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Richard Kania joined Jacksonville State University in 2005. He served as the department head of Criminal Justice for a number of years and now stays on as professor. He had been at the University of North Carolina at Pembroke since 1999, leading their Department of Sociology and Criminal Justice. Kania served in the Army in Berlin and in Vietnam.

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rkania@jsu.edu. Richard Kania joined Jacksonville State University in
December 2005. Previously, from 1982 to 1999, he was at Guilford
College in Greensboro, NC, where he rose to full professor and
department head.

~~Richard R.E. Kania, Ph.D. — JSU~~

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Managing Criminal Justice Organizations: An Introduction to Theory and Practice, 3rd Edition, covers the formal and informal nature of the organizations involved in criminal justice. Kania and Davis provide an introduction to the administration, organization, and management of criminal justice organizations. This management aspect is the key to ensuring the proper running of criminal justice agencies in their efforts to combat crime. The book begins by discussing the eight principles of public management: leading, organizing, deciding, evaluating, staffing, training, allocating, and reporting. It then describes management positions in criminal justice. These include police and law enforcement management; managing the prosecution of criminal suspects; managing bail, bond, and pretrial detention services; managing victim and witness services; managing the judicial system; and managing adult corrections. The remaining chapters cover the pioneers and predecessors of modern public service management theory; leadership in criminal justice; bureaucracies and

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Organizational principles; decision making and planning; performance evaluation, appraisal , and assessment; staffing and personnel issues; training and education for criminal justice; allocation of organizational resources; information management and organizational communications; and future issues in criminal justice management. This text is suitable for introductory criminal justice management courses, preparing students to work in law enforcement, corrections, and the courts. The companion website offers case studies, test banks, lecture slides, and handouts, exercises and forms for use in class.

This book studies the formal and informal nature of the organizations involved in criminal justice. It will acquaint readers with the historical developments and application of managerial theories, principles, and problems of managing criminal justice organizations. Covers management positions in criminal justice, historical antecedents, decisionmaking and planning, staffing and personnel, training and education.

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This text presents the fundamentals of criminal investigation and provides a sound method for reconstructing a past event (i.e., a crime) based on three major sources of information - people, physical evidence and records. More than a simplistic introductory text, yet written in an easy-to-read, user-friendly format, it offers a broad approach to criminal investigation. Dozens of photographs, graphics, table, charts and diagrams supplement the text. A glossary elaborates on terms found in the text, gathered into one handy reference.

Who are the police? What do they do? How do they do their job? Why do they do it that way? This introductory overview of what its like to be a police officer is based on the authors 24 years of experience as a New York City police officer. Drawing on his experience, the author illustrates how being a police officer affects various aspects of personal life. Including examples from other cities, this text has an international emphasis. This books unique features include an in-depth discussion of policing as it relates to the exclusionary rule and the

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The second edition of this popular introductory text presents complex ideas and information in a comprehensive and readable format. The book starts with the basic learning tools of definitions, research methods, statistics, typologies, and ideologies relating to crime and justice. Subsequent chapters cover the evolution, history, and contemporary operation of the components of the criminal justice system, namely law enforcement, courts, and corrections. Crime and Justice features expanded coverage of the research tools for analyzing crime, theories of crime causation, and jails in America. In addition, the issue of juvenile justice has been integrated into the entire text. Based on the latest research data, trends in the field, and relevant legal changes, it is the most comprehensive examination of criminal justice available.

The long-awaited new edition of this highly praised text includes full coverage of policy issues and professional practice in nonprofit organizations, as well as at federal, state, and local levels of government. Retaining its accessible writing style, this sixth edition: examines the latest management theories (such as employee engagement and motivation) and current issues including disability,

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Privatization, merit systems, and family and medical leave; roots the discussion in public policy issues, providing students with a better understanding of the actors involved and the broader context of personnel administration; provides abundant pedagogical tools, including learning objectives, summaries, and discussion questions, to guide student understanding and foster critical thinking; includes exercises and case studies throughout the book for individual or group work, helping students apply public personnel management concepts to real world situations. In addition to full coverage of the increasingly important role of personnel management in nonprofit organizations, this new edition has been thoroughly updated to include timely material on the effects of the 2008 global recession, public service contracting, public sector unions, security concerns, performance measurement, remote management, management of volunteers, the challenges and opportunities of developing an organizational culture, and lessons from the experiences of countries around the world. This is a textbook that is ideally suited to prepare students to manage people, effectively, whether in government, nonprofit organizations, NGOs, or in the private sector.

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Employers face a myriad of issues when hiring: how to recruit, whom to select, how to interview, Equal Employment Opportunity policies, fair salary offerings, health issues, performance evaluations, behavior/disciplinary actions, turnover, and the list goes on and on. Practical Human Resources Management for Public Managers: A Case Study Approach provides insight into human resource trends and demonstrates how complex situations can be successfully managed by public sector practitioners. The authors take us step by step into the "real world" with examples of historical events that compare "What Happened" with "What Could Have Happened" as well as suggested readings for more in-depth analysis and important points to remember. Exploring the space between theory and what actually occurs in the world, this book supplies instructional case studies based upon actual events. The authors introduce key human resources issues with clear, concise language and provide techniques to address these issues in a real-world setting. The case studies cover legal and liability issues, recruiting and hiring, employee performance, reward and discipline issues, retention, termination, workplace violence, mentorship, motivation, and managing through transitions. The authors bring know-how from a wide array of working environments, including teaching and administrative experience in public universities and management in municipalities of various population sizes from a few thousand to more

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than a million. They have also worked in a variety of capacities within these organizations, which allow them to see different perspectives on how different departments handle similar situations. They use their from-the-trenches knowledge to explore pragmatic ways to deal with human resource issues in public sector workplaces.

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