

Heather Alaniz- Salas, Ph.D.



**Department of Criminal Justice & Criminology
Sam Houston State University
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Education

PH.D., Administration of Justice, Texas Southern University. (2017).
M.A., Criminology, University of Houston-Clear Lake. (2008).
B.S., Criminology, University of Houston-Clear Lake. (2006).
Master of Arts in Higher Education Administration Candidate 26, Sam Houston State University.

Research Interests

Policing; Immigrant Trafficking; Intimate Partner Violence; Community Engaged Research; Contemporary Social Movements; Latinas in High Education; Mixed Methodology.

Professional Experience

**Lecturer/Director of Internship and Career Services
College of Criminal Justice, and Criminology
Sam Houston State University
June 2024-Present**

- As Director of the Internship and Career Services Office, responsible for leading the development of strategic partnerships with government agencies and local organizations, increasing internships from 30 to 45, with projected growth to 75-100 by Spring 2025.
- Integrated data analytics through Qualtrics to enhance program outcomes, including student and employer surveys.
- Host events with agencies like the FBI and DEA, and coordinated career fair participation, engaging over 70 employers.
- Expanding study abroad internships by pursuing grants to support student experiences.
- I also teach First Year Experience and Career Services courses, focusing on early career preparation, and coach students on networking, resume writing, and job applications.

**Visiting Assistant Professor/Lecturer
College of Criminal Justice, and Criminology
Sam Houston State University**

November 2020-May 2024 (Huntsville, Texas).

- Maintain an annual publication record and build partnerships with local mental health agencies, police departments, and non-profit organizations to conduct research and implement community-focused initiatives.
- Develop curriculum, conduct research, mentor students, and engage in community service.
- Led the creation of new courses in Multiculturalism and Criminal Justice, as well as PDL-Law and Society class.
- Present research at national and local conferences on topics such as social justice, diversity, equity, and inclusion (DEI), and student service learning.
- Design critical thinking questions, quizzes, and micro-learning objectives for the PDL Victimology course.
- Served as President and Faculty Co-chair of the Latinos UNIDOS ERG Organization.
- Organized campus events, such as hosting 75 students in collaboration with OneGoal, a Houston-based non-profit.
- Recognized by the Dean's office as a Subject Matter Expert (SME) in Law and Society.

**Assistant Professional of Criminal Justice
Texas A&M International University**

August 2019 – December 2020 (Laredo, Texas).

- Developed and led courses in the criminal justice program while also serving as an advisor for the criminal justice master's program.
- Taught a variety of criminal justice courses. (Undergraduate and Graduate).
- Created a curriculum for the inaugural Ph.D. program that was developed and submitted to the Texas Higher Education Coordinating Board for approval.
- Partnered with the Laredo Police Department and launched a study investigating how Body Worn Cameras (BWCs) impacted the community to build police-citizen trust.

**Training, Learning & Development Specialist
Ontellus**

April 2018 - August 2019 (Houston, Texas).

- Orchestrated and executed comprehensive training programs at a national level, catering to diverse departments, client projects, and internal staff.
- Projects involved the development of meticulous training manuals and standard operating procedures.
- Assessed legal contracts, conducted in-depth analyses of medical records, oversaw financial budgeting, and assumed leadership responsibilities for a team of dedicated employees.

Sr. Administrative Legal Coordinator -Career Services Office
Texas Southern University- Thurgood Marshall School of Law
December 2016 – April 2018 (Houston, Texas).

- Served as Senior Coordinator in the Dean's Office, overseeing Career Services, External Affairs, Institutional Advancement, and Law School operations.
- Responsibilities included supporting internship and career placements, providing career counseling and mentorship, editing resumes, and managing job postings through the Simplicity platform.
- Coordinated departmental processes, organized events, and maintained high-level administrative support across departments.
- Collaborated with community partners to enhance opportunities for law students.

Doctoral Researcher
Texas Southern University
August 2010 – December 2016 (Houston, Texas).

- Demonstrated expertise in conducting both independent and collaborative research, employing a blend of qualitative and quantitative methodologies.
- Excelled in experimental design, data collection, and advanced statistical analysis.
- Consistently presented research findings and contributed to peer-reviewed journals, reflecting a strong commitment to advancing knowledge in the field.

Legal Administrator
Kennedy Hodges Law Office, August 2015-December 2016 (Houston, Texas).

CPS Conservatorship Caseworker
Department of Family and Protective Services, May 2014-April 2015 (Houston, Texas).

Part-Time Teaching Appointments/Professional Experience

- 12/22-1/23 Lone Stone College, Houston, Texas.
- 1/18-6/22 University of Houston Clear-Lake, Houston, Texas.
- 8/17-1/19 Texas Southern University, Houston, Texas.
- 1/17-5/18 San Jacinto College, Houston, Texas.
- 8/13-1/14 Wiley College, Marshall, Texas.

Peer Reviewed Publications

Luo, F., Dodson, K. D., & Alaniz-Salas, H. (2023). Exploring the Influence of Self-Control and Assimilation on Intimate Partner Violence: A Longitudinal Analysis. *Journal of Criminal Justice and Law*. <https://jcjl.pubpub.org/pub/v7i1>

Alaniz-Salas, H., Dodson, K., & Luo, F. (2023). Transforming Research into Practice: Holding Police Accountable by Examining Officer's Attitudes Regarding Body Worn Cameras (BWCs) in a Border Community. *Journal of Crime and Criminal Behavior*, 3(1), 81-99. <https://doi.org/10.47509/JCCB.2023.v03i01.05>

Alaniz, H., & Dodson, K., & Dmello, J. (2021). Race, Rallies, and Rhetoric: How Trump's Political Discourse Contributed to the Capitol Riot. *Journal of Criminal Justice and Law*. <https://jcjl.pubpub.org/pub/9c82zhyh/release/1?readingcollection=2c2cb6fe>

Updegrove, A. H., Salinas, M. A., O'Neal, E. N., & **Alaniz, H.** (2021). #MeToo at the U.S.-Mexico border: Applying a routine activity framework to travelers' experiences of gender-based misconduct. *American Journal of Criminal Justice*. doi.org/10.1007/s12103-021-09631-y

Luo, F., Warner, J.A., & **Alaniz, H.** (2020). Intimate Partner Violence among Nontraditional Hispanic College Students: An Exploratory Study. *Journal of Ethnicity in Criminal Justice*, 18 (4), 341–359. [doi:10.1080/15377938.2020.1812461](https://doi.org/10.1080/15377938.2020.1812461)

Piper, D., & **Alaniz, H.** (2019). Detention and Immigration Reform: A Gendered Analysis of the Rise of AntiEstablishment Politics. *Race, Gender & Class Journal*, 25 (3–4), 143–161.

Papers Under review

Alaniz-Salas, H., Dodson, K., and Piper, D., *Injustice in the Criminal Legal System: Challenges Faced by Human Trafficking Victims*.

Piper, D., Dodson, K., and **Alaniz-Salas, H.**, *Faith-Based Reentry: Evaluating Participants' Perceptions of the Effectiveness of Collaborative Faith-Centered Services*

Edited Books

Alaniz, H., Dodson, K., Luo, F., & Lewis, D. (2022). Multiculturalism, Social Justice, and the Community: Contemporary Readings. San Diego, CA: Cognella Publications.

Alaniz, H., Luo, F., & Piper, D. (2020). Immigration, Crime, and the Administration of Justice. San Diego, CA: Cognella Publications.

Wilson, S., & **Alaniz, H.** (2019). A Critical Analysis of Race, Policy, and Policing. San Diego, CA: Cognella Publications.

Book Chapter

Alaniz, H., & Arnold, K. (2021). *The Emergence of Restorative Justice in Community Corrections*. In Piper, D. & Trombley, J.R. Faith Based Reentry (Preliminary Edition). San Diego, CA: Cognella Publications.

Encyclopedia Entries

Piper, D. & **Alaniz, H.** (2017). Crofton, Sir Walter. In K. R. Kerley (Ed.), *Encyclopedia of Corrections*, [doi: 10.1002/9781118845387.wbeoc244](https://doi.org/10.1002/9781118845387.wbeoc244)

Elechi, O., **Alaniz, H.**, & Piper, D. (2014). International Crimes. In J. S. Albanese (Ed.), *Encyclopedia of Criminology and Criminal Justice*, [doi: 10.1002/9781118517383.wbeccj315](https://doi.org/10.1002/9781118517383.wbeccj315)

Piper, D. P., & **Alaniz, H.** (2014). United Nations Role in International Criminal Justice. The *Encyclopedia of Criminology and Criminal Justice*. (pp. 1–5). Wiley Blackwell.

Alaniz, H. (2009). African American Gangs. In H. T. Greene & S. L. Gabbidon (Eds.), *Encyclopedia of Race and Crime* (pp. 4–5). Thousand Oaks, CA: SAGE Publications, Inc. doi: 10.4135/9781412971928.n2

Paper Presentations

Alaniz-Salas, H. & Luo, F. (2024). Challenges of BWCs. The American Society of Criminology. San Francisco, CA.

Alaniz-Salas, H. (2023). Service Learning. Academy of Criminal Justice Sciences. Chicago, IL.

Dodson, K., & **Alaniz, H.** (2022). Predicting Support for Black Lives Matter: The Impact of Political and Police Trust. Academy of Criminal Justice Sciences. Las Vegas, NV.

Alaniz, H., & Dmello, J. (2022). Inclusion, Diversity, Equity & Access: Assessment with Diverse Populations. Assessment Workshop. Academy of Criminal Justice Sciences. Las Vegas, NV.

Dodson, K., & **Alaniz, H.** (2021). Black and “Blue” Lives: Assessing the Impact of Police and Political Trust on Support for Black Lives Matter. Texas Association of Criminal Justice Educators. Virtual Conference.

Luo, F., & **Alaniz, H.** (2021). Administration of Justice and the Impact of Body-worn Cameras in a Southern Police Agency. Texas Association of Criminal Justice Educators. Virtual Conference.

Taylor, M., & **Alaniz, H.** (2021). Workplace Bullying at HBCUs: Aftermath and Story Told by “Hidden Figures.” The National Association of African American Studies & Affiliates. Virtual Conference.

Alaniz, H., & Piper, D. (2019). Detention or Deportation: Immigration Reform and the Rise of AntiEstablishment Politics. American Society of Criminology. San Francisco, CA.

Round Tables

Alaniz, H. (2019). Criminalizing Undocumented Immigrants beneath the Trump Administration. Southwestern Association of Criminal Justice Annual Meeting, Houston, Texas.

Alaniz, H. (2018). Profiling of Immigrants in Southeast Houston, Texas: A Critical Analysis. Southwestern Association of Criminal Justice Annual Meeting, San Antonio, Texas.

Alaniz, H. (2018). An Examination of Deferred Action of childhood Arrivals (DACA) Suspension, the Implementation of Texas SB4 and Other Anti-Immigration Legislation. Academy of Criminal Justice Sciences, New Orleans, Louisiana.

Alaniz, H. (2018). Ignorance or Oppression: The Impact and Implications of Psychological and Emotional Abuse on Marginalized Populations. Academy of Criminal Justice Sciences, New Orleans, Louisiana.

Alaniz, H. (2017). The Impact of Comprehensive Immigration Reform (CIR) Legislation on Immigrants of Color. Academy of Criminal Justice Sciences, Kansas City, Missouri.

Alaniz, H. (2013). Wrongful Convictions. Southwestern Association of Criminal Justice Annual Meeting, San Antonio, Texas.

Alaniz, H. (2011). The United Nations Role in International Criminal Justice. Southwestern Association of Criminal Justice Annual Meeting, College Station, Texas.

Alaniz, H. (2012). Conceptualizing the Militarization of Nigeria through the Framework of the CounterColonial Thesis. Texas Southern University Research Week, Houston, Texas.

Alaniz, H. (2011). Diversity within the Urban Educational Sector. Educational Leadership Conference, Texas Southern University, Houston, Texas.

Alaniz, H. (2008). Effective Leadership Skills in the Work Setting. Leadership Conference, University of Houston Clear-Lake, Houston, Texas.

Academic Service Record 2020–Present 2020-2022

- Secretary, Academy of Criminal Justice Sciences Minorities and Women Section.

2020-2022

- Praxis Awards Committee Member, Division of Social Justice, and Critical Criminology.

2023

- Assessment Committee Member, Academy of Criminal Justice Sciences.

2018-2019

- Co-Chair, Academy of Criminal Justice Sciences Minorities and Women Section. Student Travel Awards Committee.

University Service 2020-Present

- Sam Houston State University, Committee Faculty Member, Diversity, Equity, and Inclusion Work Group.
- Sam Houston State University, President and Faculty Co-Chair Member, Latinos UNIDOS Employee Resource Group.
- First Generation-Trailblazer Mentor.

2019-2020

- Committee Member, University of Houston-Clear Lake, Criminology Academic Advisory Board.
- Committee Member, proposal to create a Ph. D Program in Criminal Justice. Texas A&M International University. (Accepted by THECB).
- C J Graduate Program Admission Advisor. Texas A&M International University.
- Committee Member, Candidate Search Hiring Panel, Search for an Assistant/Associate Professor of Criminal Justice. Texas A&M International University.

Manuscript Reviewer and Editorial Board Work 2019-Present

- *Theoretical Criminology*.
- *Journal of Criminal Justice Studies*.
- *Journal of Ethnicity and Criminal Justice*.
- *Journal of Child, and Family Studies*.
- *American Journal of Criminal Justice*.
- Editorial Advisory Board Member for Paths to the Prevention and Detection of Human Trafficking. (University of Houston Clear-Lake).
- Course Content Reviewer-Top Hat.

Awards

- Academy of Criminal Justice, Minorities and Women Section, ACJS, Dedicated Service Students Travel Awards Committee (2018-2019).

Media Online Highlights

- Voyage Houston. (2022). Check out Heather Alaniz-Salas's Story. <https://voyagehouston.com/interview/check-out-heather-alaniz-salas-story/>
- Canvas Rebel. (2023). Meet Dr. Heather Alaniz-Salas <https://canvasrebel.com/meet-dr-heather-alaniz-salas/>
- Latina/o/x Criminology Group. Dr. Heather Alaniz-Salas is our (March 2023). LC Scholar Spotlight! Visiting Assistant Professor of Criminal Justice and Criminology, Sam Houston State University. <https://twitter.com/LatCrim/status/1639466461679738881>

Community Research Partnerships

- Laredo Police Department. (Laredo, Texas).
- One Goal. (Houston, Texas).
- TAPS. (Houston, Texas).
- Pasadena Health Center. Board Member. (Pasadena, Texas).
- Angela House. (Houston, Texas).
- Member of the Latina/o/x Criminology Group.
- Houston Police Department. (Houston, Texas).
- Kemah Police Department. (Houston, Texas).
- AAMA Charter School. (Houston, Texas).

Continuing Education

- University of Michigan. CPSR-Summer Workshop- Qualitative Comparative Analysis (QCA). (2021).
- Online Course Redesign & Faculty Certification. (Sam Houston State University). (2020).
- Quality Matters Certification Course. (Texas A&M International University). (2019).
- Google Analytics Certificate. (2023).
- Leadership for an Increasingly Diverse World Certificate. (2024).
- Attended the CVI Conference at Sam Houston State University. (2024).
- Attended the Southeast Entrepreneurship Through Acquisition Conference at Georgetown University. (2024).

University Teaching Course List

Undergraduate Level Courses Taught

- Criminal Justice and Social Diversity. (Face-to-Face). (Online).
- Multiculturalism in Criminal Justice. (Face-to-Face). (Online).
- Understanding Human Behavior. (Online).
- Administration of Justice.
- Introduction to Criminology & Sociology.
- Drugs in Our Society.
- Probation and Parole.
- Civil Litigation.
- Juvenile Justice. (Online).
- Legal Aspects of Law Enforcement. (Online).
- Ethics in Administration of Justice. (Hybrid).
- Selected Topics in Administration of Justice (Race, Class, Gender, and Crime).
- Introduction to Law Enforcement.
- Police Systems and Community Policing.
- Substance Abuse.

- Introduction to Criminal Justice.
- Human Trafficking.
- Victimology. (Online).
- Introduction to Criminal Justice Systems and Practices.
- Correctional System and Practices. (Online). • Domestic Violence • Criminology.
- Law and Society.
- Professional Ethics in Criminal Justice. (Online).
- Correctional Strategies. (Online).
- Courts and Criminal Procedure. (Online).
- Understanding Human Behavior. (Online).
- Administration of Justice.
- Introduction to Criminology & Sociology.
- Drugs in Our Society.
- Probation and Parole.
- Civil Litigation.
- Juvenile Justice. (Online).
- Legal Aspects of Law Enforcement. (Online).
- Ethics in Administration of Justice. (Hybrid).
- Selected Topics in Administration of Justice (Race, Class, Gender, and Crime).
- Introduction to Law Enforcement.
- Police Systems and Community Policing.
- Substance Abuse.
- Introduction to Criminal Justice.
- Human Trafficking.
- Victimology. (Online).
- Introduction to Criminal Justice Systems and Practices.
- Correctional System and Practices. (Online).
- Domestic Violence
- Criminology.
- Law and Society.
- Professional Ethics in Criminal Justice. (Online).
- Correctional Strategies. (Online).
- Courts and Criminal Procedure. (Online).
- University Career Services.
- First Year Experience.

Graduate Level Courses Taught

- Domestic Violence. (Face-to-Face). (Hybrid).
- Race and Crime. (Online).
- Criminal Law. (Hybrid).
- Serial Murder.

- Comparative Criminology.
- Seminar in Administration of Justice. (Online).
- Theory in Administration of Justice. (Online).
- Graduate Capstone Project in Criminal Justice. (Online).
- Coordinating Victim Services. (Online).

2010-Present Professional Affiliations

- Southwestern Association of Criminal Justice (SWACJ).
- Academy of Criminal Justice Sciences (ACJS).
- The American Society of Criminology (ASC).
- Texas Association of Criminal Justice Educators (TACJE).

Technology and Program Proficiency

Through my career, I have become proficient in the following programs:

- Word, Excel, PowerPoint, Publisher, Adobe Pdf, SPSS, Banner, PeopleSoft, and Blackboard.
- Bill4Time, Lexis Nexis, RStudio, NVIVO, ATLAS TI., West Law, Pacer, and Outlook.
- Smart Advocate and Simplicity, Sirius, Salesforce and MR8.

Professional References Furnished Upon Request