

SHENIQUE S. THOMAS-DAVIS, Ph.D.

[linkedin.com/in/shenique-s-davis/](https://www.linkedin.com/in/shenique-s-davis/)

Dedicated and accomplished professional with a proven track record as an Associate Professor in Criminal Justice, Co-Chair of a college-wide diversity, equity, and inclusion committee, Senior Policy Analyst, and researcher. Experienced in curriculum development, research, grant writing, and leadership roles focused on fostering inclusivity, equity, and positive change within academic and policy arenas.

EDUCATION

Rutgers University, School of Criminal Justice

Doctor of Philosophy, Criminal Justice | 2011

Master of Arts, Criminal Justice | 2003

Hampton University

Bachelor of Arts, Psychology | 2001

CERTIFICATION

Cornell University

Diversity and Inclusion Certification | 2022

Association of College and University Educators (ACUE)

Microcredential

Creating an Inclusive and Supportive Learning Environment | 2022

Inspiring Inquiry and Lifelong Learning in Your Online | 2021

WORK EXPERIENCE

Associate Professor, Department of Social Sciences, Human Services, and Criminal Justice

City University of New York, Borough of Manhattan Community College | 2016 - Present

- Instruct in-person and asynchronous criminal justice courses, including Corrections, Criminal Justice and the Urban Community, and Introduction to Criminal Justice; 4:4 course load
- Develop and prepare student-centered course curricula, ensuring alignment with academic and accessibility standards, technological advances, and recent innovations. Evaluate and assess student performance in courses.
- Create a learning environment and community that supports student ownership in the learning process; identify experiential learning opportunities that align with course content.
- Advise criminal justice students on academic, research, and career opportunities
- Mentor criminal justice peer mentors, specifically women of color
- Propose, develop, and facilitate scholar programming and experiential learning opportunities
- Participate in faculty and departmental meetings, contributing to institutional decision-making
- Attend academic annual meetings related to diversity, equity, inclusion, accessibility, and justice
- Engage in and co-facilitate trainings focused on reflective, trauma-informed, and culturally sustaining pedagogies
- Conduct collaborative research on projects such as "Amplifying Voices and Informing Change: Black Women's Perspectives on Graduate Education in Criminology" and "Embracing Diversity, Equity, and Inclusion in Criminology and Criminal Justice Education"
- Present and publish research findings, contributing to the academic discourse
- Write grant proposals and secure external funding to support research projects
- Serve as an expedited committee member of the CUNY-wide Institutional Review Board
- Create and coordinate events and conversations, including the "Change Agent Series," "Social Justice Week," Criminal Justice Career events, and participation in regional conferences

Co-Chair of the Race, Equity, and Inclusion Steering Committee

City University of New York, Borough of Manhattan Community College | 2020 - Present

- Co-lead and manage a college-wide Race, Equity, and Inclusion (REI) Steering Committee of over 30 faculty, staff, and students, fostering collaboration and innovation
- Craft innovative, equitable, sustainable, and transformational recommendations for the College President, Cabinet, and other campus leaders, contributing to institutional decision-making
- Engage in strategic planning for the institution to develop programming and policies that support the advancement of REI goals
- Research evidence-based best practices in higher education DEI initiatives; track and analyze Steering Committee impact
- Write grant proposals and secure external funding to support Steering Committee efforts further, reinforcing the financial sustainability of initiatives
- Meet monthly with the College President to discuss REI projects and provide updates, demonstrating a commitment to transparent and collaborative leadership
- Led efforts to successfully implement an annual college-wide Social Justice Week, featuring distinguished keynote speakers and highlighting the impactful work of BMCC students, faculty, and staff
- Identified vendors and facilitated the dissemination of the college-wide climate assessment, National Assessment of Collegiate Campus Climates (NACCC) Student Survey, contributing to a comprehensive understanding of the campus racial climate
- Support REI subcommittees as they identify strategies to enhance current curricula and pedagogy, fostering inclusivity
- Contribute to the creation of an actionable outreach and communication plan, effectively engaging and educating all BMCC community stakeholders on REI issues
- Present at national and university-wide conferences on the impactful work of the REI Steering Committee, promoting awareness and sharing best practices

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WORK EXPERIENCE

Senior Policy Analyst | Council of State Governments, Justice Center | 2013 - 2016

- Led projects focusing on reentry strategies, aiding individuals returning from prison or jail
- Collaborated with experts in assessment, treatment, and supervision for evidence-based interventions
- Developed and conducted national surveys involving criminal justice professionals
- Contributed to the development of resource materials, including briefing reports and policy documents
- Monitored project timelines, budgets, and deliverables to ensure compliance with funders' requirements
- Supervised project assistants, associates, and policy analysts to maintain project efficiency
- Planned, coordinated, and participated in policy meetings with government officials, advocates, and national experts
- Engaged in strategic planning activities to align with the Center's policy goals
- Instrumental in building consensus among diverse stakeholder groups, including policymakers, local and state government officials, researchers, corrections agencies, program staff, and service providers

Research Assistant Professor | Rutgers University, Evidence-Based Institute of Justice Policy Research | 2010 - 2013

- Identified and secured funding opportunities by drafting and submitting successful national and local foundation and federal grant proposals
- Coordinated statewide conferences and policy summits focused on evidence-based initiatives for justice policies and practices
- Conducted multiple programmatic evaluations and executed research projects in alignment with federal mandates, protocols, Institutional Review Board (IRB), and external privacy requirements

Deputy Director of Evaluation Research | Rutgers University, Center for Women and Work | 2008 - 2010

- Managed and conducted process and outcomes evaluations of youth education and employment programs and reentry initiatives
- Served as an on-site research specialist at the Newark-based youth education and employment success center; completed a two-year process and outcomes evaluation of multiple youth-focused initiatives
- Provided coordination for and assisted in the development of incoming research projects and grant writing
- Instrumental in the Group's strategic development and applied research projects
- Published results in internal briefing papers and presented at funder and professional conferences

SELECTED PUBLICATIONS

Thomas-Davis, S., Smith, V., and Muhammad, B. (2023). On the frontlines: Stressors of Black women caring for children of incarcerated parents. In K. Holden and C. Jones (Eds.), *Black Women and Resilience: Power, Perseverance, and Public Health*. New York: SUNY Press.

Thomas-Davis, S. (2020). Cloaked in liminality: Negotiating roles, identity, and emotional labor within and between prison walls and academia. In J. A. Schlosser (Ed.), *Prison stories: Women scholars' experiences doing research behind bars*. Lanham, MD: Lexington Books.

Thomas-Davis, S. (August 2020). Don't rely on Black faculty to do the anti-racist work (How college leaders can give more than lip service to the need to dismantle systemic racism). *Inside Higher Ed*.

Arditti, J.A, Christian, J. C., and **Thomas, S. S.** (2020). Mass incarceration and Black families. In A. James (Ed.), *Black families: A systems approach*. San Diego, CA: Cognella Academic Publishing.

Thomas-Davis, S. (2020). Film review of TRE, MAISON, DASAN: A story of boyhood marked by the criminal justice system. Oley, PA: Bull Frog Films

Thomas, S. S. and Christian, J. C. (2018). Betwixt and between: Incarcerated men, familial ties and social visibility. In R. Condry and P. Smith (Eds.), *Prisons, punishment and the family: Towards a new sociology of punishment*. Oxford, UK: Oxford University Press

Hanson, R. K., Bourgon, G., McGrath, R. J., Kroner, D., D'Amora, D. A., **Thomas, S. S.**, and Tavarez, L. (2017). A Five-Level Risk and Needs System: Maximizing Assessment Results in Corrections through the Development of a Common Language. New York: The Council of State Governments Justice Center.

Thomas, S. S. (2014). Risk Assessment and reentry. OJP Diagnostic Center: Data-Driven Crime Solutions.

Ragusa Salerno, L., Ostermann, M., and **Thomas, S. S.** (2013). The utility of the LSI-R for sex offenders. *Criminal Justice & Behavior*, 40(9), 952-969.

Christian, J. and **Thomas, S. S.** (2009). Examining the intersections of race, gender, and mass imprisonment. *Journal of Ethnicity in Criminal Justice*, 7(1), 69-84.

Christian, J., Mellow, J., and **Thomas, S. S.** (2006). Social and economic implications of family connections to prisoners. *Journal of Criminal Justice*, 34(4), 443-452.

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TECHNICAL REPORTS

Capellan, N. and **Davis, S.** (2021). Child and Adult Food Care Program (CAFCP): Assessing participation, access, and utilization across Family Child Care Providers (FCCP). Submitted to Programs for Parents (PFP).

Council of State Governments Justice Center (2015). The reentry of individuals convicted of sexual offenses: A national survey of reentry professionals. New York: Council of State Governments Justice Center.

Sandler, S., Huszti, A., Ostermann, M., and **Thomas, S. S.** (2013). Volunteers of America Liberty Street: Correctional Program Checklist Final Report. Submitted to Volunteers of America.

Thomas, S. S. (2013). Cross-Site Evaluation of Continuity of Care New Jersey Jail-Based Re-entry Strategies Year 2. Submitted to the State of New Jersey, Office of Attorney General.

Thomas, S. S. & Marshall, A. (2013). Evaluation of the Union County Reentry Success Program for Justice-Involved Juveniles.

Wolfsgruber, D., O’Sullivan, M., Ostermann, M. and **Thomas, S. S.** (2013). Bo Robinson: Correctional Program Check Final Report. Submitted to the Community Education Center.

Ostermann, M., **Thomas, S. S.**, and Marshall, A. (2012). Kintock Bridgeton: Correctional Program Check Final Report. Submitted to the Kintock Group.

Thomas, S. S., Marshall, A., and Ostermann, M. (2012). Logan Hall: Community Programs Checklist Final Report. Submitted to the Community Education Center.

ARTICLES IN PROGRESS

Margaryan S. and Thomas-Davis, S. Embracing Diversity, Equity, and Inclusion in Criminology and Criminal Justice Education: A Call to Humanize and Decolonize. To be submitted to the *Journal of Criminal Justice Education*.

Christian, J. and Thomas-Davis, S. Theorizing the humanistic potential of prison visits. To be submitted to *Incarceration: An International Journal of Imprisonment Detention and Coercive Confinement*.

JOURNAL AND PUBLISHER REVIEWS

2024 Editorial Board, Race and Justice (RAJ)" An International Journal

2022 Journal of Crime & Delinquency (CAD)

2021 The Journal of Qualitative Criminal Justice & Criminology (JQCJC)

2021 Routledge, Taylor & Francis Group

AWARDS AND FELLOWSHIPS

2021 Eastern Sociological Society (ESS) Recipient of the Barbara R. Walters Community College Faculty Award

2017-2019 BMCC Teaching Academy Fellow

2016 BMCC Writing Across the Curriculum (WRIC) Faculty Fellow

GRANTS/CONTRACTS

CUNY Campus Anti-Hate Initiative Grant. Borough of Manhattan Community College (BMCC) Race, Equity, and Inclusion Steering Committee, Creating a Culture of Inclusivity and Belonging at the Borough of Manhattan Community College (BMCC). Award: \$23,800.

CUNY Campus Climate Grant. Race, Equity, and Inclusion Steering Committee, Creating a Culture of Inclusivity and Belonging at the Borough of Manhattan Community College (BMCC). Award: \$24,000.

Professional Staff Congress (PSC)-CUNY Grant. Titled, “Betrayal of a promise: Black women’s narratives on reckoning with anti-blackness in academia.” Award: \$3,400.

Research Consultant: Equity Architect, LLC.

Project Lead: Interactive Lessons of Critical Issues in Justice, BMCC-CUNY Open Educational Resources creation project grant, Spring 2021. Award: \$10,400.

Carl D. Perkins Career and Technical Education Grant on behalf of the Criminal Justice Program at BMCC (in collaboration with Profs. Michelle Ronda and Brenda Vollman), Fall 2019-Spring 2020. Award: \$57,322.61.

Carl D. Perkins Career and Technical Education Grant on behalf of the Criminal Justice Program at BMCC, (in collaboration with Profs. Michelle Ronda and Brenda Vollman), Fall 2019-Spring 2019. Award: \$55,892.

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GRANTS/CONTRACTS

Project Lead: Sex Offender Reentry Project, Council of State Governments Justice Center. Funded by the Office of Justice Programs, Office of Sex Offender Sentencing, Monitoring, Apprehending, Registering, and Tracking (SMART Office).

Research Associate: Cross-Site Evaluation of Continuity of Care New Jersey Jail-Based Re-entry Strategies Year 2. Funded by the American Recovery and Reinvestment Act, October 2010. Award: \$51,168.00.

Qualitative Researcher: The Neon Initiative: Evaluating the Impact of the New York City's New Model of Probation, John Jay College of Criminal Justice, CUNY, June 2012. Award: \$20,700.

Co-Investigator: New Jersey State Parole Board: Community Programs Checklist Assessments in New Jersey, January 2012. Award: \$50,000.

INVITED TALKS AND PRESENTATIONS

Inviter Speaker, 2023 CUNY Innovative Teaching Academy Summer Institute, May 2023. "Building inclusive learning spaces: Effective DEI practices for the classroom" (Co-presenter Lesley Rennis, Ed.D., Chairperson of Health Education, BMCC).

Invited Speaker, Global Community College Leadership Network, May 2023. "Advancing Race, Equity, and Inclusion: Creating a Culture of Inclusivity and Belonging at BMCC" (Co-Presenters Pedro Perez, Odelia Levy, and Jenny Fernandez).

Invited Speaker, Behavioral Sciences Training in Drug Abuse Research, March 2023. "Missing Stories: Narratives of Black Women in Justice-Centered Graduate Programs" (Co-author Vivian Smith).

Speaker/facilitator, Penn South Social Services, October 2020-February 2023. "Hard Truths, Making space at Penn South for an open discussion on race and privilege."

Invited Participant, Queensborough Community College (CUNY), February 2022. Truth, Racial Healing and Transformation, Planning Team Circle session.

Panelist, LaGuardia Community College (CUNY), February 2022. Black Heritage Month, Fireside chat: About the lived experience of Black women faculty within CUNY.

Speaker, LaGuardia Community College (CUNY), February 2022. [Black Heritage Month 2022 Welcome video](#).

Speaker, Montgomery College, Education and Psychology Department, March 2021. What can I do with my bachelor's degree in psychology?

Panelist, BMCC Afrikan Heritage Month Series, February 2021. "Where are the Black BMCC faculty?"

Speaker, BMCC Afrikan Heritage Month Series, February 2021. Lecture entitled, "Channeling our voices for justice: The ways we experience racial injustice in the U.S."

Speaker, BMCC Center for Career Development, First-Year Experience Course, Invited Guest Speaker, October 2020. Invited to speak to first-year students about issues related to equity, equality, and civic action.

Speaker, Washington State University, Department of Criminal Justice and Criminology and Foley Institute, October 2020. Lecture entitled, "[Black families and mass incarceration](#)."

Panelist, New Brunswick Hub Teen Center, September 2017. Panelist for the meeting on "Reimagining the Black family, tackling the issues and reclaiming our greatness."

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SELECTED PRESENTATIONS

American Society of Criminology Annual Meeting, November 2023. Presented,

"Amplifying Voices and Informing Change: Black Women's Perspectives on Graduate Education in Criminology (Co-author Vivian Smith).

"Elevating Our Stories: Narratives of Black and Brown Scholars in Academia" (Co-author Mariel Delacruz et al.)

"Harnessing the Power of Professional Learning Communities for Humanizing Criminal Justice Education" (Co-author Satenik Margaryan).

2023 The CUNY Innovative Teaching Academy (CITA) Summer Institute, June 2023. Presented "Building Inclusive Learning Spaces: Effective DEI Practices for the Classroom" (Co-presenter Lesley Rennis, Ed.D., Professor, Chairperson of Health Education, BMCC-CUNY).

American Association of College and Universities Diversity, Equity, and Student Success (AAC&U) Conference, March 2023. Presented "We Belong, Creating a Culture of Inclusivity: A Model for Adaptation" (Co-presenters Dr. Pédro Perez, Odelia Levy, Esq., and Jenny Fernandez, MPH).

CUNY Conference for Department Chairs, January 2023. Presented and led workshop on, "Diversity, Equity, and Inclusion: Best Practices in Promotion, Tenure, and Support" (Co-presenter Lesley Rennis, Ed.D., Professor, Chairperson of Health Education, BMCC-CUNY).

American Society of Criminology Annual Meeting, November 2022. Presented,

"Dismantling the carceral pedagogical tradition of criminal justice education" (Co-author Satenik Margaryan).

"Missing stories: Narratives of Black women in justice-centered graduate programs" (Co-author Vivian Smith).

American Society of Criminology Annual Meeting, November 2021. Presented "Cloaked in liminality: Negotiating identity and emotional labor within carceral spaces and academia" as part of the Prison Research: Challenges in Qualitative Methods thematic panel (by invitation).

American Sociological Society Annual Meeting, August 2021. Presented "On the frontlines: Stressors of Black women caring for children of incarcerated parents" (Co-authors Vivian Smith and B. Muhammad).

CUNY Faculty Diversity and Inclusion Conference, Presentation with Dr. Gillian Bayne (Lehman College). Panel entitled, Centering, teaching, and learning from the narratives of Black women scholars.

Eastern Sociological Society Annual Meeting, February 2021. Presented "Conducting Research in the Age of COVID-19."

American Society of Criminology Annual Meeting, November 2020. Paper accepted for presentation (conference canceled), "Cloaked in liminality: Negotiating roles, identity, and emotional labor within and between prison walls and academia" as part of the Women Scholars' Experiences Doing Research Behind Bars thematic panel (by invitation).

BMCC Department of Social Sciences Faculty Symposium, April 2019. Presented "Contemporary policing of Black Americans as a convergence of individual, cultural, and institutional racism" (Co-author Vernon Smith).

Eastern Sociological Society Annual Meeting, February 2019. Presented "Conversation starters: Curating digital media to inform a critical pedagogical approach to teaching criminology in higher education" (Co-author Vivian Smith).

Eastern Sociological Society Annual Meeting, February 2019. Presented "Betwixt and between: Incarcerated men, familial ties, and social visibility" (Co-author Johnna Christian).

American Society of Criminology Annual Meeting, 2017. Presented "Affirming humanity in criminal justice centered courses: Beyond the confines of the classroom" (Co-author Vivian Smith).

American Society of Criminology Annual Meeting, 2017. Roundtable entitled, "So I have a PhD in criminal justice...Now what?" (Co-author Vivian Smith).

First Interdisciplinary Inequality and Social Justice Conference (Transcending Punishment), October 2016. Presented "Incarcerated Men and Social Visibility: Examining the Humanistic Potential of Prison Visits" (Co-author Johnna Christian).

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SERVICE

2024	Co-Chair, Committee on Community Colleges, Eastern Sociological Society (ESS)
2023	Chair, Division of People on Color and Crime, American Society of Criminology
2023	Eastern Sociological Society (ESS) Community College Committee
2023	BMCC Social Justice Week Planning Committee
2023	BMCC Campus Climate Survey Committee
2023	BMCC Reflective Training Series, Faculty Facilitator
2022	BMCC Inaugural Social Justice Week Planning Committee
2022	First-Year Experience Department Liaison Committee
2022	CETLS bell hooks Book Club Planning Team
2022	Eastern Sociological Society (ESS) Barbara Walters Award Committee
2021	BMCC Resiliency Training Series, Faculty Facilitator
2021	BMCC Safe Zone Training
2021	Co-Chair, Department of Social Sciences Race, Equity, and Inclusion Committee
2021	CUNY Office of Research Search Committee - Compliance Education and Quality Assurance Specialist
2021	Anti-racism Pedagogy Committee
2021	BMCC Panther Partner: Faculty Coach to incoming students
2020	Eastern Sociological Society (ESS) Charles V. Willie Minority Graduate Student Award Committee (for the 2021 Annual Meeting)
2020	CUNY University Integrated Institutional Review Board (CUNY UI-IRB) Expedited Member.
2020	BMCC Co-Chair, Race, Equity, and Inclusion Steering Committee
2020	BMCC Resiliency Training Series, Faculty Facilitator
2020	Presidential Search, Faculty Committee
2020	Proposal Reviewer for the Faculty Development Grant, solicited by the BMCC Faculty Development Committee
2019	CUNY Black Male Initiative Annual Conference, Planning Committee Member
2019	Designing for Success, First-Year Course Development Subcommittee
2019	BMCC Department of Social Sciences Faculty Symposium, Planning Committee
2017	Member, CUNY University Faculty Senate Committee on Higher Education in the Prisons

PROFESSIONAL AFFILIATIONS

- American Sociological Association (ASA)
- American Society of Criminology (ASC)
- Black Women’s Studies Association (BWSA)
- Division of People on Color and Crime (DPCC-ASC)
- Eastern Sociological Society (ESS)
- The Marshall Project, Donating Member