

# CURRICULUM VITAE

**JAMES MURRAY PANN**

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## HIGHER EDUCATION

**Doctor of Philosophy**, Counseling Psychology, University of Miami, Coral Gables, Florida  
APA Accredited, August 1999, *Graduated with Honors*

**Master of Science in Education**, Specialization: Mental Health Counseling, University of Miami, Coral Gables, Florida, August 1995

**Bachelor of Business Administration**, Major: Accounting, The University of Texas at Austin, May 1992

## LICENSURE

**Psychologist**, State of Florida, #PY6251, Renewal Date: May 2026

## POSITIONS

**Nova Southeastern University**, October 2002 to Present (see below)

**Summary:** Experience in teaching, supervision of graduate students, program and curriculum development and evaluation, dissertation chair and member for multiple programs, service on college and university-wide administrative committees, with a focus on program evaluation.

**1. Professor**, January 2022 to Present

**Associate Professor**, August 2015 to August 2016, August 2018 to December 2021

**Abraham S. Fischler College of Education and School of Criminal Justice, Nova Southeastern University**

**Responsibilities:** Primary duties include a focus on applied research and program evaluation, working with students in the M.S., Ed.D. and Ph.D. programs. Teach graduate-level courses in the areas of quantitative research, survey research, program evaluation, statistics, and assessment. Serve as chair and member on doctoral dissertation committees for Fischler College of Education, Health Professions Division, and College of Psychology students. Review and revise curriculum materials, course syllabi, and instructional assignments to maintain currency in the practical and theoretical research in the field of expertise. Participate in the development and maintenance of graduate-level courses focusing on those related to Program Evaluation. Engage in the instructional design of related distance and hybrid courses. Support and teach quantitative research to health sciences Ph.D. students as well as Criminal Justice undergraduate, Master's and doctoral students. Engage in scholarly research around topics pertaining to program evaluation, forensic psychology, and health psychology. Administrative responsibilities related to the operation and function of systems pertaining to the provision of dissertation-related services to students through faculty and adjunct faculty. Participate in academic and administrative committees at the Fischler College of Education and at the University level.

**2. Director of MS in Forensic Psychology Program, Department of Clinical and School Psychology/ Department of Psychology and Neuroscience, College of Psychology, Nova Southeastern University**

August 2016 to December 2018

Responsibilities: Responsible for the quality of the MS in Forensic Psychology online program. Recruit, hire, and evaluate faculty. Monitor recruitment, admission, and retention of students. Expand student enrollment. Oversee student services for the program. Teach courses and provide supervision to doctoral forensic psychology students. Maintain a productive research and scholarship program, including grant writing, publishing, and professional presentations. Supervise student research. Participate in college-wide and department activities such as faculty meetings, committee meetings, competency examinations and commencement. Prepare and monitor assessment of student learning outcomes for College and University reviews and institutional or program accreditation.

**3. Associate Professor of Developmental Disabilities, Department of Justice and Human Services, College of Arts, Humanities, and Social Sciences**

January 2018 to August 2018

Responsibilities: Primary duties included a focus on developmental disabilities and program evaluation, working with students in the B.S., M.S., and Ph.D. programs. Teach courses in the areas of developmental disabilities, criminal justice, research, evaluation, statistics, and assessment. Serve as chair and member on doctoral dissertation committees. Review and revise curriculum materials, course syllabi and instructional assignments to maintain currency in the practical and theoretical research. Engage in the instructional design of related distance and hybrid courses. Engage in scholarly research around topics pertaining to program evaluation, developmental disabilities, criminal justice, and human services.

**4. Director of Organizational Capacity Development/ Program Professor, Center for Assessment and Intervention, Abraham S. Fischler College of Education, Nova Southeastern University**

November 2005 through August 2007

Provided clinical supervision for psychology practicum students, postdoctoral residents and faculty in the areas of adult and child psychotherapy and assessment. Supervised clinicians in the provision of psychological evaluations for refugees who experienced torture for the Florida Center for Survivors of Torture program. Conducted psychological assessments of children and adults presenting with a wide variety of behavioral, academic, and psychological difficulties. Directed grant funded program evaluation and research initiatives in the areas of forensic psychology and severe mental illness and homelessness. Taught graduate courses in human services, research design and methodology, statistics, tests and measurement, and program evaluation. Developed and updated doctoral curricula and engaged in instructional design for online and hybrid courses. Directed the research and evaluation activities of the Center. Participated in academic and administrative committees at the Fischler College of Education and at the University level.

**5. Program Professor, Applied Research Center, Abraham S. Fischler College of Education, Nova Southeastern University**

October 2002 to July 2015

Administered and coordinated dissertation and research activities at the Applied Research Center. Provided leadership and training to online and site-based mentors in the responsibilities of their positions and in their role as advisors in the dissertation process. Managed eight regional team leaders in their roles as coordinators of the applied dissertation process for approximately 300 dissertation chairs and more than 3,000 students. Conducted face-to-face and online seminars on the dissertation process for mentors and students. Developed and updated doctoral research and statistics curricula and engaged in instructional design for online and hybrid courses. Taught graduate courses in research design and methodology,

statistics, tests and measurement, and program evaluation. Supported and taught quantitative research and evaluation to health sciences Ph.D. students as well as Criminal Justice undergraduate, Master's and doctoral students. Engage in scholarly research around topics pertaining to program evaluation, forensic psychology, and health psychology. Administrative responsibilities related to the operation and function of systems pertaining to the provision of dissertation related services to students through faculty and adjunct faculty. Participated in academic and administrative committees at the Fischler College of Education and at the University level.

### **Postdoctoral Fellow**

#### **Family Therapy Externship, Center for Family Studies, Department of Psychiatry and Behavioral Sciences, University of Miami/ Jackson Memorial Medical Center**

October 1999 - March 2000

Supervisors: Victoria Mitrani, Ph.D., Carleen Robinson-Batista, M.S.W.

Responsibilities: Acquired theoretical and clinical familiarity with Structural Ecosystems Therapy, a multisystemic family therapy approach. Provided therapy to racially and ethnically diverse clients while receiving live supervision. Participated in consultative and didactic sessions in coordination with an interdisciplinary team. The externship consisted of twenty sessions, each four hours in duration.

### **Psychology Intern**

#### **Nova Southeastern University Community Mental Health Center**

##### ***Rotations:***

#### **Neuropsychological Assessment Center**

September 1998 - February 1999

Supervisor: Charles Golden, Ph.D.

Responsibilities: Conducted comprehensive neuropsychological evaluations with child, adolescent, adult, and elderly populations. Evaluations were conducted to evaluate the presence and severity of the following disorders: Attention-Deficit/Hyperactivity Disorder, Conduct Disorder, Oppositional Defiant Disorder, Learning Disorders, Schizoaffective Disorder, dementia, anxiety, depression, and personality disorders. Evaluations for eligibility for gifted academic programs were also performed. Provided supervision to master's level clinicians.

#### **Program for Adult Services**

September 1998 - February 1999

Supervisor: Alan Katell, Ph.D.

Responsibilities: Provided time-limited individual outpatient psychotherapy to an adult population from a broad range of ethnic and socioeconomic backgrounds. Treatment was from an integrative approach that emphasized cognitive-behavioral and psychodynamic perspectives. Responsible for all aspects of case management including intake reports, case notes, development and implementation of treatment plans, and case presentations. Presenting problems included anxiety, depression, acculturation and immigration issues, personality disorders, substance-related disorders, borderline intellectual functioning, and learning difficulties.

#### **Program for Child and Adolescent Services**

March 1999 - August 1999

Supervisor: Pamela Hall, Psy.D.

Responsibilities: Provided outpatient therapy to children and adolescents from the ages of 4 to 17. Psychotherapy was conducted from a cognitive-behavioral and systems approach; additionally, play therapy was utilized with younger clients. Parent training in behavior management skills was also

provided. Presenting problems included Attention-Deficit/Hyperactivity Disorder, Conduct Disorder, Oppositional Defiant Disorder, anxiety, and depression. Psychosocial evaluations were conducted as well as comprehensive psychological evaluations.

### **Biofeedback Program**

March 1999 - August 1999

Supervisor: Doyle Montgomery, Ph.D.

Responsibilities: Provided treatment to children, adolescents, and adults with a variety of somatic and tension-related disorders. Presenting problems included tension and migraine headaches, anxiety disorders and phobias, hypertension, stress-related disorders, peripheral vascular disorders, cervical and lumbar pain, myofascial pain disorders, chronic pain, and Attention-Deficit/Hyperactivity Disorder. The following types of biofeedback were used: electromyography, thermal, electrodermal, plethysmography, and electroencephalography. Additionally, cognitive-behavioral therapy including anger management, progressive muscle relaxation, diaphragmatic breathing, meditation, and visualization techniques were utilized.

### **FUNDED RESEARCH & EVALUATION PROJECTS**

*Recidivism Reduction Pilot Program (RRPP) Program Evaluation.* September 2024 to Present. Role and Description: Principal Investigator of the RRPP project evaluation, which includes the program evaluation of the RRPP, implemented by the Broward County Public Defender's Office. RRPP provides case management and sentencing support services to public defender clients primarily charged with third-degree felonies. The program aims to reduce recidivism by addressing participants' needs through community resources while advocating for sentencing alternatives that enhance their reintegration into the community. Responsibilities: The research and evaluation project aims to assess the effectiveness of the RRPP in reducing recidivism through a comprehensive evaluation plan, including qualitative and quantitative analysis, data collection, and submission of findings to peer-reviewed journals or presentations at academic conferences.

*Stress Reduction through Attention Training (SRAT) Research Project.* March 2020 to 2023. Role and Description: Co-Principal Investigator of the project to develop, implement, and study the SRAT program. The SRAT program initially consisted of a 6-week mindfulness-based intervention delivered synchronously online and supported by text messaging. The SRAT study targeted several primary outcomes, including stress, COVID-19-related stress (initially), mind wandering, and mindfulness. It was first deployed with multiple cohorts at NSU with students, faculty, and staff participants. Then, the program was modified and implemented with K-12 teachers in South Florida during the school year. Responsibilities: Development, planning, and assistance with coordinating the SRAT research study.

*Restorative Justice for Broward Children and Families (HOPE Court) Program Evaluation.* Funded by Legal Aid Service of Broward County through the Florida Bar Foundation. July 2018 to Present. Role and Description: Co-investigator, primary goal to evaluate the pilot of a restorative practices project for children/families in the dependency system in Broward County. Responsibilities: Evaluation activities included assistance with program design and logic model development. Activities also relate to outcome evaluation, including identifying and developing data sources (e.g., court data, surveys), data collection and analysis, interpretation, data visualization, and reporting.

*Program Evaluation of a Veterans Wellness Center.* Funded by NSU Quality of Life grant. May 2018 to May 2020. Role and Description: Co-Principal Investigator, conduct program evaluation of holistic therapeutic approach provided to US Veterans. Responsibilities: Evaluation activities included assistance with program

design and logic model development. Activities also relate to outcome evaluation and include identification and development of data sources, data collection and analysis, interpretation, data visualization, and reporting. Conducted in partnership with the College of Engineering and Computing and the College of Psychology.

*Project ZERO – Zero Tolerance Effective Rape Reduction Operation (PREA) Program Evaluation.* Funded by Broward Sheriff's Office through the US Department of Justice. January 2018 to July 2018. Role and Description: Program Evaluation Consultant, primary goal was to finalize and submit an acceptable program evaluation report to BSO and US Department of Justice. Responsibilities: The evaluation was conducted using an objectives-oriented approach; attempted to determine the extent to which the goals and objectives of the project were met using various measurement techniques and program data. Conducted site visits and had several meetings with BSO staff to review program materials and how the PREA standards were developed and implemented at the BSO Main Jail. Also, the evaluator reviewed PREA-related documentation that BSO provided. Posters in English, Spanish and Creole were reviewed, training videos viewed, and the step-by-step procedures once an incident is reported were reviewed. Surveys were developed to obtain insight into inmate, staff and vendor perceptions regarding PREA-related areas. Other evaluation activities were also conducted. Conducted qualitative and quantitative data analysis, interpretation of results, development of data visualizations and final program evaluation report.

*BSO Regional Communications Center Pre-Employment Psychological Screening and Retention Study.* Funded by Broward Sheriff's Office and Nova Southeastern University. March 2017 to March 2018. Role and Description: Co-Principal Investigator of project, primary goal is to undertake research and develop a multifaceted approach to address the issues of psychological screening and the high rate of failures for BSO candidates. Responsibilities: Develop a pre-employment psychological screening to better suit the agency's hiring goals by reviewing the agency's current battery of psychological screenings, establishing baselines for communication operators and public safety access points and determining the viability of aptitude and personality tests. Determine if other established psychological screening protocols or existing aptitude or personality tests would better meet the baselines for communication. Examine the high rates of turnover/post-hire separation.

*Career Counseling with OIF/OEF Veterans Using the Cognitive Information Processing (CIP) approach.* Funded by NSU Quality of Life Faculty Community-Based Applied Research Grant. April 2017 to May 2018. Role and Description: Co-Principal Investigator; study will examine the impact of the Cognitive Information Processing (CIP) approach delivered through a career-counseling program for OIF/OEF veterans. The CIP approach, which has been indicated as a promising method for career counseling with the veteran population, aims to address barriers to employment, reduce negative career thoughts, and enhance career decision-making. Responsibilities: A concurrent mixed method approach will be utilized, incorporating a single group pre/posttest quantitative design with a phenomenological approach, to gain an in-depth understanding of the impact of the CIP approach on the veterans as well as their experience of the model in enhancing career development to address research questions.

*Bridging Families and Communities: a System of Care for Children Affected by Domestic Violence and High Conflict Divorce.* Funded by The Children's Trust of Miami Dade County. August 2007 to November 2017. Role and Description: Program evaluator for planning and full implementation phases of system of care involving Domestic Violence and Family Courts and the provision of wraparound services for children affected by domestic violence and high conflict divorce. Responsibilities: Reviewed research literature pertaining to relevant best practices, developed program logic model, evaluation questions, and evaluation plan, reviewed and identified process and outcome instruments, conducted focus groups, analyzed quantitative data pertaining to program outcomes, and presented findings to stakeholders and at a national

conference.

*Needs Assessment of Jewish Adults with Developmental Disabilities in Broward County.* Funded by Goodman Jewish Family Services of Broward County. 2016 to 2017. Role and Description: Researcher for conducting needs assessment related to service for adults with developmental disabilities. Responsibilities: Identified programs and services offered to adults with developmental disabilities to identify service gaps. Conducted a literature review to determine best practices regarding related services, programs, and models that are used in the community and nationally. Interviewed more than 90 representatives related to Jewish community institutions, synagogues, and camps to identify what they are doing, the human and physical resources they possess that could be utilized, and their willingness to form a task force in the community and within their own institutions to address relevant issues. Interviewed a representative sample of families caring for adults with developmental disabilities to identify their needs. Conducted a study of potential partners outside of the Jewish Community that provide needed services for possible collaboration.

*United Way of Broward County Mission United.* July 2013-February 2016. Role and Description: Program evaluation of Mission United, a collaborative and integrated system of care designed to address reintegration challenges for returning veterans and their families. Responsibilities: Developed evaluation plan and conducted quantitative data analysis and reporting.

*Florida Women's Breast Health Initiative.* Funded by Robert Wood Johnson Foundation. 2012 to 2014. Role and Description: Program evaluator and Researcher; Project funded to implement 2-year evaluation study to determine impact. Responsibilities: Review research literature pertaining to relevant best practices and appropriate research methods, developed program logic model, evaluation questions, and evaluation plan. Developed process and outcome instruments, analyzed quantitative data pertaining to program outcomes and set up web-based data collection system. Ongoing reporting related to findings.

*Oral Health Survey, Health Foundation of South Florida.* 2012. Role and Description: Developed and administered capacity survey to providers of dental services to low-income individuals in Miami-Dade, Broward, and Monroe Counties; the project provided training and support to substance abuse treatment providers in Florida, Alabama, and Mississippi. Responsibilities: Survey methodology, data collection, development of electronic data collection application, data analysis and reporting.

*A Mixed-Methods Study on Returning Veterans Experiencing a Holistic Therapeutic Program.* Funded by Quality of Life Council, Nova Southeastern University. October 2008 to 2012. Role and Description: Co-investigator; the current project will attempt to provide “holistic” services to military veteran participants and their families. A mixed-methods study will be used to investigate how the returning soldiers experience a holistic therapeutic program consisting of the services delineated above. Responsibilities: Assist with developing the research methodology, selection of assessment instruments, conducting of interviews, interpreting and analyzing qualitative and quantitative data, and writing the project’s final report.

*Drug Dependency Court Program Evaluation.* Funded by Office of Juvenile Justice and Delinquency Prevention. 2009 to 2013. Role and Description: Program evaluator; Project funded to implement 4-year evaluation to determine impact of the program which targeted families that were referred to a specialty court to address substance abuse and child neglect or abuse problems. Responsibilities: Developed the program logic model and evaluation plan, which including the use of quantitative and qualitative research methods, selected appropriate assessment instruments, analyzed data, and reported and presented findings to stakeholders. Designed and implemented data collection website used to facilitate ongoing reliable data collection and efficient development of project reports.

*Diagnostic Agreement Among Measures of Autism Spectrum Disorders in School-Age Children.* Funded by President's Faculty Research and Development Grant, Nova Southeastern University. 2008 to 2010. Role and Description: Co-investigator; the project examined the efficacy of delineated best practice parameters for comprehensive diagnostic assessment of ASD, the proposed study aims to investigate concordance and discrepancy rates among the ADI-R, GARS, CARS and ADOS-G in the diagnosis of ASD in school-age children. Responsibilities: Assist with developing the research methodology, interpreting and analyzing quantitative data, and writing the project's final report.

*Southern Coast Addiction Technology Transfer Center (SCATTC).* 2007 to 2012. Role and Description: Program evaluator; the project provided training and support to substance abuse treatment providers in Florida, Alabama, and Mississippi. Responsibilities: Planning, implementation, and monitoring of program evaluation activities. Collaborated in national cross-site evaluation procedures, including workforce training survey. Conducted evaluation of Leadership Institute, a project developed and disseminated by SCATTC.

*Needs Assessment of the Mentally Ill Involved in the Criminal Justice System in Broward County.* Funded by Broward Sheriff's Office and Nova Southeastern University. January 2007 to July 2008. Role and Description: Co-Principal Investigator of project to identify best practices in working with individuals with mental illness who get involved with the criminal justice system. Responsibilities: Conduct assessment of available programs in the community, develop data collection plan, design survey instrument, use content analysis to interpret interview data, edit final report, and present findings to stakeholder groups.

*SPARK Expansion Project.* Funded by The Children's Trust and the Health Foundation of South Florida. August 2007 – July 2008. Role and Description: Program evaluator for the implementation of the SPARK physical fitness expansion project in 40 afterschool sites coordinated by the YMCA of Greater Miami. Responsibilities: Developed evaluation plan and evaluation questions, identified and developed of process and outcome instruments, conducted focus groups and interviews, conducted observations of physical fitness activities, developed and analyzed a large outcome data set, utilized latent growth curve modeling to address evaluation questions, and presented findings through presentations and reports.

*Aging Out: A Transitional Pathway from Foster Care to College and Beyond.* Funded by Nova Southeastern University. August 2007 to July 2008. Role and Description: Co-investigator of case study research project examining the experiences of a young adult transitioning from foster care to college while receiving additional support from the University. Responsibilities: Conducted literature review, developed research methodology, submitted IRB documentation, selected assessment instrumentation, conducted interviews, interpreted and analyzed qualitative and quantitative data, and wrote final report and presented findings at a national conference.

*Collaborative Outreach, Assessment and Treatment for Co-Occurring Homeless (COATCH) program (COATCH).* Funded by Department of Health and Human Services, Center for Substance Abuse Treatment (CSAT). November 2006 to October 2007 and October 2008 to October 2009. Role and Description: Co-investigator; COATCH provides assertive outreach and referral services to clients experiencing homelessness in Broward County. Responsibilities: Assist with the development of admissions criteria and with selection of assessment instruments; scoring and analysis of assessment data used for admission and treatment purposes; data storage, tracking and analyses to provide project with ongoing feedback; data entry, analyses, reporting and grant documentation in Services Accountability Improvement System (SAIS); preparation of project's evaluation quarterly report; development of qualitative data collection plan to inform and complement quantitative data collection including treatment fidelity instruments and client satisfaction with services.

*Program evaluation of 4U-Fitness, Food, Fun and Family: An After-School Program Promoting a Healthy Active Lifestyle for Children and their Families conducted by the YMCA and YWCA.* Funded by the Health Foundation of South Florida. January 2006 to August 2007. Role and Description: Program evaluator investigating the effects of nutrition and physical activity enhancement project on young school-aged children and their parents. Responsibilities: Developed evaluation questions and plan, selected and developed assessment instruments, and conducted focus groups during the pilot phase, during full implementation phase collected and analyzed process and outcome measures, analyzed quantitative data using univariate procedures, presented findings in evaluation reports and reviewed findings in stakeholder meetings.

*Project RISE: Out-of-School Quality Improvement Initiative.* Funded by The Children's Trust of Miami-Dade County. January 2005 to August 2007. Role and Description: Director of Evaluation of out-of-school program quality improvement initiative. Responsibilities: implemented the planning phase of the project to strategize and design operational phase activities, conducted meetings with stakeholders to gain input into the operational plan, implemented oral reading fluency assessments and trained out-of-school staff, conducted a literature review of social-emotional outcomes and presented a plan to stakeholders.

*Needs Assessment of Children with Disabilities and their Families.* Funded by All Children Together (Children with Disabilities Resource Network) of The Children's Trust of Miami-Dade County. December 2005 to May 2006. Role and Description: Principal Investigator assessing the needs of children with disabilities and their families. Responsibilities: Reviewed the research literature to ascertain best practices for organizations in relation to working with children with disabilities and their families, created and implemented focus group protocols, developed survey instruments used with a large sample, utilized Web-based administration of survey instruments, determined appropriate sample size, analyzed focus group and survey data results, developed report summarizing results, and conducted presentations with stakeholders.

*Program Evaluation of a Kristi House, Inc. Project Treating Children Who Have Been Sexually Abused or Who Have Sexual Behavior Problems.* Funded by the Florida Department of Juvenile Justice. August 2004 to July 2005. Role and Description: Program evaluator charged with determining the impact of this initiative intended to prevent further problem behaviors with children who experienced sexual abuse or children who were acting out sexually. Responsibilities: Researched best practice programs and selected appropriate program for implementation at Center, developed evaluation plan, identified assessment instruments to assess target outcomes, conducted univariate analysis of quantitative data, and presented findings in project reports.

*Factors Predicting Early Reading Skills in Preschool Children.* Nova Southeastern University. June 2004 to June 2005. Role and Description: Co-Principal Investigator to determine the variables associated with early literacy in preschool children. Responsibilities: Assisted with the development and implementation of quantitative data analysis and reporting.

*Formative Program Evaluation of an Innovative Prereferral Intervention Process Implemented in the Miami-Dade County Public School District.* Funded by Nova Southeastern University. June 2004 to June 2005. Role and Description: Principal Investigator of study intended to assist in the evaluation of the newly implemented prereferral intervention process in a large school district. Responsibilities: Conducted literature review to determine appropriate evaluation and system change strategies, developed and implemented team observation procedures, developed survey instrument, developed research design to address research questions, obtained data set from large district-wide database, used multilevel modeling to analyze data, and presented findings at national conferences.



*Program Evaluation of Drug Free Youth In Town (DFYIT) School-Based and Weekend Programs.* Funded by The Children's Trust of Miami-Dade County, United Way, Alliance for Human Services, and other sources. August 2003 to 2006. Role and Description: Program evaluator focused assessing impact of school-based and weekend programs. Responsibilities: Developed program logic model and evaluation plan, selected appropriate assessment instruments, analyzed data, and reported and presented findings to stakeholders.

*Miami Partnership for Action in Communities Task Force (MPACT).* Initially funded by the Office of Juvenile Justice and Delinquency Prevention (OJJDP) and then by the Miami-Dade County Schools. September 2001 to August 2009. Role and Description: Research Partner; Project MPACT started in 2001 as a demonstration model funded by the Office of Juvenile Justice and Delinquency Prevention (OJJDP) and was continued as a model program to address the gang problem in targeted parts of Miami-Dade County. Responsibilities: Involved with planning, implementation and monitoring of data collection strategies of gang and non-gang related data during assessment phase of project; continuous data collection, analyses and report writing during implementation phase; technical support to intervention team in the development of data collection forms to document and track services provided and progress of youth involved in the project; assisted in the development of management information system.

*Formative Program Evaluation of Catholic Charities of the Archdiocese of Miami, Inc. Substance Abuse and HIV Prevention Program Targeting School Age Children Predominately of Haitian Descent.* Funded by the Center for Substance Abuse Prevention, Substance Abuse and Mental Health Services Administration. August 2001 to May 2005. Role and Description: Project evaluator utilized formative and summative evaluation in order to enhance program quality and assess and report outcomes. Responsibilities: Conducted literature review of relevant HIV and substance abuse prevention research, developed evaluation plan, identified appropriate assessment instruments, conducted focus groups, utilized multivariate statistical analysis for quantitative data, analyzed qualitative data using content analysis, and developed regular presentations to provide feedback to stakeholders.

*Program Evaluation of New York City Outward Bound Center Summer Literacy Program.* Funded by New York City Outward Bound Center. June 1998 to July 2006. Role and Description: Principal Investigator of this evaluation project to assess the impact of an adventure education dropout prevention program. Responsibilities: Conducted literature review of relevant research, developed evaluation plan, identified appropriate assessment instruments, collected quantitative and qualitative data, conducted multivariate statistical analysis of quantitative data, analyzed qualitative data using grounded theory, and developed regular presentations to provide feedback to stakeholders.

## MANUSCRIPTS AND PRESENTATIONS

- Abercrombie, J., Pann, J., Viehweg, S., & Griffith, E. (October, 2019). *Early Identification of Developmental Delays: CDC's "Learn the Signs. Act Early."* in *Early Head Start*. Poster presentation at the Zero to Three Annual Conference.
- Abercrombie, J., Pann, J., Shin, F., Taylor, E., Brisendine, A. E., Swanson-Holm, R., James, C., Viehweg, S., & Chödrön, G. (2021). Evaluation of the Feasibility and Perceived Value of Integrating Learn the Signs. Act Early. Developmental Monitoring Resources in Early Head Start. *Early Childhood Education Journal*. <https://doi.org/10.1007/s10643-021-01247-5>
- Berry, T. D. & Pann, J. M. (2018). *Contributions of an Evaluation Advisory Board to Organizational Improvement*. Panel presentation at the annual meeting of the American Evaluation Association, Cleveland, OH.
- Calfa, C.J., Wilkinson, J.G., Williams, M.M., Pann, J.M., Yehl, A., Hoogenbergen, S.E., & Ivory, A.D. (December 2014). *Impact of a Culturally Syntonic Door-to-Door Breast Cancer Early Detection Intervention*. Poster presentation for the annual meeting of the CTRC-AACR San Antonio Breast Cancer

## Symposium

- Chalfin, S., Illa, L., Pann, J., & Davis, R. (July, 2000). *Interdisciplinary model of comprehensive mental health care for HIV infected and affected families*. Workshop presentation at the National Institute of Mental Health Conference on the Role of Families in Preventing and Adapting to HIV/AIDS, Chicago, IL.
- Crammer, D., Cugno, R. & Pann, J. (2008). *Foster Care and Postsecondary Education*. Symposium presentation at the Florida's Children First Conference on Fostering Success: Strategies to Empower Youth to Succeed as Adults, Ft. Lauderdale, FL.
- Del Rio-Roberts, M., Yehl, A., Kanzki-Veloso, E., Pann, J., Chin, D., & Connelly, J. (2014). *Employability Skills Group for Young Adults with Autism*. Poster presented at the American Association for Intellectual and Developmental Disabilities annual meeting, Orlando, FL.
- Garcia-Lavin, B., Morin, I., Yehl, A. & Pann, J. (2011, February). *Agreement Among Measures of Autism Spectrum Disorders in School-Age Children*. Paper presented at the NASP 2011 Annual Convention, San Francisco, CA.
- Garcia-Lavin, B., Morin, I., Yehl, A., & Pann, J. (2011, August). Examining the Cognitive Profile of School-Aged Children with an Autism Spectrum Disorder. Poster accepted for presentation at the annual meeting of the American Psychological Association, Boston, MA.
- Garst, B. A., Pann, J., Berry, T., Biesecker, G., Spector, J., Conn, M., & Jones, C. (2021). Building Evaluation Capacity in Youth-Serving Organizations Through Evaluation Advisory Boards. *Journal of Youth Development*, 16(4), 52–69. <https://doi.org/10.5195/jyd.2021.1077>
- Harwood, D. G., Barker, W. W., Hurwitz, D., Owenby, R. L., Bravo, M., Aguero, H., Greenfield, L., Pann, J. M., & Duara, R. (March, 1998). *Caregiving appraisal and psychological well-being among white non-Hispanic and Hispanic caregivers of relatives with dementia*. Poster session presented at the annual convention of the American Society on Aging, San Francisco, CA.
- Kanzki-Veloso, E., Orellana, A. & Pann, J. M. (2019, February). *Digital Social Presence in a Face-to-Face Weekend-Format Class*. Presentation accepted for the NSU Digital Curriculum Conference.
- Kanzki-Veloso, E., Karl, S., Yehl, A., Pann, J., Paro, C., Castro, M., Gonzalez, A., Staley N., Grabner, S., Schumacher, L., Plombon, B., Pupko, L., Davis, P. (2018, October). *A Mixed Methods Study of a Career Counseling Program with OIF/OEF Veterans using the CIP Approach*. Paper accepted for presentation at the annual meeting of the European Branch of the American Counseling Association EB-ACA, in Athens, Greece.
- Kanzki-Veloso, E., Yehl, A., Pann, J. M., Connolly, J., Grabner, S., Zoller, L., Staley, N., and Goldhagen, R. (2021). Returning Veterans' Experiences of a Holistic Therapeutic Program, *The Qualitative Report*.
- Kesner, M., & Pann, J. (2020). Healing the Wounded Healer? A Survey of Jewish and Protestant Correctional Chaplains. *Journal of Pastoral Care & Counseling: Advancing Theory and Professional Practice through Scholarly and Reflective Publications*, 74(3), 189–195. <https://doi.org/10.1177/1542305020933145>
- McPherson, R. H., Pann, J. M., Elman, N., & Sayger, T. V. (1997, August). *Issues in counseling psychology's ambivalent relationship with master's level practitioners*. Symposium presentation submitted for the one hundred fifth annual meeting of the American Psychological Association, Chicago, IL.
- Pann, J. M. (2024). Starting the New Year with Mindful Growth: Embracing Positivity and Wellness. Workshop presented at meeting of the Grant Writers Professionals Association, South Florida chapter, Online.
- Pann, J. M., Yehl, A., Castro, M., Kushner, T., Green, M., Jackson, Q., & Barry, H. (2024). *Use of Restorative Practices in Dependency Court to Advance Foster Care Youth Outcomes*. Presentation at Annual Conference of the American Psychology-Law Society. Los Angeles, CA.
- Pann, J. M. (2023). *Breathe In, Write Grants, Breathe Out: Mindfulness for Grant Professionals*. Workshop presented at the annual meeting of the Grant Writers Professionals Association, Kansas City, MS.
- Pann, J. M. (2022). *Mindfulness-Based Practices for Enhancing the Self-Care and Effectiveness of Grant Professionals*. Workshop presented at the annual meeting of the Grant Writers Professionals Association,

Louisville, KY.

- Pann, J. M., DiLuzio, E., Coghlan, A. T., & Hughes, S. D. (2023). Supporting Evaluation Practice Through Mindfulness. *American Journal of Evaluation*.
- Pann, J. M. (2022). *Mindfulness-Based Practices for Enhancing the Self-Care and Effectiveness of Grant Professionals*. Workshop presented at the annual meeting of the Grant Writers Professionals Association, Louisville, KY.
- Pann, J. M., Yehl, A., Castro, M., Kushner, T., Green, M., Jackson, Q., & Sankar, S. (2022). *Evaluation of a Restorative Practices in Dependency Court Program*. Presentation at the American Evaluation Association annual conference, New Orleans, LA.
- Pann, J. M., DiLuzio, E., Coghlan, A. T., & Hughes, S. D. (2022). *Standing Back Before Stepping In: Applying Mindfulness to Evaluation Practice*. Poster Presentation at the American Evaluation Association annual conference, New Orleans, LA.
- Pann, J. M. (2021). *Utilization of Logic Models and the CIPP Framework to Design Programs and Evaluation Plans*. Workshop presented at the annual meeting of the Grant Writers Professionals Association, Online.
- Pann, J. M. (2020, November). *Use of the CIPP Evaluation Approach and Logic Models to Design Programs and Obtain Funding*. Workshop presented at the annual meeting of the Grant Writers Professionals Association, Online.
- Pann, J. M. (November, 2019). *Integrating Mindfulness into the Practice and Use of Evaluation*. Workshop presented at the American Evaluation Association Annual Conference.
- Pann, J. M. (2001). *Managing with Uncertainty: Report on the Psychological Effects of the September 11th Attacks on American Society*. Washington, D.C.: American Psychological Association.
- Pann, J. M., Castellanos, G., Yehl, A., Castro, M., & Montalban, M. (October, 2020). *Digital Mindfulness to Reduce Stress for University Students, Faculty and Staff*. Presentation at the Annual Conference of the Florida Distance Learning Association Conference
- Pann, J. M., Banks, J., Thomson, I., Thomson, E., & Themis-Fernandez, M. (December, 2019). *Mindfulness-Based Self-Care for First Responders and the Healing and Helping Professions*. Workshop presented at Nova Southeastern University as part of Improved Mental Health through Mindfulness-Based Programs conference.
- Pann, J. M., Castro, M., Yehl, A., Bryan, M., Kushner, T., Plombon, B., Pupko, L., Millen, D., Detullio, D., Pepper, J., and Stotts, S. (2017, October). *Evaluation of the Dispatcher Hiring and Retention Systems at a 911 Emergency Communications Center*. Poster presented at the annual meeting of the American Evaluation Association, Washington DC.
- Pann, J., & Yehl, A. (2016). *Impacting Women's Health: A Case for Preventative Services and for an Educational Campaign*. Presentation for the annual meeting of the American Evaluation Association, Atlanta, GA.
- Pann, J. & Yehl, A. (2012, October). *Evaluation of a Dependency Drug Court Program*. Poster presented at the annual meeting of the American Evaluation Association, Minneapolis, MN.
- Pann, J., Yehl, A., Veloso, E. (2013, October). *Partnerships in a Multi-Level, Multi-Site Evaluation: the Health Foundation of South Florida's Healthy Eating Active Communities (HEAC) Initiative*. Poster presented at the American Evaluation Association's 2013 annual meeting, Washington D.C.
- Pann, J., Yehl, A., Wood, P., Schoepp, J., Solomon, G., & Enders, C. (2014). Implementation and Evaluation of a Multidimensional Nutrition and Physical Activity Initiative Funded by a Community Health Foundation. *The Foundation Review*, 5(4). <https://doi.org/10.9707/1944-5660.1183>
- Pann, J. & Castro, M. (2002). *Drug Free Youth in Town, Facilitator Manual and Curriculum Materials*.
- Pann, J. & Crosbie-Burnett (1999). *Effects of an Adventure Therapy Program on Self-Concept and Verbal Academic Achievement in Inner-City Adolescents*. Doctoral Dissertation, University of Miami.
- Pann, J., Dandes, H., & Boshnick, S. (1997, June). *Psychometric properties of the Friel Co-dependency Inventory*.

- Poster presented at the annual meeting of the Florida Psychological Association, Marco Island, FL.
- Pann, J., Davis, R., Rodriguez, R., Illa, L., & Eisdorfer, S. (2000, February). *Effects of living situation on psychopathology in HIV seropositive children*. Poster presented at the annual University of Miami/Jackson Memorial Hospital, Department of Psychiatry Research Forum, Miami, FL.
- Pann, J., & Crosbie-Burnett, M. (1998, August). *Predictors of success in an applied psychology program*. Poster presentation submitted for the annual meeting of the American Psychological Association, San Francisco, CA.
- Pann, J., Crosbie-Burnett, M., & Elman, N. (1997, February). *Arguments in favor of master's level practice of psychotherapy*. Symposium presentation for the mid-winter meeting of the Council of Counseling Psychology Training Programs, La Jolla, CA.
- Pann, J., Mills, D. S., Castro, M., Bucker, J (April, 2005) *The Academic and Interpersonal Effects of an Experiential Education Intervention on Inner-City Adolescents*. Paper presented at the annual convention of the American Educational Research Association. Montreal, Canada.
- Pann, J., Mills, D. S., Waguespack, A., Valley-Gray, S., & Cash, R. E. (March, 2005) *Applying a Formative Program Evaluation Model to Problem-Solving Teams*. Paper presented at the annual convention of the National Association of School Psychologists. Atlanta, GA
- Pann, J., Paulicin, B., Perez-Morina, I., & Yehl, A. (2011, April). *A Program Evaluation of the Bridging Families and Communities Program*. Poster presented at the annual meeting of the American Educational Research Association, New Orleans, LA.
- Pann, J., Waguespack, A., Mills, D., & Henderson, C. (August, 2006). *The Use of Formative Program Evaluation to Assess Problem-Solving Teams*. Poster presented at the annual convention of the American Psychological Association. New Orleans, LA
- Pann, J., Walker, L., Babnew, J. & Lewis, S. (2011, June). *Freedom Project Evaluation Report*. Nova Southeastern University. Davie, FL
- Pann, J. (September, 2014). *Non-Report Report: Creation and Use of the Visual Evaluation Report*. Grand Rounds presentation at the University of Miami CTSI/ Department of Public Health Sciences, Miami, FL.
- Pann, J. (April, 2015). *Steps Involved in Evaluating Programs*. Scholar's Roundtable presentation at the Abraham S. Fischler School of Education, Nova Southeastern University. North Miami Beach, FL.
- Pann, J., Kanzki-Veloso, E. & Yehl, A. (October, 2014). *Non-Report Reports: Creation and Use of the Video Evaluation Report and the One-Page Infographic Evaluation Summary*. Presentation for the annual meeting of the American Evaluation Association, Denver, CO.
- Pann, J., & Yehl, A. (October 2013). *Partnerships in Multi-Level, Multi-Site Evaluations: Health Foundation of South Florida's Healthy Eating Active Communities (HEAC)*. Poster presentation for the annual meeting of the American Evaluation Association, Washington D.C.
- Reeves, J. & Pann, J. (November, 2008). *A Systematic Approach to Assessing Student Learning Outcomes*. Symposium presentation for the annual meeting of the American Evaluation Association, Denver, CO.
- Thaw, J. M., Orellana, A., Pann, J., Reitman, D., & Hanson, K. L. (March, 2007). *Project RISE: An out-of-school quality improvement initiative*. Poster presented at the annual Florida's 21st CCLC 2007 Conference, Daytona Beach, FL.
- Veloso, E., Yehl, A., Pann, J. & Connolly, J. (2012, August). *A mixed-methods study on returning veterans experiencing a holistic therapeutic program*. Poster presented at the annual meeting of the American Psychological Association, Orlando, FL.
- Walker, L. E., Pann, J., Millen, D. (2018). *Project ZERO – Zero Tolerance Effective Rape Reduction Operation (PREA) Program Evaluation Report*. Nova Southeastern University, Davie, FL.
- Walker, L. E., Pann, J., van Hasselt, V., Shapiro, D., Dvoskin, J. (August 2007). *Model Program: Diversion and Treatment of Mentally Ill in Jails*. Symposium presentation for the annual meeting of the American Psychological Association, San Francisco, CA.
- Walker, L. E., Pann, J., Shapiro, D., & Van Hasselt, V., B. (2015). Best Practices Model for Intervention

with the Mentally Ill in the Broward County Criminal Justice System. In V. B., Van Hasselt (Ed.), *Springer Briefs in Behavioral Criminology*. New York, NY: Springer.

Wilkinson, J.G., Pann, J.M., Calfa, C.J., Williams, M.M., Hoogenbergen, S.E., & Ivory, A.D. (April 2015). *Addressing Breast Cancer Disparities through a Culturally Competent Neighborhood Door-to-Door Outreach: The Impact of Education and Preventive Screening in Underserved Areas*. Poster presentation for the Dialogue for Action on Cancer Screening by the Prevent Cancer Foundation. Baltimore, MD.

## **PROFESSIONAL AFFILIATION**

American Evaluation Association  
Grant Professional Association

## **COMMUNITY INVOLVEMENT**

After-School All-Stars, National Evaluation Advisory Board, 2014 to 2020  
Broward County Vision Council, 2006 to 2008  
Center for Social Change, Presentations on Logic Models, Survey Design, and Program Evaluation, 2017, 2018  
Grant Professionals Association, Professional Education Committee, 2024- Present  
Miami-Dade County Social and Economic Development Council, 2018 to 2022  
United Way of Broward County, Quality Assurance Committee, Chair, 2005 to 2008  
Political asylum psychological evaluation volunteer for Physicians for Human Rights, 2002 to 2005

## **REVIEWER/ EDITOR**

Associate Editor for the *Journal of Youth Development*  
American Evaluation Association National Conference Submissions  
*The Foundation Review* (Peer-Reviewed Journal)  
Grant Professional's Association, Grant Summit National Conference Reviewer  
Health Foundation of South Florida Grant (2008 to 2018)  
International Journal of Offender Therapy and Comparative Criminology  
Nova Southeastern University Quality of Life Grant  
Dr. Charlie Faires Dissertation of Distinction (2012-2016)  
Sage Publications Inc. – Research Methods and Program Evaluation Textbook Reviewer