

Anne M. Corbin, J.D., Ph.D.

Profile: Expertise in Diversity, Equity and Inclusion; compliance; research; professional development; program & policy evaluation; change & conflict management; needs assessment; science-law regulations, employment/civil rights law; human resources; restorative justice; facilitation ~ Senior research analyst ~ Certified Compliance Coordinator ~ Experienced in government & higher-education teaching/training, program management, administration, coaching/consulting, adult/young adult learning theories/methods

Summary of Qualifications:

- **Social Justice Policy:** policy & legal analysis, compliance analysis, ethics, inclusivity and respect in the workplace, program evaluation, government and higher education settings
- **Teaching and Curriculum Development:** university level, continuing legal education, police training academy, adult and young adult learners, federal/state government employees
- **Communication Skills:** conflict resolution, management/leadership, critical thinking and problem solving, public speaking, excellent written (published) and verbal communication, administrative and organizational skills, customer service, Spanish language proficiency
- **Human Resources:** performance/interest assessments, instrument development and application, recruitment, hiring, training, supervision, strengths-and-results-based approach
- **Scientific Research:** qualitative/quantitative methods, design, interviewing & statistical analysis training experience, ethics, compliance analysis

Technical Skills:

Scientific research packages: Qualtrics, SurveyMonkey
Statistical analysis packages: STATA, SAS, SPSS, Qualitative analysis packages: NVivo,
Online training systems: Angel, Moodle, WebCT, Blackboard
Microsoft Office, Sharepoint, Drupal, Learning Management Systems, Zoom

Selected State of Vermont Certifications/Trainings

Performance & Process Improvement (White & Yellow) Effective Facilitation, Conflict Management and Mediation, Interviewing & Hiring, Stepping up to Supervision, Supervising in State Government, Running Effective Meetings, Preventing & Addressing Sexual Harassment in the Workplace, Civility & Unconscious Bias, Challenging Conversations, Critical Thinking, Creating a Positive Workplace

Education:

PhD Criminology and Justice Policy, Northeastern University, Boston, MA
JD, George Mason University School of Law, Arlington, VA
MS, Criminal Justice, Michigan State University, East Lansing, MI
MA, Industrial/Organizational Psychology, George Mason University, Fairfax, VA
BA, Psychology- Forensic Concentration, AS, Criminal Justice, Castleton State College, Castleton, VT

Selected Work Experience

Assistant Director of Institutional Diversity and Equity Training and Education

Dartmouth College, Hanover, NH – Develop and deliver informative and engaging educational training programs and workshops to prevent and respond to bias, discrimination and harassment based on protected class, incidents of sexual harassment, and other sexual misconduct. Review and recommend external training programs and systems for use at Dartmouth.

Professional Development Scientist* Various academic and consulting roles

Applied scientific method to study (and implement related research) professional development programs &

individual performance. **Focus:** applied learning; effective/ethical performance measurement; role conflict and related policy, civil rights, and training implications

Policy Manager*

State of Vermont, Waterbury, VT Provided trauma-informed policy leadership for the Department and manage the Policy Development Unit and staff responsible for policy development. Interfaced with legislators, leaders, and program staff throughout state and federal government and the community regarding the Department's public policy, rulemaking, regulatory, and operational effectiveness. Utilized legal and scientific analysis and writing skills.

Human Resources Training and Engagement Specialist

State of Vermont, Montpelier, VT Developed/delivered curriculum in support of State of Vermont employees' professional development. Facilitated decision-making (e.g., groups in conflict). Coordinated consulting/coaching services. Managed professional development programs (e.g., VCPM: Vermont Certified Public Managers). Provided coaching, mentoring, and career counseling.

Faculty Member*

University of Massachusetts, Lowell, MA Various Departments (Continuing Education, Psychology, Legal Studies, Criminal Justice) Taught Psychology, Law and Criminal Justice courses, provided academic advising, and career counseling. Live and online.

Senior Research Consultant* The Police Foundation, Washington, D.C., periodic
Participated in phases of justice-related research projects and conference activities.

Assistant Professor of Criminal Justice* Thomas College, Waterville, ME

Taught Criminal Justice/Psychology courses live and online, provided academic advising and career counseling. Conducted research, designed curriculum and programs, co-advised Criminal Justice Club, and served on/chaired administrative committees.

Research Assistant, Part-Time Instructor* Criminal Justice Department Michigan State University, East Lansing, MI

Taught Criminal Justice courses, provided academic advising and career counseling. Conducted research: law science, legal education, and legal professional development.

Industrial/Organizational Psychologist and Office Manager* Fields Consulting Group, Fairfax, VA
Administered, facilitated, and monitored promotion assessment center activities for Drug Enforcement Administration, local law enforcement agencies (regular use of Spanish skills).

*Includes supervisory responsibilities.