

## CURRICULUM VITAE

Nicole T. Flynn  
Department of Sociology and Anthropology  
University of South Alabama  
Mobile, Alabama 36688-0002  
(251) 460-6347 (office) (251) 460-7925 (fax)  
Email: nflynn@jaguar1.usouthal.edu

### EDUCATION

- May, 1998 Ph.D., Sociology, Louisiana State University. Dissertation: Marginal Employment in the United States: 1971-1993
- December, 1993 M.A., Sociology, College of William and Mary, Williamsburg, VA. Thesis: Evaluation of a State Operated Juvenile Substance Abuse Treatment Program
- May, 1991 B.A. Government and Philosophy, College of William and Mary, Williamsburg, VA

### FIELDS OF INTEREST

Stratification	Crime and Deviance	Applied Sociology
Gender	Labor Markets	

### EMPLOYMENT

- 1998-present Assistant Professor, University of South Alabama
- 1998 Adjunct Instructor, Springhill College
- 1997-1998 Instructor, Louisiana State University

### FELLOWSHIPS AND AWARDS

- 2005 Mortar Board "Top Prof"
- 2003 Alpha Kappa Delta, Donald R. South Award
- 1997-1998 Dissertation Fellowship, LSU
- 1990 Wilson Fellow, College of William and Mary

### COURSES TAUGHT

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|--|---|
| Introduction to Sociology (in-class and on-line) | Stratification  |
| Criminology                                      | Gender and Society (graduate/undergraduate)                           |
| Juvenile Delinquency                             | Applied Sociology (graduate/undergraduate)                            |
| Deviance and Social Control                      | Perspectives on Crime, Deviance, and Justice (graduate/undergraduate) |

### PUBLICATIONS

- ND Kimberly Noble, Nicole T. Flynn, James D. Lee and David Hilton. "Predicting successful college experiences: evidence from a freshman retention program." forthcoming *Journal of College Student Retention*
- 2006 Flynn, Nicole T. "Deindustrialization" in *Blackwell Encyclopedia of Sociology*, George Ritzer, ed.
- 2004 Mencken, F. Carson, and Nicole T. Flynn. "Oil and Natural Gas and Rural Local Government Finances in the Gulf of Mexico Region." *Journal of Southern Rural Sociology* 20(1)64-79.

- 2004 Flynn, Nicole T., Roma S. Hanks and David M. Bowers. "Process Evaluation of Juvenile Programming: Evidence for Using Multiple Methodologies." *Journal for Juvenile Justice and Detention Services*, Fall 2004
- 2003 Flynn, Nicole T. "The Differential Effect of Labor Market Context on Marginal Employment Outcomes." *Sociological Spectrum* 23(3)305-330.
- 1996 Shihadeh, Edward S. and Nicole T. Flynn. "Segregation and Crime: The Effect of Black Social Isolation on the Rates of Black Urban Violence." *Social Forces* 74(4):1325-52.
- 1992 Aday, David P. Jr. and L. Nicole Thomson. "Social Control and the National Drug Policy: A Critical Analysis." *Journal of Applied Behavioral Science* 28(3):417-31.

### **MANUSCRIPTS UNDER REVIEW**

- nd Nicole T. Flynn, Roma S. Hanks, and Lindsey Gurley. "Stirred, shaken, or blended? Gender differences in processing and treatment of juvenile offenders"

### **GRANTS FUNDED**

- 2005 "Developing a life course model of female crime and deviance" Office of Juvenile Justice and Delinquency Prevention, YVPP. Co-PIs Roma S. Hanks and Nicole T. Flynn. \$77,049.
- 2005 "They think they are good, so why are they in trouble? Using juvenile delinquents' definitions of self and others to predict delinquency" Office of Juvenile Justice and Delinquency Prevention, YVPP. PI Nicole T. Flynn, \$27,500.
- 2004 "Process and Outcome Evaluation of NAS at Strickland Youth Center" Office of Juvenile Justice and Delinquency Prevention. Co-PIs N. T. Flynn and R. S. Hanks. \$73,268.
- 2003 "Process and Outcome Evaluation of NAS at Strickland Youth Center" Office of Juvenile Justice and Delinquency Prevention. Co-PIs N. T. Flynn and R. S. Hanks. \$103,000.
- 2002 "Evaluation of NAS at Strickland Youth Center." Office of Juvenile Justice and Delinquency Prevention. Co-PIs: N.T. Flynn and R.S. Hanks. \$96,000.
- 2001 "Evaluation of NAS at Strickland Youth Center." Office of Juvenile Justice and Delinquency Prevention. Co-PIs: N.T. Flynn, D. Bowers, and C.M. Arata. \$75,000.
- 2001 "Rising tides and sinking boats: does the expanding service economy provide equal protection against employment inequality?" University of South Alabama Research Council Proposal. \$1,995.
- 1998 "Benefits and Burdens of OCS Activities on Selected Communities and Public Institutions," U.S. Department of Interior, Minerals Management Service: \$650,000. Co-Principle Investigator with PI John S. Petterson and Co-PIs Karl Eschbach, Jeanne S. Hurlburt, and F. Carson Mencken.

## **GRANT REPORTS**

- 2005 Flynn, Nicole T. and Roma S. Hanks. Categorical Assistance Project Report, January 2004-June 2005. Process and Outcome Evaluation of NAS at Strickland Youth Center.
- 2005 Flynn, Nicole T. and Roma S. Hanks. Categorical Assistance Project Report, July 2004-December 2004. Process and Outcome Evaluation of NAS at Strickland Youth Center.
- 2004 Flynn, Nicole T. and Roma S. Hanks. Categorical Assistance Project Report, January 2004-June 2004. Process and Outcome Evaluation of NAS at Strickland Youth Center.
- 2004 Flynn, Nicole T. and Roma S. Hanks. Categorical Assistance Project Report, July 2004-December 2004. Process and Outcome Evaluation of NAS at Strickland Youth Center.
- 2003 Flynn, Nicole T. and Roma S. Hanks. Categorical Assistance Project Report, June 2003- December 2003. Process Evaluation of NAS at Strickland Youth Center.
- 2003 Flynn, Nicole T. and Roma S. Hanks. Categorical Assistance Project Report, January 2003- June 2003. Process Evaluation of NAS at Strickland Youth Center.
- 2002 Flynn, Nicole T. and Roma S. Hanks. Categorical Assistance Project Report, July 2002- December 2002. Process Evaluation of NAS at Strickland Youth Center.
- 2002 Flynn, Nicole T., David A. Bowers, and Kati Arata. Process Evaluation of Strickland Youth Center. Six Month Report, January 2002-June 2002.
- 2001 Flynn, Nicole T. County Profiles for Coastal Counties in GOM Region, Alabama and Mississippi. Completed as part of a larger project with Eschbach, Hurlbert, and Mencken and contracting with Impact Assessment, Inc.
- 2001 Flynn, Nicole T. Crime Trends from 1977-1997 for Coastal Counties in GOM Region. Completed as part of a larger project with Eschbach, Hurlbert, and Mencken and contracting with Impact Assessment, Inc.

## **WORKS IN PROGRESS**

- nd “Assessing an Intensive Aftercare Program.” Nicole T. Flynn, Roma S. Hanks, and Felicia Woerner
- nd “Gender differences in Juvenile Justice Programming and Outcomes.” Nicole T. Flynn, Roma S. Hanks, Kenneth Hudson and Andrea Hunt.
- nd “Gender Equality and Marginal Employment Outcomes.” Nicole T. Flynn.

## **PRESENTATIONS (1998-PRESENT)**

- 2005 Hanks Roma S. and Nicole T. Flynn. “Oral histories and grounded theory as tools for a gendered approach to crime and the justice system.” American Society of Criminology annual meeting, Toronto, Ontario.

- 2005 Flynn, Nicole T., Roma S. Hanks, and Andrea Hunt. "Program life cycles and recidivism: the importance of continual process and outcome evaluation." American Society of Criminology annual meeting, Toronto, Ontario.
- 2005 Flynn, Nicole T., Roma S. Hanks, Andrea Hunt and Felicia Woerner. "Lady Justice: The Persistence of Gendered Social Institutions." Mid South Sociological Association annual meeting Atlanta GA.
- 2005 Flynn, Nicole T. and Hanks, Roma S. "She didn't mess my life up, but she altered it...she sure did': developing a life course model of female crime in Mobile, Alabama." Southern Sociological Society annual meeting, Charlotte, NC.
- 2004 Hanks, Roma S. and Nicole T. Flynn. "Born under an azalea bush with a moonpie wrapper for a condom: developing a life course model of female crime in Mobile, Alabama." Mid South Sociological Association annual meeting, Biloxi, MS.
- 2004 Flynn, Nicole T. "Location, Location, Location: does a specific combination of skill, industry, and occupation eliminate gender differences in marginal employment? Southern Sociological Society annual meeting, Atlanta, GA.
- 2003 Flynn, Nicole T. "Start it up: Starting a program in Applied Sociology" Society for Applied Sociology annual meeting, New Orleans, LA.
2003. Flynn, Nicole. T. invited panelist, "Interviewer falsification: Its Causes, Scope, and Impact" Society for Applied Sociology annual meeting, New Orleans, LA.
2003. Noble, Kimberly, David Hilton, Nicole Flynn and James Lee. "Predicting successful college experiences : Evidence from a freshman retention program" Society for Applied Sociology annual meeting, New Orleans, LA.
- 2003 Gurley, Lindsey and Nicole Flynn. "Differences in Process and Treatment of Male and Female Juvenile Offenders" Mid-South Sociological Association annual meeting, Baton Rouge, LA.
- 2003 Flynn, Nicole. T. and Manley, J.E. "Marginal Employment and Economic Expansion: Generating Inequality Through Job Growth." Annual Meeting of the Southern Sociological Society, April, New Orleans, LA.
- 2003 Hutless, Genevieve and Nicole T. Flynn. "Social Status in Cemeteries: An Exploration of Stratification Among the Dead." Poster presentation at the Annual Meeting of the Southern Sociological Society, April, New Orleans, LA.
- 2003 Flynn, Nicole T. "The Limits of Hegemonic Masculinity, or Why Feminism is Good for Men, Too." Gender Studies Lecture Series at the University of South Alabama.
- 2002 Flynn Nicole T. and David Bowers. "Process Evaluation of a Juvenile Intensive Aftercare Program in Mobile, AL." Annual Meeting of the American Society of Criminology, Chicago, IL.

- 2002 Flynn, Nicole T. and Joan E. Manley. "Marginal Employment Since 1970: Does a Sustained Economic Recovery Alleviate Employment Hardship?" Annual Meeting of the Southern Sociological Society, Baltimore, MD.
- 2002 Flynn, Nicole T. "Marginal Employment and the Economic Recovery." Humanities Colloquium at the University of South Alabama.
- 2001 Flynn, Nicole T. and Joan E. Manley. "Educational Investments as a Protection Against Marginal Employment: Does the Return Vary by Sex?" Annual Meeting of the Southern Sociological Society, Atlanta, GA.
- 2000 Flynn, Nicole T. and Joan E. Manley. "Industrial Restructuring, Technological Change, and Inequality: Gender Differences in Underemployment and Returns to Education." Annual Meetings of the American Sociological Association, Washington D.C.
- 1999 Flynn, Nicole T. and Joan E. Manley. "Differences and Similarities in Employment Hardship for Men and Women: 1971-1993." Annual Meeting of the American Sociological Association, Chicago, IL.
- 1998 Flynn, Nicole T. "The Forces Driving Underemployment Since 1972." Annual Meeting of the Southern Sociological Society, Atlanta, GA.

## **PROFESSIONAL SERVICE**

### University Committees

- Faculty Senate (2004-2007)
  - Chair, Planning and Development Committee (2005-2006)
  - Faculty Senate Executive Committee (2005-2006)
- Honor Admissions Committee (2004-2006)
- Sickle Research Advisory Committee (2000-2003)

### Service to the Discipline

- 2003-present Editorial Board *Sociological Spectrum* (two terms)
- 2003 External reviewer, Accreditation Review Committee (Commission on Applied and Clinical Sociology)
- 2002-2003 Program Committee, Southern Sociological Society Annual Meeting 2003
- 2002-2005 Committee on Status of Students, Southern Sociological Society

### Service to Students

- 1999-2005 Co-faculty advisor Zeta Chapter of Alpha Kappa Delta
- 2000-2005 Co-faculty advisor U.S.A. Sociology Club
- 2002-2003 Co-faculty advisor Gender Diversity Collective

### Service to the Community

- 2004-2006 Women's Fund of South Alabama, Grants Advisory Committee.
- 2005-2006 Advisory Board, POINTE Academy

## **PROFESSIONAL ACTIVITIES AND AFFILIATIONS**

- Member, Southern Sociological Society
- Member, Mid-South Sociological Society
- Member, Society for Applied Sociology

Member, Alpha Kappa Delta