

# Prison Research Meets Practice: A Conversation on Correctional Workforce Rewards and Sanctions

## Speaker Biographies



**TaLisa J. Carter**, is an affiliated scholar at the Urban Institute; an assistant professor in the Department of Justice, Law, and Criminology at American University; a nonresident fellow at the Brookings Institute, and an affiliate with the Center for Advancing Correctional Excellence at George Mason University. Carter is dedicated to understanding the interactions of deviance, social organizations, and race. Her ongoing research examines theoretical explanations of accountability in the criminal justice system, the role of identity in criminal justice professions, and the impact of colorism on criminal justice outcomes. Previously, Carter worked as a deputy corrections officer in Savannah, Georgia, where she supervised residents with diverse classification statuses. Her work has been funded by the National Science Foundation, and the National Institutes of Health, and published in peer-reviewed outlets including *Deviant Behavior*, *Race & Justice*, and *Sociological Forum*.



**Anadora "Andie" Moss**, is the founder and Chief Executive Officer of The Moss Group, Inc., a Washington, DC-based criminal justice consulting firm celebrating its 21st year in 2023. The Moss Group provides consulting services to federal, state, and local agencies, as well as private organizations, using the expertise of experienced practitioners with a commitment to excellence. Andie began her corrections career in 1983 working for the Georgia Department of Corrections and later joined the National Institute of Corrections in 1995. (NIC) She is often characterized as a pioneer in the work of assessing and addressing organizational and facility culture – particularly addressing sexual safety in custody. Andie has a rich background in leadership development offerings and managed the Executive Women's Program for NIC from 1995- 2002. While at NIC she chaired the agency's initiative on justice involved women and played a key role in the development of the well-regarded Gender Responsive Principles.

During her tenure, she also initiated the institute's initiative addressing facility culture. She is a proud founding member and past President of the Association of Women Executives in Corrections. Andie served as a subject matter expert to the National Prison Rape Elimination Commission, the National PREA Review Panel and the Bureau of Justice National Survey addressing the Prison Rape Elimination Act. During the Obama Administration. Andie was appointed by the White House to a two-year term on the education subcommittee of ICE's Advisory Committee on Family Residential Centers administered by the Secretary of Homeland Security. Andie is published in professional periodicals, co-authored several chapters in textbooks, and has held leadership roles in professional organizations. She has received numerous honors for her work, including the NIC Executive Director's Award, the Association of Women Executives in Correction's Susan M. Hunter Award and Legacy Award; the Francis R. Dick Ford Distinguished Service Award from the American Jail Association (2022) and the American Correctional E.R. Cass Correctional Achievement Award. (2022). She was also appointed as a Trustee to the Board of Alcoholics Anonymous in 2021 for a six-year term. Andie received her Bachelor of Science degree from the University of Georgia and her master's in education from the University of Idaho.



**David Pitts**, is a senior research fellow in the Justice Policy Center and director of the Prison Research and Innovation Initiative, a multiyear project that leverages research to promote transparency, innovation, and well-being in US prisons. Pitts uses evidence-based strategies to promote prison reform that benefits both incarcerated people and correctional staff, and toward that end, he has partnered with an array of advocacy organizations, nonprofit service providers, and departments of corrections. His work has addressed a variety of topics in this area, including restrictive housing, prison education, visitation, and correctional staff well-being. In addition to his criminal legal system research, Pitts has written extensively on issues of diversity, equity, and inclusion in public policy. He has consulted for government organizations at all levels, from small cities to federal

agencies, and has taught a variety of courses to graduate students in public policy and criminal justice programs. He is currently an adjunct professor at the John Jay College of Criminal Justice, City University of New York, and he spent a decade in academia as a tenure-track and tenured professor prior to his work in applied criminal legal research. A native of Birmingham, Alabama, Pitts earned a bachelor's degree from Birmingham-Southern College; master's degrees from Indiana University and the University of California, Irvine; and a PhD from the University of Georgia.