faculty
- Serving as central resources for all faculty recruits and newly hired faculty in their transition to Northeastern community
- Monitoring and supporting development of diverse faculty at different stages of their careers through customized mentoring programs and workshops

Enhancing faculty morale, retention, and inclusive excellence

- Co-Chairs the Faculty Senate Standing Committee on Inclusion and Diversity
 - Led the committee to produce a comprehensive report on the status of campus climate, faculty recruiting, retention and mentoring programs that was presented to the Faculty Senate in spring 2022
 - Actionable resolutions will be presented to the Faculty Senate in the fall 2022, including a thorough review of faculty related policies (e.g., handbook) from an equity lens
- Active engagement with faculty affinity groups and individual faculty members to further behaviors, attitudes and policies that support inclusion and foster a sense of belonging
- Interacting/learning from innovative practices from peer institutions
- Close collaboration with Ombuds Office to learn about and respond to faculty concerns

- Serving as a key member of the Presidential Advisory Council on Diversity and Inclusion
- Leading university-wide inclusive academy learning and engagement*
- Made recommendations to the university senior leadership team on diversity, equity, and inclusion related learning and engagement
 - Secured a multi-year contract with Academic Impressions® to partner with Northeastern in creating custom learning modules, and in making access to all in-demand professional development learning modules available to Northeastern faculty/staff/student worldwide
 - Led the university committee to design and launched a 4-module Racial and Cultural Literacy learning curriculum in the fall of 2021 to all (~50,000) faculty/staff/students
 - Hosted multiple debriefing and listening sessions to receive community feedback
 - Initiated and secured the funding of \$100,000 to relaunch the Asia America and the World Speaker Series in the fall of 2021
 - Raised over \$40,000 to support the 6th Annual Conference of Women of Color in Academy, hosted by Northeastern faculty in April 2022
 - Led the external fundraising to support the increased participation of URM PhD candidates/post-docs nationwide to Northeastern's highly successful Future Faculty Summer Workshop
 - Initiated and secured Northeastern's membership with the New University in Exile Consortium (the original University in Exile was created in 1933 by The New School's first President Alvin Johnson; Consortium launched in 2008)
 - Serving as institutional liaison
 - Chairing the Northeastern Advisory Committee
 - Coordinated the timely admission of 4 Afghan women refugees to complete their UG studies at Northeastern with full scholarship (enrolled in the spring of 2022).
 - Secured the funding of \$100,000 to support a dissident scholar/lawmaker in exile to join Northeastern in fall 2022
 - Sponsorship of scholars in exile from Ukraine under discussion

INCLUSIVE FACULTY EXCELLENCE AND INSTITUTIONAL VISIBILITY

- Charged by the Provost to oversee the university-wide faculty honorific awards initiative as a key component of a multi-pronged strategy to address the apparent inequity between (improved) Northeastern faculty research productivity and (stagnant) international recognition/reputation score
- Collaborating with college deans to create college-specific plans for nominations and external honorific awards (all plans now in place)
- Established university level accountability to track and evaluate college/department level actions and outcomes (established)
- Coordinating and supporting institution-wide nominations for highly prestigious national and international awards and honors
- Providing ongoing Academic Analytics® training for college-based honorific awards administrators to identify high achieving but under-awarded faculty
- Hosting workshops on best practices in identifying award categories, award stepping-stones and nominators
- Northeastern is placed on the 2021-2022 Fulbright Scholar Top Producers List (ranked 5th among research universities) published by the U.S. State Department
- As of spring 2022, 53% (or 409 out of 775) of Northeastern's tenured/tenure-track faculty have received at least one *national honorific award* in their career, an increase of 6 percentage points from last year's measure.

Vice Provost for Faculty Affairs (2018 – 2021)

STRATEGIC PARTNERSHIP WITH COLLEGE DEANS AND UNIT HEADS

- Oversaw the annual faculty affairs budget allocated to support faculty professional development and incentivize innovative cross-college initiatives
- Coordinated and reviewed all new full-time faculty hiring requests submitted to the Provost's Office by the college deans
- Coordinated and facilitated the cluster hiring of interdisciplinary tenure-track faculty who are jointly appointed by 2 or more colleges/units. More than 1/3 of the new faculty hired in recent years are jointly appointed
- Oversaw university level review of tenure and/or promotion of faculty (≈ 100 /year)
- Oversaw university level review of Full-time Non-tenure-track faculty promotion (≈ 70 /year)
- Provided training (and ongoing consultation) to all eligible full-time faculty on digital dossier submission using Interfolio® (implemented since 2018)
- Partnered (with cost-sharing) with college deans on interdisciplinary research sabbatical (applicable to tenured faculty who wish to extend their approved one-semester, full-pay sabbatical to a one-year, full-pay interdisciplinary research sabbatical) to allow the sabbatical to be conducted on any location throughout Northeastern's network of global campuses
- Partnered with the college deans to pilot a Full-time Non-Tenure-track Faculty Fellowship Program (equivalent to sabbatical leaves) in FY19 and scaled up subsequently with cost-sharing between the dean's offices and the Provost's Office since FY20
- Planned and hosted annual half-day academic leaders' retreat attended by unit heads, Associate Deans for Faculty Affairs and Deans to find solutions for common challenges. Recent themes include:
 - Service/Teaching Buyout/Merit Review/Tenure & Promotion issues related to interdisciplinary, jointly appointed faculty
 - Equity in faculty workload
- Coordinated annual Academic Honors Convocation hosted by the president, and the Faculty Honors Luncheon hosted by the provost
- Oversaw the annual selection of University Distinguished Professors, the highest faculty honor bestowed by the university, with the support of the deans
- Oversaw teaching evaluation dispute: 1) resolve disputes between students and faculty on teaching evaluation; 2) communicate with college deans' offices on issues concerning teaching performance/improvement plan
- Oversaw the annual selection of University Excellence in Teaching Award, in collaboration with all colleges

SHARED GOVERNANCE

- Served as an administrative appointee on the Faculty Senate (2016-2019) with voting privileges
- Oversaw the selection of Robert D. Klein University Lectureship (established since 1964), in collaboration with the Faculty Senate
- Led an ad hoc committee (in 2019) to 1) create a new model dossier for the co-op faculty promotion; and 2) revise the model dossier for full-time non-tenure stream faculty
- Worked with the colleges to revise the *Full-time Non-Tenure-Track Faculty Fellowship Guidelines* to work in parallel with sabbatical leave policies for Tenured/Tenure-track faculty

DIVERSITY AND INCLUSION

- Led the Provost's Office initiative to enhance diversity in faculty searches, in collaboration with the ADVANCE Office of Faculty Development
 - Hosted multiple discussion/training sessions each fall with search committee chairs/members, department chairs and Associate Deans for Faculty Affairs from all colleges
 - Focused on sharing strategies in securing larger and more diverse pool of candidates
 - Promoted faculty searches at national/regional conferences that support underrepresented groups in higher education
 - Supported faculty-led training on curtailing implicit biases in searches

FACULTY RECRUITMENT, PROFESSIONAL DEVELOPMENT AND WELLBEING

- Approved job postings for all full-time faculty searches
- Approved tenure track job candidate campus interview requests
- Interviewed tenure-on-entry candidates
- Planned and hosted the annual 3-day New Faculty Orientation (for the tenure stream and full-time non-tenure stream faculty)
- Approved university faculty development funds for full-time, non-tenure stream faculty.
- Approved university faculty development funds for part-time faculty
- Approved tenure clock extension requests
- Approved tenured faculty regular sabbaticals
- Approved professional leave of absence requests
- Implemented and approved full-year/full-pay interdisciplinary research sabbaticals
- Implemented and approved full-time non-tenure stream faculty fellowship applications
- Implemented and approved full-time faculty paid one semester parental teaching relief requests
- Led the initiative to establish a Northeastern University Faculty/Staff Micro-Schools Matchup Facebook Group (to help alleviate one of the specific challenges faced by faculty and staff with school-age children during the COVID-19 pandemic)

UNIVERSITY-WIDE AND B2B INITIATIVES

- Served on the Northeastern Asia Strategies Committee (chaired by the Chancellor), focusing on international student recruiting and cultivation of B2B relationship
- Hosted international delegations on behalf of the university
- Oversaw Northeastern-Harvey Mudd College Summer UG Research Program (2015-2019) to recruit top URM talents for Northeastern's PhD programs
- Institutional lead in partnership with the Law School Admission Council (LSAC) on a pilot program to explore alternative to LSAT test.
- Serving as the representative of the Provost's Office on various university committees (e.g., IT, HR, IR) with decisions impacting faculty and academic affairs
 - Human Capital Management Software Solution Committee: Banner to Workday® enterprise system conversion
 - Adoption of Interfolio® for faculty tenure and promotion submission

Vice Provost for Graduate Education (2017 – 2018)
Associate Vice Provost for Graduate Education (2012 – 2017)

UNIVERSITY-WIDE STRATEGIC LEADERSHIP

- Provided strategic direction and set annual goals for graduate education according to the long-range university academic plan
- Yearly budget priority presentations with the Northeastern Senior Leadership Team
- Presented strategic GR Initiatives to the Academic Affairs Committee of Northeastern Board of Trustees
- Managed an annual budget of \$1 million+ to incentivize innovative local initiatives and foster cross-college collaborations

GRADUATE DEGREE PROGRAMS, ENROLLMENT AND REVENUE

Unprecedented Success in Graduate Program Innovation

- Launched 5 new *interdisciplinary PhD programs*:
 - Personal Health Informatics (2012)
 - Population Health (2013)
 - Network Science (2014; 1st such degree in the nation)
 - Ecology, Evolution, Marine Biology (2014)
 - Human Movement and Rehabilitation Sciences (2018)
- Launched 33 new *master's degree programs* in six years (2012-2018), including some of the most innovative and popular programs that continue to drive enrollment and student success:
 - MS in Artificial Intelligence
 - MS in Robotics
 - MS in Energy Systems
 - MS in Data Analytical Engineering
 - MS in Data Science
 - MS in Human Factors
 - MS in Cyber-Physical Systems
 - MS in Health Informatics
 - MS in Human Movement and Rehabilitation Sciences
 - MDes Sustainable Urban Environment
 - MFA in Information Design and Visualization
 - MS in Data Architecture and Management
 - MS in Game Science and Design
 - MS in Media Advocacy
 - MFA in Experience Design
 - MS in Innovation
 - MS in Commerce and Economic Development
 - MA in Homeland Security
 - MS in Security and Resilience Studies
- Developed 72 *graduate certificate* programs (2014-2018)
- Expanded the *accelerated bachelors to master's degree* programs from 10 (FY12) to 54 (FY18) [now 80 (FY22)]

Substantial Improvement in Enrollment, Degrees Awarded and Revenue

- Total *graduate enrollment* increased 47% from 11,324 (FY12) to 16,631 (FY18)
- Enrollment of *degree-seeking international graduate students* reached 8,319 in FY18, a 139% increase from FY12 (3,481)

- *Professional doctorate* enrollment increased 24% from 1,831 (FY12) to 2,275 (FY18).
 - University-wide tuition revenue diversified with a more balanced *UG/GR ratio*: from 75/25 to 60/40
 - Total *graduate degrees* granted reached 6,390 in FY18, a 67% increase from FY12 (3,829)
 - Annual *graduate revenue* grew 88% from \$188 million in FY12 to \$354 million in FY18
- Continued Improvement in Inclusive GR Student Success*
- Number of degrees conferred to *URM graduate students*: 564 (FY18), a 76% increase from 321 (FY12)
 - Number of degrees conferred to *female graduate students in STEM* colleges increased significantly:
 - College of Engineering: 493 (FY18), a 329% increase from 115 (FY12)
 - College of Science: 102 (FY18), a 52% increase from 67 (FY12)
 - Khoury College of Computer Sciences: 100 (FY18), a 245% increase from 29 (FY12)

NATIONAL VISIBILITY

- US News & World Report: 50%+ of Northeastern's graduate programs received improved ranking in each year during my 6-year term, consecutively. For example,
 - GR Engineering (#64 -> #39)
 - Biomedical Engineering (#66 -> #48)
 - Chemical Engineering (#95 -> #58)
 - Civil Engineering (#49 -> #36)
 - Computer Engineering (#49 -> #36)
 - Mechanical Engineering (#59 -> #39)
 - Electrical/Electronic Engineering (#46 -> #38)
 - Economics (#108 -> #90)
 - English (#82 -> #67)
 - Sociology (#64 -> #47)
 - Psychology (#92 -> #66)

PHD IMPROVEMENT

- Set the *strategic goal* to reach guaranteed 5-year, 12 months/year funding for all PhD students by 2025
- Established the *Distinguished Dean's Fellowship* Program (partnering with the 5 PhD granting colleges with matching fund from my office) to attract top candidates nationally: 100+ Fellows joined Northeastern (2013-2018)
- *PhD enrollment* increased 15% from 1,263 (FY12) to 1,457 (FY18).
- Since 2017, \$100,000/year funding from my office allocated for PhD student conference travel (in addition to unit/college level funding)
- Expanded the *Dissertation Completion Fellowship* program to improve time to degree for PhD students: 94 awards (2012-2018)
- Northeastern's PhD programs became increasingly competitive nationally due to increase in program reputation:
 - *PhD applications* increased 15% from 2,827 in 2012 to 3,252 in 2018
 - *Average PhD yield rate* improved from 42% in 2012 to 46% in 2018
- 228 *PhD degrees conferred* in 2018, 82% increase from 125 in 2012
- Implemented new annual survey on placement of PhD graduates since 2013. More than 85% of graduates were placed upon graduation each year (in Industry/R&D, Post-doc, Tenure-track, and other positions)

STUDENT DEVELOPMENT AND SUCCESS

- Oversaw the planning and operation of the annual TA/International TA orientations
- Oversaw annual selection of Outstanding Graduate Student Awards in Research, Teaching, Experiential Learning and Community Service. Introduced all GR student awardees at the annual Academic Honors Convocation
- Hosted the annual PhD Hooding Ceremony and presented all PhD graduates
- Established *Graduate Thesis/Dissertation Research Grant Program* (in partnership with the colleges and the Graduate Student Government): 51 awards given to both masters and doctoral students (2015-2018)
- Oversaw all graduate student appeals submitted to the university for final resolution
- Acted as the university representative with Graduate Education for Minority (GEM) national organization to promote diversity among graduate students
 - Northeastern led the Colonial Group universities (Northeastern, BU, BC, Brandeis, Tufts, George Washington, Lehigh, Miami, NYU, Notre Dame, SMU, Syracuse, Tulane, and Wake Forest), and was among the top host institutions nationally for GEM minority fellows. Northeastern has been a sponsor or co-sponsor of GEM Grad Lab for aspiring URM graduate students each year during my term in office
- Secured funding to provide all GR students free access to the Museum of Fine Arts in Boston
- Extended through HR the subsidized childcare services via Care.com® to all graduate students since 2017
- Made 14 lactation rooms (throughout the Boston campus) accessible to breastfeeding GR students/spouse/partner

SHARED GOVERNANCE/POLICIES

- Collaborated and coordinated with colleges to plan, develop, and implement all new GR (PhD, Masters, and Certificate) programs
- Presided over graduate deans' meetings pertaining to operation of graduate programs
- Presided over University Graduate Council meetings to approve all new degrees, and curriculum and policy revisions
- Prepared Executive Summaries of all new GR programs for the Board of Trustees
- Chaired the GR Council Bylaws Revision Committee to update GR policies
- Led the Provost's Office New Degree Proposal Guideline revision to streamline the proposal development and approval processes

UNIVERSITY-WIDE STRATEGIC INITIATIVES

- Served on the Rankings and Guidebooks Taskforce with members of the President's Cabinet, to increase the visibility and reputation of Northeastern's academic programs
- Served on the Global Development Taskforce to map out the potential sites for the development of a global university system. Campuses in London, Vancouver and Toronto have come into fruition
- Served on Global Hiring and Mobility Planning Committee
- Member of the Northeastern Asia Ambassadors Program (2015 -2017) for alumni engagement, government relations, corporate outreach, global fundraising, and international student recruitment
- Collaborated with university Enrollment Management Team and college deans on graduate recruiting strategies for Boston and regional campuses
- Provost's Office/Faculty Senate Joint PhD Taskforce that created the PhD Network Office
- Advocated for and successfully adopted Courseleaf® software to optimize course,

- program, and catalog management
- Served on Senior Vice Provost for Research and Graduation Executive Committee
- Acted as the Principal Investigator on behalf of the university for National Science Foundation Graduate Research Fellowship Awards
- University Excellence Awards for Service and Innovation Selection Committee
- University TIER Interdisciplinary Research Grant Selection Committee
- Member of the ad hoc Executive Order and DACA Taskforce to manage disruptions due to government executive orders
- Served on university search committees for:
 - Vice Provost for Institutional Diversity and Inclusion
 - Dean, International Student Affairs and Enrollment
 - Chair, Department of Psychology, College of Science
- Invited Panelist, VIP Roundtable, White House Smart Cities Forum (2015), White House Office of Science and Technology Policy

Associate Dean, School of Criminology & Criminal Justice (2011 – 2012)
Graduate Curriculum Committee Chair (2007-2011)
Undergraduate Curriculum Committee Chair (2005-2007)

GRADUATE PROGRAM MANAGEMENT

- Responsible for student recruiting, funding, and quality of graduate programs
- Managed operation of the PhD, MS in Criminology and Criminal Justice, and MS in Criminal Justice (online) programs
- Led the PhD curriculum revision and implementation
- Led the redesign and approval of the MS in Criminal Justice online degree (2012)
- Led the development of a comprehensive database used to both document and analyze information on graduate student application, admission, enrollment, annual academic progress assessment, attrition, time to degree, student achievements and job placements
- Oversaw programs designed to improve graduate student mentoring, e.g., assignment of faculty mentors, colloquium series and workshops focusing on grant application, publication, conference presentation and job interviewing skills
- Developed Faculty/Student Exchange Programs (MOU) with School of Law in Xiamen University (Fujian, PRC) and School of Law in Southwest University of Political Science and Law (Chongqing, PRC)
- PhD in Criminology and Justice Policy ranked 13th nationally (U.S. News and World Report)

CURRICULUM AND STUDENT AFFAIRS

- Chair, UG Research Initiative Committee
- Co-Chair, UG Co-op Integrated Learning Committee
- Chair, Master's Comprehensive Exam Committee
- Chair, Ph.D. Comprehensive Exam Committee
- Chair, First Year PhD Professional Development Committee
- Chair, Grade Appeal Committee
- Designed and taught *Advanced Research and Evaluation Methods* for the first 6 PhD cohorts

SHARED GOVERNANCE

- School Executive Committee
 - Annual merit review of all faculty
 - School decisions consultation
- Academic Governance and Operating Procedures and Policies Committee
 - Mentoring policy revised
 - Workload policy revised
 - Teaching evaluation policy revised
- Personnel Committee
 - Third year review conducted
 - Tenure and promotion review conducted
- Chair, Interim Dean Evaluation Committee

CAMPUS-WIDE INITIATIVES

- Served on the ad hoc university level College Restructuring Committee: restructured the former College of Arts and Sciences and College of Criminal Justice into three new colleges: College of Social Sciences and Humanities, College of Science, and College of Arts, Media & Design; among 1st cohort of faculty trained on Responsibility Center Management (RCM) budget model at Northeastern
- New England Association of Schools and Colleges (NEASC) Accreditation University Self-study Preparation Committee (led the section on GR programs)
- University Graduate Council Program Review Committee: chaired the review of two graduate programs: Professional Accounting and Information Systems & Computer Systems Engineering
- Served on Senate Committee on University Calendar

RESEARCH & SCHOLARSHIP

SELECTED GRANTS/FELLOWSHIP

- 2011 Ni He, Individual Grant, awarded by the Institute of International Education (IIE)
- 09-11 Ni He, PI (Co-PIs: Dr. Lanying Li, Xiamen University, PRC; Dr. Jack McDevitt, NU), grant (08-92318-000-GSS) awarded by John D. and Catherine T. MacArthur Foundation, *Legal Representation and Criminal Processing in People's District Courts*. \$230,000
- 06-08 Ni He, PI (Co-PI, Dr. Ineke Marshall), grant (2006IJCX0045) awarded by the National Institute of Justice, Department of Justice, *A Multi-city Assessment of Juvenile Delinquency in the U.S.: A Continuation and Expansion of the International Self-report Delinquency Study (ISR)*, \$252,698
- 2006 Ni He, PI (Co-PI, Dr. Ineke Marshall), Faculty Research & Development fund awarded by the Provost's Office, \$20,000
- 1999 Ni He, PI, Faculty Research Awards, granted by the Office of Research Development, UTSA
- 1998 Ni He, Fellowship, ICPSR Competitive Four-Week Workshop at the University of Michigan, awarded by the Bureau of Justice Statistics, U.S. Department of Justice

BOOKS

- 2014 Ni He
Chinese Criminal Trials. New York, NY: Springer (2015 Division of International Criminology Outstanding Book Award Nomination, American Society of Criminology)
- 2006 Ni He and Dilip K. Das

- Policing in Finland: The Cultural Basis of Law Enforcement.* Lewiston, NY: Edwin Mellen Press
- 1999 Ni He
Marx, Durkheim, and Comparative Criminology. Lanham, MD: Austin & Winfield Publishers
- SELECTED REFEREED ARTICLES**
- 2019 Ling Ren, Jihong Zhao and Ni He
“Broken Windows Theory and Citizen Engagement in Crime Prevention.” *Justice Quarterly*, 36(1):1-30
- 2019 Gyeongseok Oh, Ling Ren and Ni He
“Social Disorder and Residence-based Fear of Crime: The Differential Mediating Effects of Police Effectiveness.” *Journal of Criminal Justice*, 63: 1-11
- 2018 Yung-Lien Lai, Ling Ren, and Ni He
“The Effect of Domestic Violence on Violent Prison Misconduct, Health Status and Need for Post-Release Assistance among Female Drug Offenders in Taiwan.” *International Journal of Offender Therapy and Comparative Criminology*, 62(16):4942-4959
- 2018 Ni He, Ling Ren, Jihong Zhao and Matthew Bills
“Public Attitudes toward the Police: Comparison of Landline and Cell Phone RDD Survey Results.” *International Journal of Offender Therapy and Comparative Criminology*, 62(7):1992-2015
- 2018 Hongwei Zhang and Ni He
“Status, Issues and Challenges of the Chinese Juvenile Justice.” *Journal of Contemporary Criminal Justice*, 34(2):219-229
- 2017 Sami Ansari and Ni He
“Explaining the UCR-NCVS Convergence: A Time-series Analysis.” *Asian Journal of Criminology*, 12:39-62
- 2017 Ling Ren, Ni He, Ruohui Zhao and Hongwei Zhang
“Self-control, Risky Lifestyles, and Juvenile Victimization: A Study with a Sample of Chinese School Youth.” *Criminal Justice & Behavior*, 44(5): 695-716
- 2016 Ni He and Yue Zhuo
“Criminology’s New Frontier in China: Opportunities, Possibilities and Challenges.” *Crime, Law & Social Change: An International Journal*, 66(5):439-446
- 2016 Ni He
“Legal Representation and Trial Outcomes: A Bourdieusian Analysis of Chinese Criminal Court Practices.” *Crime, Law & Social Change: An International Journal*, 66(5):491-506
- 2016 Bin Liang, Hong Lu and Ni He
“Political Embeddedness and its Impact on Chinese Criminal Defense Lawyers’ Professional Practice: An Empirical Testing.” *European Journal on Criminal Policy and Research*, 22(2):341-361
- 2015 Sami Ansari and Ni He
“Convergence Revisited: A Multi-method Analysis of the UCR and the NCVS Crime Series (1973-2008).” *Justice Quarterly*, 32(1):1-31
- 2015 Ling Ren, Jihong Zhao, Ni He, Ineke Marshall, Hongwei Zhang, Ruohui Zhao and Cheng Jin
“Testing for Measurement Invariance of Attachment across Chinese and American Adolescent Samples.” *International Journal of Offender Therapy and*

- 2014 *Comparative Criminology*, 60(8):964-991
 Hong Lu, Bin Liang, Yudu Li and Ni He
 "Professional Commitment and Job Satisfaction: An Analysis of the Chinese
 Judicial Reforms from the Perspective of Criminal Defense." *The China Review: An Interdisciplinary Journal on Greater China*, 14(2): 159-181
- 2014 Bin Liang, Ni He and Hong Lu
 "The Deep Divide in China's Criminal Justice System: Contrasting Perceptions of
 Lawyers and the Iron Triangle." *Crime, Law & Social Change: An Interdisciplinary Journal*, 62:585-601
- 2014 Bin Liang and Ni He
 "Criminal Defense in Chinese Courtrooms: An Empirical Inquiry." *International Journal of Offender Therapy and Comparative Criminology*, 58(10):1230-1252
- 2011 Vincent Webb, Ling Ren, Jihong Zhao, Ni He and Ineke Haen Marshall
 "A Comparative Study on Youth Gangs between China and the U.S.: Definition,
 Offending and Victimization." *International Criminal Justice Review*, 21:225-242
- 2008 Liqun Cao, Yan Zhang and Ni He
 "Carrying Weapon to School for Protection: A Reanalysis of the 2001 School
 Crime Supplement Data." *Journal of Criminal Justice*, 36:154-164
- 2006 Marc Swatt and Ni He
 "Exploring the Difference between Male and Female Intimate Partner Homicides:
 Revisiting the Concept of Situated Transactions." *Homicide Studies: An Interdisciplinary & International Journal*, 10:279-292
- 2006 Jihong Zhao, Ni He and Nicholas Lovrich
 "The Effect of Local Political Culture on Police Behaviors in the 1990s: A Retest of
 Wilson's Theory in More Contemporary Times." *Journal of Criminal Justice*, 34:569-578
- 2006 Thomas Winfree, Terrance J. Taylor, Ni He and Finn-Aage Esbensen
 "Self-Control, Social Learning and Variability over time: Multivariate Results
 Using a Five-Year, Multi-Site Panel of Youth." *Crime & Delinquency*, 52:253-286
- 2006 Jihong Zhao, Ni He and Nicholas Lovrich
 "Pursuing Gender Diversity in Police Organizations in the 1990s: A Panel Data
 Analysis of Factors Associated with the Hiring of Female Officers." *Police Quarterly*, 9:463-485
- 2005 Ni He, Jihong Zhao and Ling Ren
 "Do Race and Gender Matter in Police Stress? An Empirical Assessment of the
 Interactive Effects." *Journal of Criminal Justice*, 33:535-547
- 2005 Jihong Zhao, Ni He and Nicholas Lovrich
 "Predicting the Employment of Minority Officers in U.S. Cities: Fixed-Effect Panel
 Model Results for African American and Latino Officers for 1993, 1996, and
 2000." *Journal of Criminal Justice*, 33:377-386
- 2005 Ni He, Jihong Zhao and Nicholas Lovrich
 "Community Policing: A Preliminary Assessment of the Effects of Environments
 with Panel Data on Program Implementation in US Cities." *Crime & Delinquency*, 51:295-317
- 2003 Jihong Zhao, Ni He, Nicholas Lovrich and Jeffrey Cancino
 "Marital Status and Police Occupational Stress." *Journal of Crime and Justice*, 26: 23-46
- 2003 Jihong Zhao, Ni He and Nicholas 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
Ni He, Liqun Cao, William Wells and Edward Maguire
- 2002 “Forces of Production and Direction: A Test of an Expanded Model of Suicide and Homicide.” *Homicide Studies: An Interdisciplinary and International Journal*, 7:36-57
Ni He, Jihong Zhao and Carol Archbold
- 2002 “Gender and Police Stress: The Convergent and Divergent Impact of Work Environment, Work-Family Conflict and Stress Coping Mechanism of Female and Male Police Officers.” *Policing: An International Journal of Police Strategies and Management*, 25:687-708
Ni He, Jihong Zhao and Nicholas Lovrich
- 2002 “Police and the Policed: A Comparison of Value Orientations and Ideological Perspectives.” *Police Practice and Research: An International Journal*, 3:217-229
Jihong Zhao, Ni He and Nicholas Lovrich
- 2001 “Predicting Five Dimensions of Police Officer Stress: Looking More Deeply into Organizational Settings for Sources of Police Stress.” *Police Quarterly*, 5:43-62
Finn-Aage Esbensen, Tom Winfree, Ni He and Terrance J. Taylor
- 1999 “Youth Gangs and Definitional Issues: When is a Gang a Gang, and Why Does it Matter?” *Crime & Delinquency*, 47:105-130
Finn-Aage Esbensen, Michelle H. Miller, Terrance J. Taylor, Ni He and Adrienne Freng
- 1999 “Differential Attrition Rates and Active Parental Consent.” *Evaluation Review*, 23:316-335
Jihong Zhao, 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
Jihong Zhao, Quint Thurman and Ni He
- 1999 “Sources of Job Satisfaction Among Police Officers: A Test of Demographic and Work Environment Models.” *Justice Quarterly*, 16:153-173
Jihong Zhao, Ni He and Nicholas Lovrich
- 1998 “Individual Value Preferences Among Police Officers: The Rokeach Theory of Human Values Revisited.” *Policing: An International Journal of Police Strategies and Management*, 21:22-37
Ni He and Ineke H. Marshall
- 1997 “Social Production of Crime Data: A Critical Examination of Chinese Crime Statistics.” *International Criminal Justice Review*, 7:46-64
- SELECTED BOOK CHAPTERS**
- 2014 Harry Dammer, Philip Reichel and Ni He
“Comparative Criminology and Criminal Justice,” (updated chapter) in Philip Reichel and Jay Albanese (ed.), pp. 23-46. *Handbook of Transnational Crime and Justice* (2nd Ed.). Thousand Oaks, CA: Sage
- 2013 Ni He
“The Politics of Numbers: Crime Statistics in China,” Chapter 12, pp. 147-159, in Liqun Cao, Ivan Sun and William Heberton (eds.) *Routledge Handbook of Chinese Criminology*, London and New York: Routledge
- 2011 Ni He and Ineke Haen Marshall
“The International Self-Report Delinquency Study,” pp. 478-485, in Mangai

- Natarajan (ed.), *International Criminal Justice*. New York, NY: Cambridge University Press
- 2009 Ineke Haen Marshall and Ni He
"U.S.A.," pp. 139-158, in Josine Junger Tas, Ineke Haen-Marshall, Dirk Enzmann, Martin Killias, Majone Steketee and Beata Gruszczynska (eds.), *Juvenile Delinquency in Europe and Beyond: Results of the Second International Self-Report Delinquency Study*. New York, NY: Springer
- 2005 Harry Dammer, Philip Reichel and Ni He
"Comparative Criminology and Criminal Justice," pp. 20-42, in Philip Reichel (ed.), *Handbook of Transnational Crime and Justice* (1st Ed.). Thousand Oaks, CA: Sage

SELECTED PROFESSIONAL SERVICES

ACTIVE EDITORIAL BOARD

- 2013 - Criminal Law and Criminology Advisory Board, *the Journal of Criminal Law & Criminology*, Northwestern University School of Law

SELECTED PROFESSIONAL ENGAGEMENT

- 2016 Invited Speaker, New York University, School of Law, U.S.-Asia Law Institute (USALI) Speaker Series
- 2015 Invited Speaker, "Chinese Criminal Trials", School of Law, Xiamen University, PRC
- 2013 Invited Speaker, "People's Justice and Law's Embattled Empire", School of Law, Northeastern
- 2011 Invited Discussant, *Legal Aid Services and Public Defenders in Chinese Criminal Trials*, co-sponsored by the Ford Foundation and the Northwest University of Political Sciences and Law (PRC)
- 2011 Invited Discussant, *Academic Forum on the Empirical Methodology in Legal Research*, co-sponsored by the Ford Foundation and China University of Political Science and Law (Beijing, PRC)
- 2011 Invited Guest Lecturer, Senior Executive Empirical Research Methods Training Workshop, *National Prosecutor's College*, co-sponsored by the Chinese Supreme People's Procuratorate, Chinese National Prosecutor's Association and the Ford Foundation
- 10-11 Invited Guest Lecturer, Criminal Justice and Empirical Theory: Annual Applied Workshop for Junior Scholars from China, *Kennedy School of Government, Harvard University*
- 09-12 Senior Research Fellow, Center for Juvenile Delinquency and Justice Studies, *China University of Political Sciences and Law*, Beijing, PR China
- 09-11 Senior Research Fellow, Center for Crime Prevention and Criminal Justice Policy, School of Law, Xiamen University, PR China
- 2008 Invited Discussant, Seminar on Empirical Approaches to Criminal Procedure Reforms in China, *Kennedy School of Government, Harvard University*

PROFESSIONAL SOCIETY LEADERSHIP

Council of Chinese American Deans and Presidents (CCADP), 501c3 national organization

- 20-22 President (represents CCADP and directs the operation of all CCADP activities)
- 18-20 President-Elect (assisted the President in conducting administrative and public relation activities. The President-elect shall represent the President and take charge of CCADP activities should the President be unable to perform designated

duties)

16-18 Treasurer (oversaw the management and reporting of CCADP's finances and operations, including bank account maintenance, financial transaction oversight, budget, financial policies, and other reports)

16-17 Chair, Bylaws Revision Committee
International Society of Criminology (ISC)

2016 - Board of Directors
Asian Criminological Society (ACS)

19- Supervisory Board Vice Chairman

15-18 Elected Member of the Presidium, General Assembly
American Society of Criminology (ASC)

16-17 Secretary and Treasurer, Division of International Criminology

2010 Chair, Freda Adler Distinguished International Scholar Award Committee

TEACHING AT NORTHEASTERN

COURSES TAUGHT

Comparative Criminal Justice (UG)
 Communities & Crime (UG)
 Introduction to Criminal Justice (UG)
 Elementary Statistics in Criminal Justice (UG)
 Criminology (UG)
 Research & Evaluation Methods (MA)
 Justice Seminar (online MA)
 Comparative Criminology (MA)
 Criminal Justice Process (MA)
 Advanced Research & Evaluation Methods (PhD)

MENTORSHIP

Chair/Member/Reader of Dissertation Committees: 10 PhD students
 Faculty Advisor for Visiting Scholars (2012-2019): 16 scholars

THE UNIVERSITY OF TEXAS-SAN ANTONIO (1998-2003)

The University of Texas at San Antonio is one of the 20 Carnegie R1 research universities in the nation that are also designated as Hispanic Serving Institutions. UTSA currently enrolls over 35,000 students, supported by over 1,400 faculty. Approximately 45% of UTSA's undergraduate students are 1st generation college attendees. UTSA ranks #9 among Top Producers of Hispanic Bachelor's Degree Recipients (2020), and #26 as Best School for Social Mobility (2022). UTSA also receives the Community Engagement Classification designation (2015) from the Carnegie Foundation for the Advancement of Teaching.

COURSES TAUGHT

Research Methods in Criminal Justice (UG)
Issues in Law Enforcement Administration (UG)
Introduction to Policing (UG)
Nature of Crime & Justice (UG)
American Criminal Justice System (UG)
Advanced Research Applications (MA)
Research Methods & Quantitative Analysis (MA)

CURRICULUM AND PROGRAM DEVELOPMENT

University Curriculum Committee
University Committee on Graduate Programs and Courses
College Ph.D. in Public Policy Proposal Committee
College Academic Policy and Curriculum Committee
Department Academic Policy and Curricula Committee
Chair, Department Graduate Committee

SERVICE AND SHARED GOVERNANCE

Senator, Faculty Senate
Chair, University Extended Education Committee
University Nominating and Election Committee
University Council on International Programs
University Faculty Research Committee
University Affirmative Action and Diversity Committee
University Committee on Committees
University Standing Committee on Libraries
University Athletics Council
University Standing Committee on Human Research
College Faculty Development and Research Committee
Area Representative, State Charitable Campaign Committee
Chair, Department Faculty Development and Research Committee
Chair, Department Faculty Search Committee
Department Parliamentarian