

**Carmen Lee Solis, D.S.W., MSW**  
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## **HIGHER EDUCATION DEGREES**

CUNY The Graduate Center, DSW 2004  
Hunter Graduate School of Social Work  
Doctorate in Social Welfare

Rutgers University, MSW 1984  
Graduate School of Social Work

Rutgers University, BA, 1980  
Triple Major: Psychology, Women Studies, Puerto Rican Studies

## **PROFESSIONAL EXPERIENCE**

2018-Fall 2019	Interim Chair and Director SEEK Department
2013-Present	Associate Professor SEEK Department
2012-Present	Adjunct Assoc. Professor/ NYPD Graduate Leadership Program
2010-2013	Faculty Associate to the Dean of Graduate Studies
2008-2010	Associate Professor/Counseling Coordinator SEEK
2004-2012	Adjunct Professor NYPD Undergrad Leadership Program
2002-2004	Assistant Professor SEEK
1988-2002	Lecturer SEEK

2013-Present	Associate Professor
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Prepare Curriculum and teach Education and Social Justice, EDU 100. The course examines the relationship in education to questions of Justice and fairness in the U.S. It explores social, political, economic and cultural contexts. It analyzes the nature, causes and effects of educational inequality. Course meets College wide General education requirements. Supervise Social Work Interns. Provide academic counseling to SEEK students. Serve on College-wide and departmental committees. Publish research and present scholarly work. Served as interim Chair and Director of the SEEK Department (2018-Fall 2019). Served as Chair the Academic Success Committee, monitoring all services for students on academic probation (2013-2018). Served as Counseling Coordinator (2008-2010) provided training and supervision to new counselors and counseling assistant in areas related to diversity, academic probation, domestic violence and social services.

John Jay College of Criminal Justice 2012 to Present	Adjunct Associate Professor, NYPD Graduate Leadership program. Prepare curriculum and teach Race and Crime in America
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CRJ 738. The course engages students in a critical examination of the correlation between race and crime in America. The course focuses on four major areas: Race and the law, criminological theories, and myths and facts about race and crime. Through critical examination of readings and official statistics, students will come to understand the complexity of the relationship between race and crime within the American justice system and broader social context

John Jay College of  
Criminal Justice  
New York, New York  
2010-2013

Faculty Associate to the Dean, Office of Graduate Studies  
3 year appointment

Supervised graduate student academic advisement, the grade appeal process and academic probation and dismissal initiatives. Approved and monitored the graduate student readmission process and read and approved all graduate student theses. Work with the College Retention Committee and prepared the graduate retention report. Provided support to graduate program directors. Facilitated student research activities. Assisted students when needed with registration, mental health counseling referrals, and issues with financial aid. Assessed resource needs for student success in graduate studies. Represented Dean on College-Wide Committees. Published research and present scholarly work.

John Jay College of  
Criminal Justice  
New York, New York  
2004-2012

Adjunct Associate Professor, NYPD Undergraduate Leadership Program, Undergraduate Division.

Prepared curriculum and taught Ethnic Studies 190

“Police Supervision in a Multi-racial and Multicultural City”

The course is an introductory exploration of the impact of race and ethnic diversity, social structure, and oppression in the United States with a focus on policing and police supervision in New York City. Students examine the impact of racial and cultural myths and realities on police perceptions and responses to crime as well as community perceptions and responses to law enforcement.

2004-2010

Associate Professor. Prepared curriculum and taught SSC 100.

The course examined the relationship of education to questions of justice and fairness in the U.S. It explored the historical, social, political, economic and cultural contexts in which young people receive their schooling and analyzed the nature, causes and effects of educational inequality.

2001-2004

Adjunct Assistant Professor, NYPD Undergraduate Leadership Program. Prepared curriculum and taught Ethnic Studies 190

“Police Supervision in a Multi-racial and Multicultural City”

An introductory exploration of the impact of racial and ethnic diversity, social structure, and oppression in the United States

with a focus on policing and police supervision in New York City.

John Jay College  
of Criminal Justice  
New York, New York

Senior Facilitator

1995 to 2005

Facilitated and conducted all training for the course Human Dignity/Human Rights and The Police at the International Law Enforcement Academies in: Bangkok, Thailand, Budapest, Hungary, and Gaborone, Botswana. Served as liaison, trained and provided supervision to all new instructors. Facilitated and assisted with the development of strategic plans and curriculum development for the International Law Enforcement Academies (ILEA), Department of Homeland Security.

1988-2004

Lecturer

Prepared curriculum and taught FRC 101 (3credits). The course provided a meaningful framework for students to view interrelationships between a variety of disciplines. Students critically analyzed the social, cultural and personal factors that influenced their academic progress.

Rutgers University  
Camden, New Jersey  
1986-1988

Director, Hispanic Affairs Office

Supervised all program operations and staff. Developed and wrote all project proposals. Developed and coordinated all educational and cultural activities.

State of New Jersey  
Division of Youth  
And Family Services  
Bayonne, N.J.  
1980-1986

Social Work Investigator/Sexual Abuse Specialist

Investigated child sexual, and physical abuse and neglect allegations. Prepared written assessments for the courts on child sexual abuse cases. Evaluated clients needs and made appropriate recommendations to courts and state agencies for on-going services.

U.S. Army, Military  
Ocean Terminal  
Bayonne, NJ  
1984 to 1986

Equal Employment Opportunity Officer (Part-Time)

Developed and coordinated Hispanic cultural events and recruitment efforts. Investigated and helped resolve all disputes between military police and civilian personnel. Evaluated all sexual harassment cases.

## **PROFESSIONAL ACTIVITIES, CERTIFICATIONS, COMMITTEES AND TRAINING**

State of New York  
Division of Criminal Justice  
Services, Municipal Police  
Training Council 2013-16

General Topics Instructor Certificate

Columbia University School of Social Work 2013	Seminar in Field Instruction Certification in Supervision for Social work interns
John Jay College of Criminal Justice 2006-2007	College Curriculum Committee
John Jay College of Criminal Justice Auxiliary Services Cooperation, INC Fall 2006-Spring 2018	Board member
John Jay College of Criminal Justice 2005-2013	Affirmative Action Committee Diversity monitor
John Jay College of Criminal Justice McNair Post –Baccalaureate Achievement Program 2004-2012	McNair Mentor Mentored students and supervised their research projects
National Police Improvement Agency (NPIA) Bramshill, England January 2008-July 2008	Research Fellow JJC and NPIA Faculty exchange Program
International Criminal Justice Review Journal September 2006 and May 2007	Manuscript Evaluator
Federal Law Enforcement Training Center Department of Homeland Security. Panama City, Panama 2004	Facilitator Key Leaders Conference as part of John Jay College Office of Professional Studies
Federal Law Enforcement Training Center Department of Homeland Security. Quito, Ecuador 2003	Facilitator Training Needs Assessment as part of John Jay College Office of Professional Studies
United States Embassy Dominican Republic	Facilitator, Train the Trainer Courses/Human Dignity/Security as part of John Jay College Office of Professional Studies
Federal Law Enforcement Training Center Department of Homeland Security, Glynco, Georgia, 2000	Facilitator, Curriculum Development Conference for ILEA Botswana, as Part of John Jay College Office of Professional Studies
New York City Department of Homeless Services 1999-2016	Adjunct Associate Professor Teach conflict and dispute resolution. Race, Ethnicity and Human Dignity as part of John Jay College Office of Professional Studies

Dyn Corp  
Aero-space Technologies  
6500 W. Freeway  
Fort Worth, Texas  
1996-1999

Facilitator  
Taught Human Dignity and the Police  
to recruits in the United Nations  
Civilian Police Monitor Program for  
Bosnia. As Part of John Jay College Office  
Of Professional Studies

New York City Hospital  
Police Academy  
John Jay College  
of Criminal Justice  
Office of Professional  
Studies  
New York, New York  
1994-1998

Adjunct Lecturer  
Prepared curriculum and taught, Dispute  
Resolution, Police/Community relations,  
Customer Centered Health Care, Domestic  
Violence, Sexual Harassment, Human Dignity and  
the Police.

Drug Enforcement  
Administration  
Conference Center  
Virginia  
1996-1997

Adjunct Lecturer  
Taught Human Dignity and the Police to  
the Mexican and Bolivian Federal Police  
as part of John Jay College, Office of Professional  
Studies.

Jersey City Police  
Academy  
Jersey City, NJ  
1993-1995

Guest Lecturer  
Taught Community Policing and Ethnic  
Diversity issues.

Bergen County Police  
Academy 1992-1994  
Mahwah, NJ

Guest Lecturer  
Taught Community Policing and Ethnic  
Diversity issues.

## **ACADEMIC AND PROFESSIONAL HONORS**

Racial Democracy, Crime and  
Justice-Network Summer Workshop  
Ohio State University, Columbus Ohio. June 2006-July 2006

Research Fellow Award

SEEK Department, JJC 2007  
McNair 2007

Service Award  
Above and Beyond Mentor Award

Department of Homeland Security  
International Law Enforcement Academy

Certificate of Appreciation

ILEA Gaborone, Botswana 2005

Department of Homeland Security  
International Law Enforcement Academy  
Latin America Key Leaders Conference 2004

Certificate of Appreciation

Organization of Black Students  
John Jay College of Criminal Justice  
1997

Faculty Appreciation Award

Pamela Galiber Memorial Award  
CUNY Graduate Center 1997

Research Contributing to  
Minority Communities

John Jay College  
Student Counsel, 1999, 1992, 2017-18

Student Service Award

John Jay College  
Dominican Student Assoc. 1990

Faculty Appreciation Award

John Jay College  
African Student Association  
May 2009

Faculty Service Award

## PUBLICATIONS

Bessaha, M., **Solis, C.L.**, Franks, C., Yoon, J., Dualeh, D., Monroy-Caceres, H., Rodriguez, E., Cuesta, G., (2017). Social Work in Higher Education: A Model Social Work Internship Program. Currently Submitted to Journal of Teaching in Social Work

Bornstein, A., Charles, S., Domingo, J., **Solis, C. L.** (2012) Critical Race Theory Meets The NYPD: An assessment of Anti-Racist Pedagogy for Police in New York City. Journal of Criminal Justice Education. Special Issue Vol. 23 Issue 2. Routledge, Taylor & Francis Group: London, UK

**Solis, C. L.** and Gatling, P (2010) Urbanization, Security and Human Rights (Chapter 15). In Corder, G. Urbanization, Policing and Security: Global Perspectives. Routledge, Taylor & Francis Group: London, UK

**Solis, Carmen L.**, Eduardo L. Portillos and Rod K. Brunson (2009) Latino Youths' Experiences with and Perceptions of Involuntary Police Encounters. In Lauren Krivo and Ruth Peterson 2009 Race Crime and Justice: Contexts and Complexities. The Annals of the American Academy of Political and Social Science Volume 623 May 2009: Thousand Oaks California: Sage Publications

**Solis, C. L.** (2008). Human Dignity/Human Rights and the police: training that manifests rule of law operations. In Kauko Aromaa and Slawonir, Rdeo. For the Rule of Law: Criminal Justice Teaching and Training across the World. European Institute for Crime Prevention and Control, affiliated with the United Nations (Helsinki, HEUNI, Finland).

Iasenza, S., **Solis, C.L.**, Troutt, B.V. (1996, 1999 and 2003). "Celebrating Diversity." In De Lucia, R.C., *Urban Learners First, Second and Third Editions*. Upper Saddle River, New Jersey. Prentice Hall.

Silverman, E. and **Solis, C.L.** (1994). C-OP Training Just How Real is it Any Way? *Law Enforcement News Vol. XX*, No.410. A publication of John Jay College of Criminal Justice/CUNY.

**Solis, C.L.** (1992). "Multiculturalism and The College Student." In DeLucia, R., *Transitions: The Urban College Students' First Year Experience*. Needham Heights Mass. Ginn Press-Simon and Schuster Education Group.

Castra, G. and **Solis, C.L.**, (1985). "Low Income Puerto Rican Women Single Heads of Households: Problems and Resources in meeting Family needs." In Hidalgo, H., and McEnry, J., *Hispanic Temas*. New Jersey: Puerto Rican Studies Department, Rutgers-The State University of New Jersey.

### **Conference Presentations:**

Duro, A (chair). Frazier, B., **Solis, C.**, Ma, Y., Strobl, S., and Habersfeld, M. (March, 2012). *Women trafficking today: A framework of policing women trafficking and providing effective immigration policies*. Paper presented at the Academy of Criminal Justice Sciences 2012 Conference. New York City: NY.

**Solis, C. L. (June 2010)** Human Rights and the Police. John Jay College International Conference, Marrakesh, Morocco

**Solis, C. L.** and Gatling, P., (2008). Human Dignity Training for The Police In an International Context. International Conference: Justice and Policing in Diverse Societies. John Jay College of Criminal Justice, San Juan, Puerto Rico

**Solis, C. L.**, (2007, May). *Latino and African-American Youth Perceptions of Police*. 5<sup>th</sup> Annual Race and Reconciliation Conference: Educate Today Unlock tomorrow, Implementing Solutions that Create Whole Communities. Buffalo, New York.

**Solis, C. L.**, Brunson, R., and Portillo, E. (2007 July). *LATINO YOUTHS' EXPERIENCES WITH AND PERCEPTIONS OF NEGATIVE POLICE EXPERIENCES*. Racial Democracy, Crime and Justice-Network Summer Workshop. Ohio State University, Columbus Ohio. Under review for Publication.

**Solis, C. L.**, Alford, S. M., Coleman, T. and Williams, C (2007, April). STARGATE--A Counseling Project for Student Support and Retention. The 9<sup>th</sup> Biennial Tri-State Consortium of Opportunity Programs Conference, Beyond Access: Opportunity Programs in the 21<sup>st</sup> Century. Tarrytown, New York.

**Solis, C.L.** and Gatling, P., (2007, April). *A Human Rights Model of Security in an Urban Environment* Dubai Meeting of the International Police Executive Symposium, United Arab Emirates.

**Solis, C.L.** (2006, July). *Differential impact of the lack of Puerto Rican and Dominican community involvement in the implementation of policing strategies*. Racial Democracy, Crime and Justice-Network Summer Workshop. Ohio State University, Columbus Ohio.

**Solis, C.L.** (2006, April). *Human dignity/rights and racial/ethnic diversity in law enforcement education and the social service professions*. 2006 Hallmark Speakers Series YWCA of Greater Austin. Austin, Texas.

**Solis, C.L.** (2005, November). *Human dignity/human rights and the police: training that manifests rule of law operations*. Annual Meeting of the American Society of Criminology, Toronto, Canada.

- Solis, C.L.**, (2004, December). *The Human Dignity/Human Rights and the Police Course*. Department of Homeland Security, Federal Law Enforcement Training Center, Key Leaders Conference. Panama City, Panama.
- Solis, C.L.**, (2004, June) *Developing Human Dignity Advocates*. John Jay College, Seventh Biennial Conference. International Perspectives on Crime, Justice and Public Order. Bucharest, Romania.
- Williams, C., **Solis, C.L.**, Coleman, T., Diaz, V. & Alford, S. M., (2003, April) *An examination o the impact of counseling on probation students in Special Programs*. Tri-State Consortium. Seventh Biennial Conference, Crossing the Great Divide: Fostering educational excellence. Atlantic City, New Jersey.
- Solis, C.L.** (June 1997). *Police Brutality and Women*. Latinos Against Police Brutality Conference. New York University, New York.
- Solis, C.L.** (1997). *Hispanics Educate Police Departments*. Criminal Justice in Education Conference, John Jay College, New York.
- Solis, C.L.**, (March 1997). *Community Policing: Training and Educational Issues*. Community Policing In New Jersey Symposium, Jersey City State College, New Jersey.
- Solis, C.L.**, (June 1995 and 1996). *Sexual Abuse and our Youth*. NYPD Explorer Training Conference. Drug Enforcement Administration. New York.
- Solis, C.L.**, (July 1994). *Bridging the Gap: Community Policing in Urban Centers*. Bergen County Police Academy, Community Policing Conference. New Jersey.
- Solis, C.L.**, (July 1993). *The Puerto Rican Community's Perception of Police*. Hispanic National Law Enforcement Conference, Puerto Rico.
- Solis, C.L.**, (June 1993). *Discrimination of Hispanics in Law Enforcement*. Mayors Forum. N.Y.