

WILLIAM T. JACKSON

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EDUCATION

Doctor of Philosophy in Public Affairs, Florida International University (FIU), 2022
Committee: Milena I. Neshkova (Major Professor), Allan Rosenbaum,
Meredith A. Newman, Alexander Kroll, and Timothy Goddard
Dissertation: [*State of Inequity: Three Essays on Disparities in Justice Provision*](#)

Master of Public Administration, Florida Atlantic University (FAU), 2011

Bachelor of Arts in Political Science & Economics, Florida State University (FSU), 2005

ACADEMIC APPOINTMENTS

Assistant Professor, August 2024
Askew School of Public Administration and Policy, Florida State University (FSU)

Postdoctoral Fellow, August 2022 - July 2024
School of Public Affairs, American University (AU)

RESEARCH INTERESTS

Local Government; Political Control of Bureaucracy; Representative Bureaucracy; Intersectionality;
Organizational Socialization; Justice Provision; Policing; Education; Quantitative Methods

PUBLICATIONS

Jackson, William T., Milena I. Neshkova, and Meredith A. Newman. 2024. "Feminine Leadership and Juvenile Justice Outcomes: The Florida Experience" *Public Administration Review* 84(3): 544-559.
<https://doi.org/10.1111/puar.13706>

Jackson, William T., Milena I. Neshkova, and Kenneth J. Meier. 2023. "Justice in Black and Brown: The Impact of Political Control and Representative Bureaucracy on Street Level Outcomes" *Public Administration Review* 83(2): 333-352.
<https://doi.org/10.1111/puar.13600>

MANUSCRIPTS UNDER REVIEW

Jackson, William T. and Ryan J. Lofaro. "Protecting the Citadel of Democracy: A Political and Administrative Response"

Powell, Ariel T., William T. Jackson, and Milena I. Neshkova. "Police Presence in Schools, Armed Guardians, and Community Youth Justice Outcomes"

WORKING PAPERS

Jackson, William T. and Milena I. Neshkova. "Responding to a Social Justice Movement: The Timing of Municipal and Police Statements on Racial Mistreatment."

Jackson, William T. "Partisanship and Social Identity: Testing Democratic and Bureaucratic Representation in Government Responses to Black Lives Matter Protests."

Jackson, William T. "Narratives at the Intersection of Justice and Race: Political and Administrative Perspectives on Police Misconduct."

South, John M., William T. Jackson, and Milena I. Neshkova. "Linking Diversity, Equity, and Inclusion Policies with Justice Outcomes: Evidence from the Sheriff's and State Attorney's Offices."

Powell, Ariel T., William T. Jackson, and Milena I. Neshkova. "Arming Public Schools: The Effect of Superintendents' Personal Characteristics."

Jackson, William T. "Intersecting Identities and the Juvenile Justice System: Representation vs Politicalization and Socialization."

Jackson, William T. "Addressing an American Injustice: Political and Administrative Effect on Police Reform."

TEACHING INTERESTS

Public Management; Nonprofit Management; Policy Process; Policy Analysis; Program Evaluation; Managerial, Political, and Legal Perspectives of Public Administration; Research Methods

ACADEMIC AND PROFESSIONAL EXPERIENCE

AU Department of Public Administration and Policy

Instructor 8/2022 - 7/2024

- PUAD 612 *Introduction to Public Administration and the Policy Process* (MPA)
- PUAD 603 *The Policy Process* (MPP)

FIU Department of Public Policy and Administration

Graduate Teaching Assistant 8/2020 - 7/2022

- PAD 6726 *Applied Research Methods for Accountability in Public and Nonprofit Organizations* (MPA)
- PAD 6306 *Policy Analysis and Program Planning* (MPA)
- PAD 6209 *Financial Management in Public and Nonprofit Organizations* (MPA)
- PAD 6053 *Political, Social, and Economic Context of Public Administration* (MPA)

FIU Jorge M. Pérez Metropolitan Center

Graduate Research Assistant 8/2018 - 8/2020

- Performed applied research on local government issues, utilized quantitative and qualitative analysis, organized focus groups and community engagement activities

Urban League of Broward County, Florida

Division Manager 7/2016 - 8/2018

- Monitored daily operations of the Community Justice Division, responsible for program retention and quality, cultivated new partnerships, expanded division's programmatic portfolio, mentored service staff and entry level managers

Program Manager 11/2014 - 6/2016

- Administered and coordinated all programs in the Community Justice Division

Program Coordinator 8/2011 - 11/2014

- Managed juvenile prevention/intervention/diversion programs contracted with Florida Office of the Attorney General and Broward County Children's Services Council

Case Manager 7/2007 - 8/2011

- Conducted participant intakes, assessments, counseling, advocacy, restorative justice conferencing, service-learning projects, interagency collaboration, and enrichment activities for youth ages 8 through 18 referred by the State Attorney's Office for the Juvenile Diversion Program, contracted with the Children's Services Council

Youth Development Counselor 2/2006 - 6/2007

- Conducted counseling, college tours, community service projects, social skills sessions, career development, interagency collaboration, and case management for high school students in the Teenage Pregnancy Prevention Program, contracted with the Broward Workforce Development Board and Workforce One

FSU Center for Academic Retention & Enhancement (C.A.R.E.)

Counselor 6/2004 - 8/2005

- Counseled and assisted first year undergraduate students in Summer Bridge Program, facilitated community service projects and cultural enrichment activities

ENGAGED SCHOLARSHIP

Helen, Roldan, Marilyn Escobar, Maria Ilcheva, Camila Masson, and William T. Jackson. (2020). [Census 2020: Perspectives from Hard-to-Enumerate Communities in Broward County](#). *Broward County Hard-to-Enumerate Focus Group Report*: Fort Lauderdale, FL.

Ilcheva, Maria, Camila Masson, William T. Jackson, Nika Langevin, Helen Roldan, Daniel Castro, Marilyn Escobar, and Alexander Anacki. (2020). [Comprehensive Community Needs Assessment](#). *Miami-Dade County Community Action and Human Services Department*: Miami, FL.

Murray, Edward, Maria Ilcheva, Nika Langevin, William T. Jackson, Camila Masson, and Marilyn Escobar. (2019). [Affordable Housing and Economic Analysis](#). City of Fort Lauderdale: Fort Lauderdale, FL.

Murray, Edward, Nika Langevin, Maria Ilcheva, Kevin Greiner, William T. Jackson, and Camila Masson. (2019). [Broward County Commercial Linkage Fee Nexus Study](#). *Broward County Board of County Commissioners*: Fort Lauderdale, FL.

Ilcheva, Maria, William T. Jackson, and Helen Roldan. (2019). [Make It Miami: Report on South Florida's Manufacturing Sector](#). *Miami Manufacturing Report*: Miami, FL.

Murray, Edward, Maria Ilcheva, and William T. Jackson. (2018). [Miami-Dade Economic Advocacy Trust Annual Report Card and Scorecard](#). *The Miami-Dade Economic Advocacy Trust*: Miami, FL.

MEDIA HIGHLIGHT

Jackson, William T. [Who Elected Officials and Bureaucrats Are Can Explain the Black and Brown Dynamics of Florida's Juvenile Justice System](#). *United States Politics and Policy - Justice and Domestic Affairs*, 2023 July 6. LSE Phelan US Centre: The London School of Economics and Political Science.

INVITED TALK

Jackson, William T., Milena I. Neshkova, and Kenneth J. Meier. 2023. "Justice in Black and Brown: The Impact of Political Control and Representative Bureaucracy on Street Level Outcomes" *Public Administration Review* 83(2): 333-352. Article presented at North Carolina State University's (NC State) School of Public and International Affairs in Raleigh, NC, 3/2024.

CONFERENCE PRESENTATIONS

Jackson, William T. "Intersecting Identities and the Juvenile Justice System: Representation vs Politicalization and Socialization." Paper presented at the Public Management Research Conference (PMRC) in Seattle, WA, 6/2024.

Jackson, William T. "Intersecting Identities and the Juvenile Justice System: Representation vs Politicalization and Socialization." Paper presented at the American Society for Public Administration (ASPA) Conference in Minneapolis, MN, 4/2024.

Powell, Ariel T., William T. Jackson, and Milena I. Neshkova. "Arming Public Schools: The Effect of Superintendents' Personal Characteristics." Paper presented at the American Society for Public Administration (ASPA) Conference in Minneapolis, MN, 4/2024.

Jackson, William T. "Intersecting Identities and the Juvenile Justice System: Representation vs Politicalization and Socialization." Paper presented at the Midwest Political Science Association (MPSA) Conference in Chicago, IL, 4/2024.

Jackson, William T. and Ryan J. Lofaro. "Protecting the Citadel of Democracy: A Political and Administrative Response." Paper presented at the Midwest Political Science Association (MPSA) Conference in Chicago, IL, 4/2024.

Powell, Ariel T., William T. Jackson, and Milena I. Neshkova. "Arming Public Schools: The Effect of Superintendents' Personal Characteristics." Paper presented at the Midwest Political Science Association (MPSA) Conference in Chicago, IL, 4/2024.

Jackson, William T. "Partisanship and Social Identity: Testing Democratic and Bureaucratic Representation in Government Responses to Black Lives Matter Protests." Paper presented at the Association for Public Policy Analysis and Management (APPAM) Fall Research Conference in Atlanta, GA, 11/2023.

- Jackson, William T. “Narratives at the Intersection of Justice and Race: Political and Administrative Perspectives on Police Misconduct.” Paper presented at the Public Management Research Conference (PMRC) in Utrecht, the Netherlands, 6/2023.
- Jackson, William T. “Partisanship and Social Identity: Testing Democratic and Bureaucratic Representation in Government Responses to Black Lives Matter Protests.” Paper presented at the Midwest Political Science Association (MPSA) Conference in Chicago, IL, 4/2023.
- South, John M., William T. Jackson, and Milena I. Neshkova. “Linking Diversity, Equity, and Inclusion Policies with Justice Outcomes: Evidence from the Sheriff’s and State Attorney’s Offices.” Paper presented at the Midwest Political Science Association (MPSA) Conference in Chicago, IL, 4/2023.
- Powell, Ariel T., William T. Jackson, and Milena I. Neshkova. “The Spillover Effect: Police Presence in Schools and Community Justice Outcomes.” Paper presented at the Midwest Political Science Association (MPSA) Conference in Chicago, IL, 4/2023.
- Jackson, William T. “Partisanship and Social Identity: Testing Democratic and Bureaucratic Representation in Government Responses to Black Lives Matter Protests.” Paper presented at the American Society for Public Administration (ASPA) Virtual Conference, 3/2023.
- Powell, Ariel T., William T. Jackson, and Milena I. Neshkova. “The Spillover Effect: Police Presence in Schools and Community Justice Outcomes.” Paper presented at the American Society for Public Administration (ASPA) Virtual Conference, 3/2023.
- South, John M., William T. Jackson, and Milena I. Neshkova. “Linking Diversity, Equity, and Inclusion Policies with Justice Outcomes: Evidence from the Sheriff’s and State Attorney’s Offices.” Paper presented at the American Society for Public Administration (ASPA) Virtual Conference, 3/2023.
- Powell, Ariel T., William T. Jackson, and Milena I. Neshkova. “The Spillover Effect: Police Presence in Schools and Community Justice Outcomes.” Paper presented at the Association for Public Policy Analysis and Management (APPAM) Fall Research Conference in Washington, DC, 11/2022.
- Jackson, William T. “Responding to a Social Justice Movement: An Examination of Municipal and Police Timing on Racial Mistreatment.” Paper presented at the Association for Public Policy Analysis and Management (APPAM) Fall Research Conference in Washington, DC, 11/2022.
- Jackson, William T., Milena I. Neshkova, and Meredith A. Newman. “Feminine Leadership and Juvenile Justice Outcomes: The Florida Experience.” Paper presented at the Association for Public Policy Analysis and Management (APPAM) Fall Research Conference in Washington, DC, 11/2022.
- Jackson, William T., Milena I. Neshkova, and Kenneth J. Meier. “Justice in Black and Brown: The Impact of Political Control and Representative Bureaucracy on Street Level Outcomes.” Paper presented at the Association for Public Policy Analysis and Management (APPAM) Fall Research Conference in Washington, DC, 11/2022.

Jackson, William T., Milena I. Neshkova, and Meredith A. Newman. "The Mothering Effect: Gender, Intersectionality, and Juvenile Justice Outcomes." Paper presented at the Public Management Research Conference (PMRC) in Phoenix, AZ, 5/2022.

Jackson, William T., Milena I. Neshkova, and Meredith A. Newman. "The Mothering Effect: Gender, Intersectionality, and Juvenile Justice Outcomes." Paper presented at the Midwest Political Science Association (MPSA) Conference in Chicago, IL, 4/2022.

Jackson, William T. "Responding to a Social Justice Movement: An Examination of Municipal and Police Statements on Racial Mistreatment." Paper presented at the Midwest Political Science Association (MPSA) Conference in Chicago, IL, 4/2022.

Jackson, William T. "Responding to a Social Justice Movement: An Examination of Municipal and Police Statements on Racial Mistreatment." Paper presented at the American Society for Public Administration (ASPA) Conference in Jacksonville, FL, 3/2022.

Jackson, William T. and Milena I. Neshkova. "Explaining Disparities in the Juvenile Justice System: Political Control vs. Representative Bureaucracy." Paper presented at the Midwest Political Science Association (MPSA) Virtual Conference, 4/2021.

Jackson, William T. and Milena I. Neshkova. "Explaining Disparities in the Juvenile Justice System: Political Control vs. Representative Bureaucracy." Paper presented at the American Society for Public Administration (ASPA) Virtual Conference, 4/2021.

ANALYTICAL SKILLS

Quantitative Data Analysis: STATA, Excel

Qualitative Data Analysis: NVivo

Data Collection: Qualtrics, Survey Monkey

Geographic Information System (GIS): MapWindow

TRAININGS AND CERTIFICATIONS

NVivo and Citavi - Scholarly Summer Writing Institute 6/2021

Social and Behavioral Responsible Conduct of Research Course - CITI 12/2020

Grants 101 & 102: Certification Program - FIU Metropolitan Center 10/2019 - 11/2019

Human Subjects Research: Social/ Behavior Human Research Course - Collaborative Institutional Training Initiative (CITI) 8/2018

Community Circles: A Restorative Justice Facilitator Basic Training - Children's Services Council of Broward County and River Phoenix Center for Peacebuilding 10/2016 - 11/2016

Case Management Workshop - Broward County Board of County Commissioners Human Services Department TRAIN Institute 12/2006

AWARDS, FELLOWSHIPS, AND HONORS

Building Future Faculty (BFF) Program, NC State, 2024

Equity and Inclusion Young Professional Fellow, APPAM, 2023

Real Triumphs Graduate, FIU, 2022

Founders Award, The Justice Project of South Florida, 2022
Inaugural Summer Diversity Academy Fellow, AU's SPA, 2022
Meier PMRC Travel Inclusion Award, PMRA, 2022
Graduate Student Travel Scholarship, MPSA, 2022
Founders' Fellow, ASPA, 2022
Willie E. Williams Endowment Award, FIU, 2021
Equity and Inclusion Student Fellow, APPAM, 2020
Making a Difference Award, Urban League of Broward County, 2019
School of Public Administration Alumni Spotlight, FAU, 2018
Phi Alpha Alpha Honor Society for Public Affairs & Administration, FAU, 2011

LEADERSHIP AND SERVICE

Academic Community

Speaker, 3rd Annual Summer Diversity Academy, AU's SPA, 6/2024
Academic Integrity Committee, AU Office of Academic Integrity, 10/2023 - 7/2024
Panelist, Lessons Learned from Navigating the Job Market, APPAM Webinar, 8/2023
Facilitator, Community Conversation on Public Service and Civil Discourse, AU's SPA, 8/2023
Reviewer, Public Administration Review (PAR), 7/2023 - Present
Panelist & Discussant, 2nd Annual Summer Diversity Academy, AU's SPA, 5/2023
Proposal Reviewer, Social Equity & Race Subcommittee, APPAM Conference, 5/2023 - Present
MPA Best Capstone Poster Committee, AU SPA's DPAP, 4/2023 & 4/2024
Reviewer, Public Performance and Management Review (PPMR), 2/2023 - Present
Nominating Committee, American Society for Public Administration, 10/2022
Respondent, Equity in Public Budgeting, JSEPA Equity Summit, 10/2022
Reviewer, Journal of Public Administration Research and Theory (JPART), 6/2022 - Present
Panelist, Research with a Social Equity Lens Roundtable, APPAM Conference, 3/2022
Moderator, Issues of Trust in Public Discourse, ASPA Conference, 3/2022
Discussant, Rhetoric, Reparations, and Representation Panel, MPSA Conference, 4/2021
Invited Speaker, Racial Justice and Graduate Education Panel, APPAM, 10/2020
Presenter, Racial Disparities in South Florida, FIU Jorge M. Pérez Metropolitan Center, 7/2020

Practitioner Community

Speaker, International Association of Chiefs of Police Conference, 9/2021
Founder and Board President, The Justice Project of South Florida, 7/2015 - 6/2022
Facilitator, Restorative Approaches to Policing Institutes, NCRJ, 2/2021 & 10/2021
Circle Keeper, Response to Policing and Social Unrest, NACRJ, 6/2020
Vice President and Board Member, Florida Restorative Justice Association, 2/2018 - 2/2020
Invited Speaker, Building Communities of Inclusion Panel, ICMA South Florida, 3/2018
Committee Member, Florida Circuit 17 Racial & Ethnic Disparities (RED), 7/2017 - 8/2018
Guest Speaker, Department of Juvenile Justice Probation Training Academy Graduation, 3/2017
Member, Southeast Florida Crime Prevention Association, 8/2011 - 8/2018
Co-Chair and Member, Broward Diversion Coalition, 8/2011 - 8/2018

CONFERENCE ATTENDANCE

ASPA, Annual Conference, 4/21, 3/22, 3/23, 4/24

APPAM, Fall Research Conference, 11/20, 3/22, 11/22, 11/23

MPSA, Annual Conference, 4/21, 4/22, 4/23, 4/24

PMRA, Public Management Research Conference, 6/21, 5/22, 6/23, 6/24

Journal of Social Equity and Public Administration, Equity Summit, 10/22

National Academy of Public Administration, Social Equity Leadership Conference, 6/21, 6/22

PROFESSIONAL AFFILIATIONS

American Society for Public Administration (ASPA)

Association for Public Policy Analysis and Management (APPAM)

Midwest Political Science Association (MPSA)

Public Management Research Association (PMRA)

AU School of Public Affairs Metropolitan Policy Center (MPC)

The Justice Project of South Florida (JPSFL)