

# Ni (Phil) He , PhD

## CURRICULUM VITAE

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### EDUCATION

94-97            PhD in Law (LL.M.), Central University (P.R. China)

### ADMINISTRATIVE APPOINTMENTS (all at Northeastern University)

21-            Vice Provost of Faculty Diversity

18-21        Vice Provost for Faculty Affairs

17-18        Vice Provost for Graduate Education

12-17        Associate Vice Provost for Graduate Education

11-12        Associate Dean, School of Criminology & Criminal Justice

### ACADEMIC APPOINTMENTS

17-            Full Professor with Tenure, School of Criminology



x Serving as a key member of the Presidential Advisory Council on Diversity and Inclusion  
Leading university-wide inclusive academy learning and engagement

x Made recommendations to the university senior leadership team on diversity, equity, and inclusion related learning and engagement

x Secured a multi-year contract with Academic Impressions® to partner with Northeastern in creating custom learning modules, and in making access to all in-demand professional development learning modules available to Northeastern faculty/staff/student worldwide

x Led the university committee to design and launched a 4-module Racial and Cultural Literacy learning curriculum in the fall of 2021 to all ( \$50,000 ) faculty/staff/students

x Hosted multiple debriefing and listening sessions to receive community feedback

x Initiated and secured the funding of \$100,000 to relaunch the Asia America and the World Speaker Series in the fall of 2021

x Raised over \$40,000 to support the 6<sup>th</sup> Annual Conference of Women of Color in Academy, hosted by Northeastern faculty in April 2022

x Led the external fundraising to support the increased participation of URM PhD candidates/post-docs nationwide to Northeastern's highly successful Future Faculty Summer Workshop

x Initiated and secured Na7.(a) Tw 1.19yw -34. i6.0.00483.7 (o)x63 Tf il(l)330-63 Tf 4.5 (ci)-7.7 (gh)w( F)JTJ



## DIVERSITY AND INCLUSION

- x Led the Provost's Office initiative to enhance diversity in faculty searches, in collaboration with the ADVANCE Office of Faculty Development
  - o Hosted multiple discussion/training sessions each fall with search committee chairs/ members, department chairs and Associate Deans for Faculty Affairs from all colleges
  - o Focused on sharing strategies in securing larger and more diverse pool of candidates
  - o Promoted faculty searches at national/regional conferences that support underrepresented groups in higher education
  - o Supported faculty-led training on curtailing implicit biases in searches

## FACULTY RECRUITMENT, PROFESSIONAL DEVELOPMENT AND WELLBEING

- x Approved job postings for all full-time faculty searches
- x Approved tenure track job candidate campus interview requests
- x Interviewed tenure-on-entry candidates
- x Planned and hosted the annual 3-day New Faculty Orientation (for the tenure stream and full-time non-tenure stream faculty)
- x Approved university faculty development funds for full-time, non-tenure stream faculty.
- x Approved university faculty development funds for part-time faculty
- x Approved tenure clock extension requests
- x Approved tenured faculty regular sabbaticals
- x Approved professional leave of absence requests
- x Implemented and approved full-year/full-pay interdisciplinary research sabbaticals
- x Implemented and approved full-time non-tenure stream faculty fellowship applications
- x Implemented and approved full-time faculty paid one semester parental teaching relief requests
- x Led the initiative to establish a Northeastern University Faculty/Staff Micro-Schools Matchup Facebook Group (to help alleviate one of the specific challenges faced by faculty and staff with school-age children during the COVID-19 pandemic)

## UNIVERSITY-WIDE AND B2B INITIATIVES

- x Served on the Northeastern Asia Strategies Committee (chaired by the Chancellor), focusing on international student recruiting and cultivation of B2B relationship
- x Hosted international delegations on behalf of the university
- x Oversaw Northeastern-Harvey Mudd College Summer UG Research Program (2015-2019) to recruit top URM talents for Northeastern's PhD programs
- x Institutional lead in partnership with the Law School Admission Council (LSAC) on a pilot program to explore alternative to LSAT test.
- x Serving as the representative of the Provost's Office on various university committees (e.g., IT, HR, IR) with decisions impacting faculty and academic affairs
  - o Human Capital Management Software Solution Committee: Banner to Workday® enterprise system conversion
  - o Adoption of Interfolio® for faculty tenure and promotion submission



- x Professional doctorate enrollment increased 24% from 1,831 (FY12) to 2,275 (FY18).
  - x University-wide tuition revenue diversified with a more balanced UG/ GR ratio : from 75/25 to 60/40
  - x Total graduate degrees granted reached 6,390 in FY18, a 67% increase from FY12 (3,829)
  - x Annual graduate revenue grew 88% from \$188 million in FY12 to \$354 million in FY18
- Continued Improvement in Inclusive GR Student Success
- x Number of degrees conferred to URM graduate students: 564 (FY18), a 76% increase from 321 (FY12)
  - x Number of degrees conferred to female graduate students in STEM colleges increased significantly :
    - o College of Engineering: 493 (FY18), a 329% increase from 115 (FY12)
    - o College of Science: 102 (FY18), a 52% increase from 67 (FY12)
    - o Khoury College of Computer Sciences: 100 (FY18), a 245% increase from 29 (FY12)

#### NATIONAL VISIBILITY

- x US News & World Report : 50%+ of Northeastern's graduate programs received improved ranking in each year during my 6-year term, consecutively. For example,
  - o GR Engineering (#64 -> #39)
  - o Biomedical Engineering (#66 -> #48)
  - o Chemical Engineering (#95 -> #58)
  - o

STUDENT





## SHARED GOVERNANCE

- x School Executive Committee
  - o Annual merit review of all faculty
  - o School decisions consultation
- x Academic Governance and Operating Procedures and Policies Committee
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- 2014 Comparative Criminology, 60(8):964-991  
 Hong Lu, Bin Liang, Yudu Li and Ni He  
 "Professional Commitment and Job Satisfaction: An Analysis of the Chinese  
 Judicial Reforms from the Perspective of Criminal Defense." The China Review:  
 An Interdisciplinary Journal on Greater China, 14(2): 159-181
- 2014 Bin Liang, Ni He and Hong Lu  
 "The Deep Divide in China's Criminal Justice System: Contrasting Perceptions of  
 Lawyers and the Iron Triangle." Crime, Law & Social Change: An  
 Interdisciplinary Journal, 62:585-601
- 2014 Bin Liang and Ni He  
 "Criminal Defense in Chinese Courts: An Empirical Inquiry." International  
 Journal of Offender Therapy and Comparative Criminology, 58(10): 1230-1252
- 2011 Vincent Webb, Ling Ren, Jihong Zhao, Ni He and Ineke Haen Marshall  
 "A Comparative Study on Youth Gangs between China and the U.S.: Definition,  
 Offending and Victimization." International Criminal Justice Review, 21:225-  
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- 2008 Liqun Cao, Yan Zhang and Ni He  
 "Carrying Weapon to School for Protection: A Reanalysis of the 2001 School  
 Crime Supplement Data." Journal of Criminal Justice, 36:154-164
- 2006 Marc Swatt and Ni He  
 "Exploring the Difference between Male and Female Intimate Partner Homicides:  
 Revisiting the Concept of Situated Transactions" *Journal of Criminal Justice*, 35(6): 601-612

2003

“Community Policing: Did it Change the Basic Functions of Policing in the 1990s? A National Follow-up Study.” *Justice Quarterly*, 20:697 -724

Ni He, Liqun Cao, William Wells and Edward Maguire

“Forces of Production and Direction: A Test of an Expanded Model of Suicide and Homicide.” *Homicide Studies: An Interdisc o*

- Natarajan (ed.), *International Criminal Justice*. New York, NY: Cambridge University Press
- 2009 Ineke Haen Marshall and Ni He  
"U.S.A.," pp. 139-158, in Josine Junger Tas, Ineke Haen-Marshall, Dirk Enzmann, Martin Killias, Majone Stokette and Beata Gruszczynska (eds.), *Juvenile Delinquency in Europe and Beyond: Results of the Second International Self-Report Delinquency Study*. New York, NY: Springer
- 2005 Harry Dammer, Philip Reichel and Ni He

- duties)
- 16-18 Treasurer (oversaw the management and reporting of CCADP's finances and operations, including bank account maintenance, financial transaction oversight, budget, financial policies and other reports)
  - 16-17 Chair, Bylaws Revision Committee
  - International Society of Criminology (ISC)
  - 2016 - Board of Directors
  - Asian Criminological Society (ACS)
  - 19- Supervisory Board Vice Chairman
  - 15-18 Elected Member of the Presidium, General Assembly
  - American Society of Criminology (ASC)
  - 16-17 Secretary and Treasurer, District 14, Council 5.5 (a) (b) (c) (d) (e) (f) (g) (h) (i) (j) (k) (l) (m) (n) (o) (p) (q) (r) (s) (t) (u) (v) (w) (x) (y) (z) (aa) (ab) (ac) (ad) (ae) (af) (ag) (ah) (ai) (aj) (ak) (al) (am) (an) (ao) (ap) (aq) (ar) (as) (at) (au) (av) (aw) (ax) (ay) (az) (ba) (bb) (bc) (bd) (be) (bf) (bg) (bh) (bi) (bj) (bk) (bl) (bm) (bn) (bo) (bp) (bq) (br) (bs) (bt) (bu) (bv) (bw) (bx) (by) (bz) (ca) (cb) (cc) (cd) (ce) (cf) (cg) (ch) (ci) (cj) (ck) (cl) (cm) (cn) (co) (cp) (cq) (cr) (cs) (ct) (cu) (cv) (cw) (cx) (cy) (cz) (da) (db) (dc) (dd) (de) (df) (dg) (dh) (di) (dj) (dk) (dl) (dm) (dn) (do) (dp) (dq) (dr) (ds) (dt) (du) (dv) (dw) (dx) (dy) (dz) (ea) (eb) (ec) (ed) (ee) (ef) (eg) (eh) (ei) (ej) (ek) (el) (em) (en) (eo) (ep) (eq) (er) (es) (et) (eu) (ev) (ew) (ex) (ey) (ez) (fa) (fb) (fc) (fd) (fe) (ff) (fg) (fh) (fi) (fj) (fk) (fl) (fm) (fn) (fo) (fp) (fq) (fr) (fs) (ft) (fu) (fv) (fw) (fx) (fy) (fz) (ga) (gb) (gc) (gd) (ge) (gf) (gg) (gh) (gi) (gj) (gk) (gl) (gm) (gn) (go) (gp) (gq) (gr) (gs) (gt) (gu) (gv) (gw) (gx) (gy) (gz) (ha) (hb) (hc) (hd) (he) (hf) (hg) (hh) (hi) (hj) (hk) (hl) (hm) (hn) (ho) (hp) (hq) (hr) (hs) (ht) (hu) (hv) (hw) (hx) (hy) (hz) (ia) (ib) (ic) (id) (ie) (if) (ig) (ih) (ii) (ij) (ik) (il) (im) (in) (io) (ip) (iq) (ir) (is) (it) (iu) (iv) (iw) (ix) (iy) (iz) (ja) (jb) (jc) (jd) (je) (jf) (jg) (jh) (ji) (jj) (jk) (jl) (jm) (jn) (jo) (jp) (jq) (jr) (js) (jt) (ju) (jv) (jw) (jx) (jy) (jz) (ka) (kb) (kc) (kd) (ke) (kf) (kg) (kh) (ki) (kj) (kk) (kl) (km) (kn) (ko) (kp) (kq) (kr) (ks) (kt) (ku) (kv) (kw) (kx) (ky) (kz) (la) (lb) (lc) (ld) (le) (lf) (lg) (lh) (li) (lj) (lk) (ll) (lm) (ln) (lo) (lp) (lq) (lr) (ls) (lt) (lu) (lv) (lw) (lx) (ly) (lz) (ma) (mb) (mc) (md) (me) (mf) (mg) (mh) (mi) (mj) (mk) (ml) (mm) (mn) (mo) (mp) (mq) (mr) (ms) (mt) (mu) (mv) (mw) (mx) (my) (mz) (na) (nb) (nc) (nd) (ne) (nf) (ng) (nh) (ni) (nj) (nk) (nl) (nm) (nn) (no) (np) (nq) (nr) (ns) (nt) (nu) (nv) (nw) (nx) (ny) (nz) (oa) (ob) (oc) (od) (oe) (of) (og) (oh) (oi) (oj) (ok) (ol) (om) (on) (oo) (op) (oq) (or) (os) (ot) (ou) (ov) (ow) (ox) (oy) (oz) (pa) (pb) (pc) (pd) (pe) (pf) (pg) (ph) (pi) (pj) (pk) (pl) (pm) (pn) (po) (pp) (pq) (pr) (ps) (pt) (pu) (pv) (pw) (px) (py) (pz) (qa) (qb) (qc) (qd) (qe) (qf) (qg) (qh) (qi) (qj) (qk) (ql) (qm) (qn) (qo) (qp) (qq) (qr) (qs) (qt) (qu) (qv) (qw) (qx) (qy) (qz) (ra) (rb) (rc) (rd) (re) (rf) (rg) (rh) (ri) (rj) (rk) (rl) (rm) (rn) (ro) (rp) (rq) (rr) (rs) (rt) (ru) (rv) (rw) (rx) (ry) (rz) (sa) (sb) (sc) (sd) (se) (sf) (sg) (sh) (si) (sj) (sk) (sl) (sm) (sn) (so) (sp) (sq) (sr) (ss) (st) (su) (sv) (sw) (sx) (sy) (sz) (ta) (tb) (tc) (td) (te) (tf) (tg) (th) (ti) (tj) (tk) (tl) (tm) (tn) (to) (tp) (tq) (tr) (ts) (tt) (tu) (tv) (tw) (tx) (ty) (tz) (ua) (ub) (uc) (ud) (ue) (uf) (ug) (uh) (ui) (uj) (uk) (ul) (um) (un) (uo) (up) (uq) (ur) (us) (ut) (uu) (uv) (uw) (ux) (uy) (uz) (va) (vb) (vc) (vd) (ve) (vf) (vg) (vh) (vi) (vj) (vk) (vl) (vm) (vn) (vo) (vp) (vq) (vr) (vs) (vt) (vu) (vv) (vw) (vx) (vy) (vz) (wa) (wb) (wc) (wd) (we) (wf) (wg) (wh) (wi) (wj) (wk) (wl) (wm) (wn) (wo) (wp) (wq) (wr) (ws) (wt) (wu) (wv) (ww) (wx) (wy) (wz) (xa) (xb) (xc) (xd) (xe) (xf) (xg) (xh) (xi) (xj) (xk) (xl) (xm) (xn) (xo) (xp) (xq) (xr) (xs) (xt) (xu) (xv) (xw) (xx) (xy) (xz) (ya) (yb) (yc) (yd) (ye) (yf) (yg) (yh) (yi) (yj) (yk) (yl) (ym) (yn) (yo) (yp) (yq) (yr) (ys) (yt) (yu) (yv) (yw) (yx) (yz) (za) (zb) (zc) (zd) (ze) (zf) (zg) (zh) (zi) (zj) (zk) (zl) (zm) (zn) (zo) (zp) (zq) (zr) (zs) (zt) (zu) (zv) (zw) (zx) (zy) (zz)

