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**SPEAKERS**

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**Jenn Tostlebe** 00:00

Hi everyone, this is Jenn with the criminology Academy podcast. If you aren't already make sure to follow us on Twitter, Instagram and Facebook at the Crim Academy. After listening please let us know what you think by leaving us a review. This podcast is sponsored by the Department of Sociology at the University of Colorado Boulder. Hi, everyone, welcome back to the criminology Academy where we are criminally academic. My name is Jenn Tostlebe.

**Jose Sanchez** 00:52

My name is Jose Sanchez.

**Jenn Tostlebe** 00:55

For the final episode of the spring 2022 series, we're bringing back prior guests from the podcast for a special compilation episode devoted to eight specific questions. For example, we'll be asking people for advice in graduate school, and general words of wisdom for working in academia. Jose, I'll let you get us started with the first question.

**Jose Sanchez** 01:19

Okay, what is your biggest piece of advice for graduate students towards the beginning of grad school?

**Hannah Lyden** 01:30

Okay, my advice for students in their first year of grad school is to take one day off a week for mental health. And also to remember it's not a competition to see who can work the hardest, or who's the busiest just work hard for yourself.

**Kaelyn Sanders** 01:48

All right. Um, so my biggest advice to grad students just starting out would be to not shy away from any experiences that you think don't fit with what you want. Because what I've learned in my first two years is that I don't know what I want, like I know what my interests are, I know the things that I like to do. But I really would suggest that you'd be open to things outside of that, because you never know where that could take you as far as a new project, or learning some type of new skill or just learning something new that interests us. So I would just say be open to everything, no matter if it aligns directly with what you think you are interested in.

**Brad Silberzahn** 02:36

So, my advice for incoming graduate students is to really think broadly about your research prior to coming to graduate school, I think it's natural to get hyper focused on a specific research question or social problem that you plan to address, as you're developing your Statement of Purpose during the application process, and then meeting with current students and faculty during visit days. And then that only gets compounded when you start actually starting your program and are going to talk some workshops with students and faculty who are much farther along in their research agendas. focusing too much on a super specific question or topic area that can really prevent you from seeing the academic area areas and disciplines that your work is in conversation with. One of the best pieces of advice that I have gotten over and over again, as I'm still learning to do this myself, is to really ask, what is this a case of? What social processes your research describing? By doing this, you can more clearly identify your theoretical framework, and then position yourself better with reviewers when applying for fellowships, grants, and submitting papers to peer reviewed journals. And then on a related note, and coursework and workshops, much, in much of the conversations, we are taught to be critical of scholarship and really of our own work. It's easy, then when writing up some of your own work to say all the things that it does that other work has missed or gotten wrong. In doing so however, however, you end up critiquing and alienating the very scholars who are going to read the work that you're doing. No research project can do it all. And I think it's better to think about your own work as adding something to the conversation as opposed to correcting something wrong.

**Jenn Tostlebe** 04:08

What is your biggest piece of advice for graduate students toward the end of graduate school?

**Brad Silberzahn** 04:12

So, I actually just recently reached candidacy, and I'm just starting a year of fieldwork. So, I don't actually have any advice for people that are about to graduate. But one thing that I have learned regarding the stage that I'm in and from trying to conduct fieldwork away from where my where university is located, is that I really suggest talking early and often with your department's administrative staff, faculty and especially other students who are further along in the program than you are about procedures, protocols, and residency and funding requirements regarding any research that you plan to conduct for your dissertation. University and external funding typically has a lot of set guidelines on how the money can be used for things like tuition and living expenses, which can really complicate fieldwork especially if you're planning on conducting it away from, to going another state than where your university is. So you're going to be gone for like the fall and spring semesters. Graduate school is simultaneously a long time but also goes by extremely quickly. So, by having everything sorted out in advance, you can plan ahead to prevent any surprises, or any headaches during the limited time that you actually do have to conduct your research so that you can really hit the ground running.

**Ashley Appleby** 05:25

My biggest piece of advice for graduate students would be to remember their role as a friend and family member first, outside of their dissertation, the job market and all of the other things that our part of pushing through the end of graduate school, I actually think we often tend to put so much stress on ourselves to meet and exceed deadlines and requirements. And I personally found that taking a step back and spending more time with the people that make me happy, has actually resulted in me being more productive with the time I spend during the week working on that stuff. And it did take me a really long time to realize this, but it's helped me tremendously. And I highly recommend the human first PhD students second mentality.

**Cecilia Meneghini** 06:06

So, my biggest piece of advice for graduate students who are getting to the end of graduate school, is to see the work you're doing, for example, your own doctoral dissertation, as the starting point of your academic career, and not as the final end goal. I know that this may sound counterintuitive, but this is a great piece of advice that a senior colleague of mine gave me when I was at the end of my graduate program, and it really helped me, I was struggling to finish my dissertation, because I wanted it to be perfect. And in the end, I was doubting of my own work. But in reality, the truth is that you will have plenty of time to fine tune and improve your work. After you're finished with graduate school. Having I think it is completely fine to submit a dissertation that has room for future improvement.

**Juwan Bennett** 07:04

My biggest piece of advice for graduate students, especially towards the end of their Graduate Careers, so really take it one step at a time as people finish exams or are working on prospectus or even defense, dissertation defenses. You're entering a new territory, so you're trying to learn a lot of things. But I'm reminded of a poem that was shared with me by William Everett Hale, he talks about, I am only one, but I am one, I can't do everything, but I can do something. And I will not let what I cannot do interfere with I can do it. Sometimes it can be very frustrating, trying to learn new analyses, new procedures, how to begin to get into the flow of dissertation, dissertation writing. And so one great piece of advice is to not let what you can't do an affair what you can do. So, maybe that's starting to outline, maybe if you don't know how to run analyses, connecting with folks, or downloading papers to read, but there's something that you can do to get you to that finish line and kind of thinking about taking things one step at a time.

**Ilana Friedman** 08:11

So, my biggest piece of advice for grad students towards the end of grad school is to think broadly about your work and begin to craft a narrative about your work in your specific dissertation project that speaks to a broader audience about these really complex social phenomena that we study. I think at the beginning of my grad program, I was thinking really narrowly about my subject matter, and that I was really sort of in the weeds with the questions that I was asking and how I was examining them. And as I've progressed, in my grad program, I've continually received advice about finding ways to broaden how I speak about my work. And even to people that might not might not necessarily be interested in my specific sub sub field. And so I think this kind of reconceptualization or this language choice is specifically geared towards attempts to answer questions regarding why someone would be interested in our work, and how to pique someone's interest if they are not really interested in criminology or gangs or prosecutors or police or even the criminolegal system at all. And how would we draw their attention or tell them something that they didn't already know, that might relate to organizations or to social movements or even broader telling something about the way in which the world works. And so this is obviously a strategic choice and making yourself a more attractive, attractive job candidate for the job market. And talking to multiple people on hiring committees, it's also useful for grant applications. But even more broader than that it's being able to speak to different communities and audiences about your work and telling a broader story about the way that the world works and why people do what they do that might resonate outside of these pretty narrow subfields that we might find ourselves within, and that we can lend a broader perspective on these really complex social dynamics. and complex social phenomena that we study. So, my biggest piece of advice for grad students towards the end of grad school is taking a step back and thinking broadly about our work and about our findings and starting to craft a narrative around that.

**Viviana Aranda-Hughes** 10:14

With the biggest piece of advice that I would give to graduate students at the end of graduate school, what I would highly recommend is, you're going to be working on your dissertation for a long time, I know you're tired of it. It's okay, we all feel like that. What I would highly recommend, and I can't stress this enough, is once you're finished, you've defended, you've turned it into the graduate school, turn around right away, do not take a break, and get those out for publishing. You worked on this thing for a long time, this is your big piece of work, share it with scholars in our community, get it published.

**Kelsey Kramer** 10:57

Okay, so the biggest piece of advice for graduate students towards the end of graduate school. My biggest piece of advice for graduate students, getting towards the end of graduate school is really focus on taking care of yourself and prioritizing your needs. So, not only is it important to work hard, and do what you need to progress and graduate. But in order to really do that, we also need to take care of ourselves in this process. So, I think we often get caught up in graduate school, the grind, the job market, working on our dissertations, that we kind of forget to take care of our own health and wellness, which can ultimately be detrimental to that progress. So yes, being productive is extremely important. But so is taking personal time to do things for you. Like watching a movie or going on a picnic, playing a board or video game, something that makes you happy, that isn't necessarily work. Then once you've done something that makes you happy, it's important to get back to the work that you were doing so that you can make that progress to ultimately graduate. But really, like I said, the biggest piece of advice I have is to take care of your needs. And don't let anyone kind of try to convince you to do something that you don't want to do in terms of job market, dissertation, work, like do what you need to do to graduate and really focus on yourself during that time. So, that's really my, my piece of advice for graduate students.

**Kendra Clark** 12:36

 My biggest piece of advice for graduate students toward the end of graduate school is to realize you've already done the hard work, you've already accomplished what you came here to accomplish, which is gaining the knowledge and experience it takes to be a contributor to science. So, finishing your dissertation and passing your defense or merely the proof of what you've already done. I think this is important not only to help you feel more confident going into your defense, but also to help you feel more worthy as you step into your first professional role. You aren't any smarter the day after you officially earned your PhD than you were the day before. You know? Like if we did a comparative interrupted time series analysis of one's ability to contribute to science and use your defense date as the treatment event you'd have null effects. Instead, the knowledge and experience you need to move forward as a professional in science, whether it be in academia, or that alt-ac space has been compiling over all of the years prior to that day. So day one on your job shouldn't feel like day one. Don't let the imposter syndrome tell you you're new to this or that you've got to earn your seat at the table because those things aren't true. You've done the work and your contributions are valuable. Will there be a learning curve as you adjust to things at a new institution? Of course. Do you still have a lot to learn in your field? Of course, we will always have a lot to learn, but recognizing that you've got something to contribute and that you've got the ability to learn even in a new entirely, even in an entirely new and possibly intimidating atmosphere is important. And something that took me a second to realize. It did take me a while I did my graduate student identity and stop waiting for direction on what to do next. But once I embraced that I had good ideas and that I knew or could learn how to move forward with him it really I really felt the imposter syndrome start to fade.

**Jose Sanchez** 14:30

What advice do you have for people, for example, graduate students or professors on the academic job market?

**Juwan Bennett** 14:40

Some advice that I have for graduate students or people interested the job market is to really kind of think about this idea of fit. I know a lot of times we're looking at different programs and working with different people but I think when you apply and you on the job market to really kind of be focused around the fit, and that works in both directions, how you fit at that particular institution, and how that institution fits your research agenda and your needs. And so how can you be best productive. And I think when you think about it from that aspect, once you realize about how you can fit in with that particular faculty and staff and with the things you need to be successful, kind of let that bleed through all your materials, kind of let that be the theme, that you talk about in your your talk, and your application materials.

**Alex Nur** 15:33

I think that's the biggest piece of advice that I have restraints on the academic job market, which is a very scary and raw experience. So I definitely sympathize with you is to think about all of the skills that you've acquired, that are marketable skills that are going to be really important for these universities. So, sometimes it's hard for graduate students to really recognize all of the things that they've done, up until this point, that are going to be important and marketable. So, for instance, if you've collected data, a lot of people will just write on their curriculum vitae or resume that they've collected data. But really, you've done a lot of other things, you've probably helped in things like instrument creation, you've probably done, copy, write interviews, computer assisted interviews, or you've helped to reach out to these places where you're doing these interviews, you've collaborated with partners, and local partners are various places, right? So all of these skills are important, and you can showcase them all separately from the single event that you've taken part in. So I would just encourage everybody to really let yourself shine, really think about all of the skills that you've acquired, and all of the things that you've done, and put all of those forward for people to see, because you're awesome, and you've done so much stuff. So, please make sure that you're marketing yourself in that way. Good luck, everybody out there. And thank you so much for for letting me speak to you today.

**Kathleen Padilla** 17:09

If I had to give one piece of advice to students, graduate students on the academic job market, it would be that committees are not looking to see you fail, they're not hoping that you'll fail. So, if you get invited for an informal screening, interview, a job talk, whether it's virtual or in person, they believe in you, and they want you there, they want that line filled. They want a new colleague, they want a new person in their department. And so they're not looking for you to fail. There's no gotcha moments where they're trying to kind of set you up, or anything like that. So, you want to succeed, they want to see you succeed. And to that end, you know, if it doesn't work out the way that you hoped it would, or the way that maybe you thought it would, that's not a reflection of you, or your skill set, or you know who you are. It's just kind of the way that things happen sometimes. So. Yeah, I think I would say, you know, no one's no one's looking for you to fail. Everyone wants you to succeed. And everyone's going to do what they can to help you succeed in that process.

**Kristin Lloyd** 18:28

Okay, so my, my best advice for people who are on the academic job market, particularly graduate students, is to control the controllables, right control what you can. There a lot of things you can't control, you can't control how much time someone spends looking at your CV, or how fast reviewers move on publications. But what you can control is how prepared you are making sure that your cover letter is squared away, that it doesn't have grammatical or spelling errors, making sure that you've studied the department and the people, they're so you understand what your fit is, and what their culture is, what the mission of their department and the vision and the values of their university are, you can control those things. So, don't get bogged down in the stresses of things you can't control and just focus on yourself and maintaining like an even keel, don't stress yourself out, right and just prepare the best you can.

**Viviana Aranda-Hughes** 19:16

What advice would I give to students that are going out on the job market? So my biggest piece of advice is to remain confident. If you have gotten this far, you deserve to be here. If you get invited to a job talk, you deserve to be there. Remember, maintain your confidence. You've worked very hard. And you are part of the field now.

**Erin Kearns** 19:43

So thinking about moving from one academic job to another, this is something that you know is I just was beginning to think about maybe dipping my toe in the water on this Before I even started really looking, I actually looked at people who had done this and done it successfully and just talked actually to, you know, to your advisor, to Justin Nix, who's now my colleague, and just kind of asked for their thoughts on what their experience had been like what some of their considerations that they had weighed, and really thought about, you know, I was pretty happy where I was, what are the things that I really liked about where I was, and made when it was in the abstract, and it wasn't sort of pressured by anything concrete or anything real, what it was that I liked about where I was, and what were some of the factors that would have gotten me to actually pick up and move to a new department, new institution really weighed that it was very then selective and very targeted in any place that I would even consider applying. At that, from that point onwards, so it was much different going back on the academic market, was a very, very different experience this for me, and I will caveat this by saying that I was pretty happy where I was before. So, it was a very different experience for me than being on the market, the first time where it felt like it was sort of that pressure of like, oh, my gosh, I just needed to get a job, I need to get a new job. So it's, you know, a much more targeted approach, you know, really only applying to places where I was pretty certain that if I were to get an offer, I would very, very seriously consider leaving. And I know that there's, you know, plenty of different advice within within, you know, academia about going on the market with the purpose of just getting trying to get a raise, or to get an offer to get a counteroffer. And that really wasn't the way that I was approaching this. So really, I think my biggest piece of advice is doing this in a really thoughtful and strategic way, doing as much homework as you can, of course, this is going to be a different situation, if you're in a place where you realize that your first academic job is one that for for whatever reason, you just really, really dislike it, if it's something that you dislike about the job itself, its location, et cetera, versus dislike about something about broader academia, in which case, you know, looking into non academic jobs would make sense, that's going to be a different set of considerations, of course, and something that I'll be honest, I'm less qualified to be the person to give advice on because I don't have that experience. But, you know, certainly there's plenty of people who, who have more experience with that. And I think the biggest thing, you know, in any, in any of this is that everyone does have different experiences that they've gone through, a lot of us are pretty willing to talk about this, it really comes down to, you know, to asking for advice, taking what of it makes sense to you. You know, keeping in mind that the sort of the academic community in our community within criminology in particular is pretty small, we all kind of know each other. And ultimately, it's trusting your gut, I think that's sort of the thing that at the end of the day, our our guts tend to not steer us wrong, when we have choices that were able to make. And, you know, I recognize I'm also coming at this from a position where I've been fortunate to have choices where I've been able to make and recognizing fully that that's not always the case that people are in a position that people are in.

**Jose Sanchez** 23:35

If you could go back in time, what advice would you give to yourself as a newly hired assistant professor?

**Kyle Thomas** 23:45

All right, my biggest piece of advice for a newly hired assistant professor, would be to say no to things. I think oftentimes when you're assistant professor, people want to see my one or they want to do you a favor and invite you on to projects and you inevitably drown? I think so. Probably the best piece of advice is to learn to say no, and to focus on the things that you want to work on and do high quality work. It's better to do high quality work, and that's smaller numbers than really high volume work that is not very good. That'd be my best piece of it My biggest piece of advice.

**Meghan Novisky** 24:32

So I would tell myself to get more comfortable with saying no, I say this because many opportunities and requests will come your way and for a variety of reasons, it can be really difficult to decline them. However, what I've learned is that saying yes to everything can be distracting, and your weeks will quickly fill up. It can also make it harder to consistently deliver your best work and carve out time For yourself, it has taken me years to get better at this. And it is honestly something I am still working on today. Something that has helped me is to ask myself questions like, how will saying yes to this particular request fit into my five year plan?

**Jillian Turanovic** 25:21

My biggest piece of advice for newly hired assistant professor is, it's a very good question and so, kind of a difficult question. You know, there's so many various pressures out there, it really is trying to balance, you know, trying to get grants trying to, you know, publish or perish. And that often comes through grants. And once you've secured a couple grants, it becomes easier to write more grants, once you get some grants. I've always seen that as a social process, I've always looked at trying to get as much help as possible from from a group, a group of scholars, that community of practice, if you like, right, in terms of those who will be supportive of looking at the grants the universities often offer, hopefully universities, where you're at, to offer services and to look at grants, especially for newly hired assistant professors to help because it's, it's an important process, but it is a team effort. And I think that understanding you're not alone and looking at the help that you can get as an assistant professor, the workshops that are available for teaching and learning, not sidelining teaching and learning, I never found it true that you should focus as an assistant professor on your research and neglect your teaching, I think both synergize with each other in very effective ways. And I think that that's that's an important thing to keep in mind.

**Min Xie** 26:46

If you could go back in time, what piece of advice would you give to yourself as a newly hired assistant professor? Well, being assitant professor is difficult. But I think I have two suggestions. And the first one is that you should know yourself and believe in yourself. And also expect culture shock when you go into a new environment. What I mean by this is that being a professor in R1 institution really requires you to be the kind of people who love to do research and who love to work with students. So, if you are that kind of people, then you should just believe yourself and do not waste your time worrying about tenure, instead is focus your energy professional endeavors. So, believe in yourself. And then another advice I have is that for R1 institutions, really there's nothing that can substitute for having a high quality research record. And also you need a record of consistently good teaching. You are expected to provide service for the community and for the profession. And you should do it well, when you are agreed to do those who will take on those responsibilities. But you have to be cared for so that the time you invested will not interfere with your primary responsibilities of doing research and teaching. And so be sure to keep good records of the service you do. Make sure you have a record of ongoing high quality service. Do make sure that you will have a high quality research records and a good teaching record. So, to be a good researcher, establish independence and have evidence of good teaching would be very important for you to get tenure. All right.

**Jenn Tostlebe** 29:55

Who has been your biggest influence and why?

**Kyle Thomas** 30:00

My biggest influence has probably been nor McDonald because you have to learn to not take yourself too seriously. But in reality, like, you know, I have the typical mentors. I don't really view people, as influential, though, as much as I think just individual works are women. So, I find like papers to be more influential, that are really good, really high quality, and push you to think differently about things that that influences me a lot more than individual scholars do.

**Meghan Novisky** 30:39

My biggest influence has been criminologist Mark Colvin, I met mark for the first time as an undergraduate student, and then was fortunate to have opportunities to work with him in graduate school. Mark influenced me for many reasons. But what stands out the most is how well rounded Mark was. And what I mean by this is Mark had applied experiences working in the criminal justice system, in addition to his academic training, because of his background policy implications were central to his work. And that always resonated with me. He spent a lot of time in the field, gathered original data, he worked on the Attorney General's Task Force to investigate the factors that contributed to the 1980 riot at the penitentiary in New Mexico. These were the kinds of projects I realized early on, that I wanted to be a part of, and I wanted to work on. Mark was an advocate of multi methods, research designs. And while Mark was undoubtedly an accomplished researcher, he also really loved teaching and devoted a great deal of his time to mentoring students. So when I think of the type of academic I want to be, I still think of Mark for these reasons.

**Ajima Olaghere** 32:01

So, who has been my biggest influence? And why? This is a heavy question. And I think it's, it's going to, the answer is going to evolve with time. But I will say within the field of criminology, for sure, it is the people who've made a difference in my grad school training, respectively, Dave Wilson, and Cynthia Lum. And to this day, they still remain influences in my life, and that I care deeply about their their opinions, and you know, the guidance they can offer. And they're influential, because they're intellectuals, meaning that it's not about, you know, the work, the task, but it's about that you can have conversations with them for hours, and truly walk away mentally stimulated, engaged, and like you learn something in a way that you don't traditionally learn in a school setting or in an academic environment. And I appreciate that, because they helped me embrace my own intellectualism, and not to be afraid of that and to lean into it. And I admire their hard work and the fact that both of them took me under their wing, with very little effort on my own. And whenever I've reached out, they've been supportive and responsive. And then in relation to that, I would be remiss if I didn't say that my biggest inspiration along those two, is the people. It's people like you and Jenn, Jose and Jenn, it's the people that I consider myself to be in service of working with it's people impacted by the criminolegal system, people who are working in it, I don't, I wouldn't have an agenda, a career path if it wasn't for the people and trying to work alongside them to make the world a better place. And so that is another source of inspiration for me, people who are having a lived experience some ways gray in some ways terrible for which people and trust me and allow me to enter to their lives and do my part to kind of shape things for the better.

**Rose Ricciardelli** 34:08

I think my biggest influence has largely been the people I've done research with, as well as some really close great collaborators and colleagues and people who've been able to help shape the different stuff that I've been doing along the way and shaped my research areas and interests and just been able to show me different ways of analyzing diverse phenomenon, recognizing when the nuances really, really important will contribute to the literature. But, so I guess, you know, research takes a team and I feel that I've been very fortunate to be surrounded by really good people and being able to work with really good people, and having a lot of incredible participants who've taken the time to participate in research because without them there is no research.

**Jillian Turanovic** 34:52

I don't have a clear answer to the question of who has been my biggest influence, in part because I've been influenced by different scholars in different ways, for different reasons. For some, that biggest influence has come through in their writing. For others, it's been the way that they translate research into practice. For others, it's been their general just disciplinary approach to the study of crime and victimization. So, I can't say for sure, a single person who has been my biggest influence, because I've been influenced by so many different scholars and colleagues, for various different reasons. What I can say, though, and point to is a single work that has been immensely influential on me, especially early in my intellectual development. And that really shaped my research agenda, my approach to the study of crime, and, you know, kind of put me on this path to want to do research as a graduate student. And that's a book called Overcoming the Odds by Emmy Warner and Ruth Smith. Now, this is not necessarily a book that I think is read widely by a lot of criminologists, but my undergraduate training was in psychology. And so this was an important work for me in that field. So, this is a book that looks closely at the lives of women and men who were born in Hawaii, and were followed from birth through early adulthood and evaluated by psychologists, pediatricians, public health professionals, social workers, so a very interdisciplinary study of development. Now, Werner and Smith take a really special interest in high risk children who, in spite of their exposure to high levels of adversity went on to develop healthy personalities, stable careers, and strong interpersonal relationships. So, much of my research focuses on identifying the processes and protective factors that explain why some individuals fare better than others in response to traumatic life events such as victimization. So, the interdisciplinary approach that Werner and Smith took, including their focus on how biological factors, family factors, psychological factors, and social supports, shaped risk, resilience and recovery over the life course has really had a lasting impact on my own thinking, and research.

**Jose Sanchez** 37:36

What is your favorite academic book? And why?

**Holly Nguyen** 37:43

My favorite academic book is Ruth Kornhauser is social sources of delinquency. This question was really difficult, because I have lots of classic and contemporary books that I'm really fond of. But this one stands out to me because there are few books out there that have had such a strong impact on criminology as a discipline without offering a new theory. The book is impactful because she stressed the importance of the assumptions of human nature and social order. While I don't necessarily agree with her characterization of cultural deviance, theories. I just really admire her force and advocating for control theories. You know, and her treatments of structure and culture left us with a legacy of really thinking deeply about what they really mean, and how they relate to one another. And I really liked her writing style, you know, her wit comes out in her writing. It's sharp, it's concise, and you can really tell she's sharp tongued.

**Scott Decker** 39:04

It is, did you, Visions of Social Control Stanley Cohen, if you would ask David, I, I would guess that he would have guessed this. And I like it because it is a broad conceptual statement that integrates both conflict and labeling theory and compares them in what I think is and I've, comp questions, I've used table three, as a comp question. It's page 88 in the book, and he has these five models that he develops, with what he calls intentions and consequences. The progress model and this explanation of social phenomena, so how do you explain welfare, crime, immigration, mental illness and public responses to it. Well, one would be progress. One would be organizational convenience, bureaucracies do the shortest path the path of least resistance, some are explained by ideological contradiction, others by professional self interest. And there's the interesting arguments in criminology today going on that a lot of and David and I and James are getting worked up on by the, what I call the know nothing gang scholars who don't, aren't interested in, don't have data and and aren't interested in it. And they're arguing that gangs are a foil for our own professional interests and advancement. And then there's political economy arguments. And so these are macro arguments, with macro and micro consequences, macro and micro explanations. And my, one of the reasons I use the book in class, and you all must know, Gabe Cesar who's down at Florida, Atlantic, or know of him, he was one of my three or four final students at ASU. And he came in and he was, he said, this is what I'm going to do in my dissertation. And I said, no, the first thing you're gonna do is you're going to read. And so here are some books, I think you should read, write these down, start with Stanley Cohen's Visions of Control, and pay attention to the deposits of power chapter, which is three. And I even have a post it note on mine that says, read this. And there's an arrow down to something. And so I probably lent the book to Gabe, who was explaining CPS, child protective service, kids who were placed out of their families. And so this is a perfect set of explanations for why that could come to pass. And he came back about a week later. And he said, god, the Cohen is great. And I said, yeah, he's written a couple others, and on his own initiative, Gabe had gone out and read Folk Devils and Moral anics. And, you know, when you look at immigration, there's a macro economic explanation about why we have immigration, why we want to regulate it and in the like. But I think Cohen has a lot to say about that. And too much of our curricula are focused on little narrow micro. And I'm part of the body worn camera group. Part of my income now is based on my participation in a body worn camera, it's, I call it a support group, but it's not a support group. It's a body. It's a body worn camera, technical assistance and training group. Well, where do body worn cameras come from? And, you know, the, the, the manufacturers are, have an interest in it. The estimates are that that nearly 25, maybe 30,000. body worn cameras have been bought by police departments and municipalities. It's a big chunk of change, and the the storage cost and the video tagging and identification outpaced the cost of buying the technology, the cameras by eight or nine or ten to one. So this is this is a huge expenditure of money. And, and Cohen makes us look at a bigger picture and look more broadly. And that's why I like it.

**James Densley** 40:03

So you might think as somebody who studies gangs, violence, mass shootings, that my favorite academic book would be in that genre, but actually, my favorite academic book is this one. Neil Postman's, Amusing Ourselves to Death. There's lots of reasons why this book in particular resonates with me. I was a sociology major. And this was a book that I read as an undergraduate. I'm also a former school teacher, Neil Postman himself was also a teacher. He was based in New York City. I lived in New York City for a number of years. That's where I was a teacher. And I actually reread this book through an educational leadership program at NYU, which is where Neil Postman was based. So there's lots of sort of little connections there. But for me, there's a few things about this book that are so important number one, it's written in just such a page turning, clear, cogent way, you can read this book in a few hours, it's it, you just can't put it down. And then the other thing about this is it reads today, nearly 40 years after it was first published in 1985, like prophetic, it's talking about television, but all of the learning that is relevant to the sort of socially mediated world that we live in today with the internet, and social media, this idea that as we move from a literary culture, to an image based culture, what that does to our discourse, what that does to our politics, what that does to the idea of truth in our society, how it impacts the way we interact with each other and with information. There's just so much in this book. And that's why it's my favorite academic books. So, Neil Postman's, Amusing Ourselves to Death. That's mine.

**Jenn Tostlebe** 45:40

Do you have any general words of wisdom for working in the world of academia?

**David Pyrooz** 46:05

My general words of wisdom for working in the world of academia, is to start by recognizing that it's an incredible job, we get to shape young minds, we get paid a decent wage that far exceeds for most of us what our parents earned. We have flexibility in our work schedules. And we get to be our own bosses, so to speak. And that means a great deal of flexibility to pose and test questions that we think are interesting, which is pretty cool. So, I know academics like to harp on academia, but like Frank Cullen said, it's a pretty wonderful life. So, with these caveats in mind, it's also important to remember that it is indeed a job and treat it like one. And that means discipline, focus, that means knowing your optimal work schedule, when you excel at specific tasks. Like if you know that you're a nighttime writer, that's the time to unplug and work at night. If you know that you're easily distracted, that's when you need to understand to be able to turn off the email and to focus on the work. If you work a lot with agencies, you try to create a teaching schedule that gives you the flexibility to work with such agencies. So, most people who will listen to something like this, they have hard money lines, so to speak, committed lines on you know, nine month contracts. So for example, I'm tasked with, you know, a 40-40-20 workload, you know, 40% of my time is supposed to be for teaching and another 40% for research, and 20% for service. And we got to recognize that every decision that we make is a choice. And it's equivalent to volunteering my allocated time for what's most important to me. And figuring out what is most important will then allow you to be able to dictate, you know, how you go about committing your time, working with community groups or agencies, whether it's speaking or consultations, you know, certain committee work with a department or college or a university, at the university level, every time you say yes to one thing, that's also going to correspond to no or blocked opportunities to another thing. So, I like to juggle multiple projects, recognizing that there are fits and starts when one thing starts to advance, something else could fall behind, or vice versa. And that gives me the ability to pivot from one to another as needed. So, I'm not solely crammed with, say writing an article, or just doing analysis, or some, you know, working on project implementation, and so on. Another piece of wisdom that I think is important to share is ultimately to aim high with your work. And remember that failure is the norm, but failure is the most advantageous. I learn a lot more from my rejected papers and grant applications than I do from those that are accepted. Collaborate, it's fun to work with people that you like, and that you respect. And in my view, it's it's key to having a successful academic career. You learn from working with people who have these nonredundant skill sets, whether it's substantive or methodological, there's opportunities to collaborate, that are ultimately just fun to do. And the last thing that I mentioned is, so much of what happens in our careers is just subject to happenstance. These are factors that are far outside our control. And this could be the jobs that you get, the grant applications that are successful, even the substantive areas that you end up working in. I don't think I would have ever imagined at least back in my graduate school days, you know, stuttering, studying issues concerning solitary confinement. But when Nancy Rodriguez, the director of the NIH, he called me up and asked me for a white paper, you know, it's just something that you say yes to, when the head of juvenile probation here in Denver said, look, we've got some issues, we want some sort of clinical intervention with our juvenile gang population. That's something that you say yes to. So, recognizing that your career will have many twists and turns, many exciting ones. Also some frustrating ones, I think is key to being in academia.

**Ajima Olaghere** 50:40

So, what words of wisdom do I have for working in academia? I think first and foremost, to be creative and innovative. Part of being an academic, an intellectual, is pushing the boundaries of what we know, but also challenging what we know. And I think that takes a certain amount of creativity and innovation. And so whatever you can do to stimulate that within yourself, within the tradition of how you're trained, and how you choose to practice your craft, I think that's a huge piece that needs to complement your work. So, you're always sort of making sure that we're not complacent. But we're pushing the field forward in ways that we never imagined we can go right where we are today. And so the idea is that maybe 10, 15, 20 years from now, the things we talk about, that are radically different than what we know now, because we've had the courage to be creative, to be innovative, and use our methods and our skills to evaluate our creativity and share that with the world. And I think the last piece of words, wisdom I would share is in a spirit of being creative, creative and innovative. Think about how we can continue to share our work with others. I think we do a great job of sharing work with fellow academics, but think about how we can innovate to go beyond the paywall to go beyond our academic silos and open up ourselves out to the world in a way that people have insight into the same knowledge and you know, the work that we're doing so that, you know, we're truly doing a public service by, you know, advancing generalizable knowledge, but one in which people can actually consume. So those are my, my two pearls of wisdom, for working in academia. And I think the rest will come for you. But I think from a philosophical standpoint, those are some some things that have sustained me as a as an academic.

**Rose Ricciardelli** 52:28

My biggest piece of advice for newly hired assistant professors, is to really just look at what you're doing, focus on what's within your realm, and not to compare yourself or pay attention to the people around you, everyone sounds like they're doing the best thing since sliced bread. And that's great, but so are you and not to worry about that, because there's room for everyone. And it doesn't matter if you're working in the exact same areas, we all have our different takes, and you know, you could have 100 people working on the same problem. And we still wouldn't have a solution. So, just really, you know, head down, do your work, I've always kind of just focused on the work I have at hand, the participants who are talking to me, and not paid that much attention to everything else going on. Because you know, the academy can feel very competitive. And how we act and how we behave determines how it will be in the future. I know that sounds kind of cheesy. But if you really just focus on a nice, strong collaborative environment, you create the environment you work in, and it just helps you move through. And things like publications and teaching, you all come together, no one's going to do your work for you. So, if you take a weekend off, it will be there on Monday. And that's okay. So, just just remember that, like, if you don't have to stress all these things, we've all been there. And we'll continue going through them. And plus the busier the more you move on, the busier you get. And you don't realize like you actually longed to be back in like grad school because you felt this super busy. But it just keeps getting worse. I don't know if that's good advice. I don't know if that's poor advice. And I don't know if that's what anyone wants to hear either.

**Jenn Tostlebe** 53:59

How do you stay up to date on articles and books?

**Rose Ricciardelli** 54:04

Honestly, there is so much out there everyone is writing books, everyone is publishing articles. I would be lying if I said I could stay up to date with all of it. I have my Google alerts on so I get to see what's being published. If by chance I've set them up correctly, which how will I ever know because there's no way of checking Google Alerts in that context. I tried to flip through at least I won't say I read every page, but I tried to flip through some of my favorite journals. It's also been interesting because you kind of get a feel for how a journal presents itself. And your favorite journals when you flip through the entire volume might not be your favorite, after all, and you'll find new favorites that you didn't expect. So, in in in that kind of context, I just really try hard to you know, read the Google Alerts, read the abstracts and like everyone else, a lot of the reading I really get to enjoy is to read to write the best advice I ever got it staying up to date on literature's to always be reading someone. So, always be reading somebody at all times, always be reading on the side. I've never been able to do that. But it'd be really good for everyone else to do, I think because it was really good advice. And the person who told me is brilliant, and so well read, it's incredible.

**Jillian Turanovic** 55:19

I stay up to date with new literature in a variety of ways. One thing that I do is I set up Google Scholar alerts so that I get notified via email when something new is published in an area that I'm interested in. So, I'll get Google Scholar alerts for keywords such as victimization, violence, incarceration, you know, topics that I'm working within. So, anytime something new is published and indexed by Google that contains one of those key words, I will get an email about it. Now, the nice thing about Google Scholar is that it does not discriminate by disciplinary boundaries. And so through these alerts, I get exposure to a lot of interdisciplinary research and work that's published outside of criminology that I may not always have exposure to in journals that we don't read as routinely. Now a second thing, having said that I do you get Table of Contents alerts as well for our top criminology journals, and I read, or at least I try and read every issue of criminology of Journal of Research in Crime and Delinquency, of Justice Quarterly, and Annual Review of Criminology. So, even work that's not necessarily in my area, I feel like it's important to read when it's published in the top journals, it gives me a sense of the type of work that is being published there, its quality and its rigor. The third thing, which is probably honestly, the most important is that every week in my schedule, I build in time to read. So, I actually put in my day reading time, and I protect it fiercely, because without time to read your Google Scholar alert emails are going to accumulate in your inbox, and you're never going to get on top of them. So, every week, I try and set aside time period. And typically, for me, I like to read in the morning, I almost treat it as like a warm up for other things. So, I'll sit down at my computer, I'll get a tea, and I'll kind of go through the Google Scholar alerts, and read some of these new articles. But yeah, also during my scheduled reading time, I'm not taking other meetings, I'm not available, I'm not checking my phone, I'm not going through other emails, this is a time that I protect fiercely, because reading is as critically important as writing. Right? So those are my strategies.

**David Pyrooz** 57:51

So, in terms of staying up to date on criminological research, there has been tremendous growth in outputs in the field. Some of this is due to the fact that we have far more journals. And even among the journals that have existed, say for the last 10, 20, 30, 40 years, they have more issues, there's more page space devoted to their articles. But then there's also this other issue that there's more relevant reading outside of the traditional, you know, 60 or so criminological outlets, as economists, psychologists, political scientists, and so on, are increasingly interested in issues concerning criminology and criminal justice. So, I find that staying up to date on the literature gets more difficult, the further you move into your career, partly because it's busier. But I mean, I look back at my ASU days, and even my early days as an assistant professor at Sam Houston State University, somewhat in awe in the sense that I just had so much more time to read. Now, that doesn't mean throwing up your hands, it means creating a strategy to be able to stay up to date. So, what I do is a couple of things, my main ways of staying up to date are for one, I review a lot for journals, I typically review, you know, 30 to 40 articles a year. So, what's nice about that is you're privy to some of the newest research that's out there, it could point you to new articles, you find out about these that you hadn't read before from their reference sections or how they cite them in text, but also for the research that, you know, gets through the peer review process and is accepted. So, that's an exciting part in a strategic way to be able to review for journals in staying up to date on the literature. I also have bookmarks for pretty much all of the main criminology journals. I think I have been for about two dozen journals. And I'll casually just scour their web page it's it's not a systematic approach but just check the online first, to see what they've published recently. You know, I spend some time on Twitter observing new articles that are posted by colleagues, that's always a useful way to find up to date research, you know, really following people, I think is something that's really useful. Now, my strategy is, it's like twofold. On the one hand, I will encounter articles and basically drop everything and review them. So, like when, for example, Forrest Stuart and Caylin Moore than came out with their Annual Review of Criminology article on gang research in the 21st century, you know, that's sort of a drop everything, set everything aside, and, you know, read this, this isn't important. It's in the annual review. Others, I sort of take mental notes for later reading, but the way I systematize, it is I use Zotero and folder themes. So, anytime there's something published that's relevant to what I've worked on in the past, or what I anticipate working on in the future, I just organize them into folders, like an a to read folder, say is related to say disengagement from gangs. So, like Jose Miguel Cruz and Jonathan Rosen, they came out with a recent paper and Social Problems on criminal governance. I couldn't drop everything at that time to read it. I mean, I scanned it. But I want to be able to give it the more detailed read that it deserves. So, one way to ensure that I do that is to put it in that folder to read. But ultimately, the bulk of my reading is done like it's more project based. So if I'm writing a grant application, I got to make sure that I'm up to speed on all the recent literature. If I'm working on the front end of a paper, or you know, thinking through how to frame a paper, I've got to be up to speed, especially on the more on the newer subject matter. Of course, it depends on the literature, or if I'm conducting some sort of synthesis on the literature. And I absolutely know that, you know, if this is systematic, it's got to be systematic. So, I got to do this really detailed review. But in the end, you know, this is difficult to stay up to date, I think there are ways to manage it. I think people are real, like relying more heavily on systematic reviews meta analyses than they have in the past. And that's why those things are so important to be able to distill the knowledge from a body of literature to general readership audience in the field of criminology and criminal justice.

**Mike Adorjan** 1:02:40

How do you stay up to date on articles and books? And one of the early one of the early things that you realize as a researcher, and I realized right now, just starting to think in my head about how to answer this, I am easily going to go past the two minutes that you've allotted me. So, you're welcome to splice me up however you like. But what you find very early on is that even in an area of speciality once you start to specialize in a particular area here there. It still becomes ginormous, you know, even if you're looking at youth and policing. So, what aspects are you looking at, in that particular area. And so, it becomes almost impossible when you're looking in terms of keeping up with everything. So, you have to be you have to be very discerning, and you have to carve out that particular niche or path. And that informs how you look at the the research coming out. I'm I'm always looking up. I start with Google Scholar, to be honest with you. I'm staying up to date on articles and books. Often in Google Scholar, I often look at new research in some of my favorite journals, the journals that that I think are most relevant for the type of research that I'm doing as well. So, that's also how I'm looking at sources I often find, once you find one article, it's a question of looking at the references and just kind of snowballing it from there. And then that very easily leads you down the rabbit hole where you could be spending many hours looking at particular areas that may be an often are very interesting to you, but may not be directly related to what you're looking at. So, I would say select two or three international journals, two or three more local journals more national in terms of your national context, perhaps, or substantive area or theoretical area. And from those journals, you'll be able to find many, many references not only to what's published there, but the references that they provide. That's normally how I stay up to date. And social media can be a good source for that as well social media, the positive things that I see about Twitter and other forms of communication that way is is just that is is following people that that will be posting information One research that you might not be privy to conferences in formal seminars and so forth. So, you know, keeping up on those are, I think, really important, and you can retweet those and help disseminate that knowledge, you know, in terms of keeping up to date on what's what's out there. Apart from that, I don't know. I think it's just a question of just, you know, keeping your ears to the ground and, and staying curious and staying interested. And that's really what my advice is.

**Jenn Tostlebe** 1:05:29

Hey, thanks for listening.

**Jose Sanchez** 1:05:31

Don't forget to leave us a review on Apple podcasts or iTunes. Or let us know what you think of the episode by leaving us a comment on our website, thecriminologyacademy.com

**Jenn Tostlebe** 1:05:41

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**Jose Sanchez** 1:05:53

Or email us at thecrimacademy@gmail.com.

**Jenn Tostlebe** 1:05:58

See you next time!