George Mason University’s Mission Statement

A public, comprehensive research university established by the Commonwealth of Virginia in the National Capital Region, we are an innovative and inclusive academic community committed to creating a more just, free, and prosperous world.

The Mason IDEA: our core institutional characteristics

Innovative = We do not cling to old ways just because they have worked in the past. We honor time-tested academic principles, while we strive to create new forms of education that serve our students better and new paths of research that can help us discover solutions to the world’s greatest challenges.

Diverse = We bring together a multitude of people and ideas in everything that we do. Our culture of inclusion, our multidisciplinary approach, and our global perspective make us more effective educators and scholars.

Entrepreneurial = We take ideas into action. We educate students to become agents of positive change; to do or create jobs; to create value through government or business, public or private organizations, academia or the arts. We pursue discoveries that can make a difference in the world. We help our community thrive culturally, socially, and economically.

Accessible = We are an open and welcoming community. We partner with public and private organizations in our region and around the world. We proactively engage with our community. We define our success by how many talented students with potential we serve, not how many we leave out.
CYNTHIA LUM - SUMMARY OF ACCOMPLISHMENTS

Professor Cynthia Lum is a global expert of evidence-based policing and has received significant attention for her prolific research and knowledge integration efforts. A former Baltimore City police officer, Lum was keenly aware that police have long relied on other sources of information—anecdotes, standard procedures, traditions, organizational culture, and personal beliefs about best practices—to make decisions and guide police operations. Consequently, police have inadvertently limited their ability to optimize their operations to prevent and reduce crime, improve relationships with the communities they serve, or improve the health, safety, and wellness of themselves and their organizations. Evidence-based policing advocates that research, evaluation, analysis, and scientific processes should have “a seat at the table” in law enforcement decision making about tactics, strategies, and policies. Dr. Lum’s research focuses on optimizing law enforcement operations and improving the ability of police to achieve their goals through science. She has also advanced the idea that evidence-based policing is not just about the process or products of evaluating police practices, but also about the translation of that knowledge into digestible forms that can be institutionalized into policing systems. Dr. Lum has collaborated with police agencies, community groups, and other scholars to impact policing in these ways across the United States and globally.

Numerous media outlets have drawn on her expertise (e.g., The Washington Post, CNN, Scientific American, the Economist, Associated Press, The Wall Street Journal, Governing, National Public Radio, The Crime Report, The Marshall Project, NBC, CBS), and her work has been used by many law enforcement agencies as well as the U.S. Congress and Supreme Court. Jim Burch, President of the National Police Foundation notes that “Professor Lum’s research and its impact has led to groundbreaking achievements, from illuminating areas of police service that are not well understood, to leveraging her research and the work of others to create a profound impact on the profession by developing translational tools and support that practitioners need to effectively use research.” Professor Lorraine Mazerolle, the recipient of the Sellin and Glueck Award of the American Society of Criminology, notes that “Cynthia is one of the most innovative leaders in advancing evidence-based crime policy in the world…. [she] is truly a remarkable scholar and person, leading so many different initiatives to translate policing science into real, on the ground, practice.” In her promotion to full professor, an external reviewer noted that Dr. Lum “is clearly the nation’s leading expert on translational policing.”

Knowledge integration is at the core of Dr. Lum’s work and links her research, teaching, and service activities. Her efforts strongly reflect George Mason University’s mission to produce consequential research that directly impacts society at the local, regional, state, national, and international levels. For her extensive efforts in evidence-based policing, she received the inaugural George Mason University Williams Presidential Medal for Excellence in Social Impact.

DISCOVERY AND RESEARCH. Professor James Willis, chair of the Department of Criminology, Law and Society at Mason writes that “Professor Lum is a leading intellectual light in evidence translation, police technology, evaluation research, proactive policing, criminal investigations, and police reform.” Dr. Lum is internationally recognized and known for her impactful collaborations with law enforcement organizations in these areas. Her collaborations have focused on improving police patrol and investigative techniques; optimizing the use of policing technology to achieve fair and effective results; addressing criminal justice disparities, and using translational tools to institutionalize the use of research into everyday tactics and
opportunities for research

enforcement efforts

to strengthen the research foundations of

applied this approach

to make George Mason University a partner in law enforcement

as well as

The effectiveness of

She developed an "evidence

building an evidence

where she and colleagues led to

This work provided an "evidence Integration". Her work runs the gamut of theory development about police behavior, deterrence, and place-based criminology, to empirical analyses and evaluations of proactive activities. Because of her far-reaching expertise, Dr. Lum has been appointed a member of the National Academies of Sciences (NAS) Committee on Law and Justice; the NAS Consensus Committee on Proactive Policing; and the Standing Committee for Traffic Law Enforcement of the NAS Transportation Research Board. Tarrick McGuire, Deputy Chief of the Arlington (TX) Police Department states that “[Dr. Lum’s] scholarship and research on various policing topics have provided a frame of reference for police executives across the U.S.”

Dr. Lum’s experimental field research on license plate readers, her extensive studies on police information and analytic technologies, and her systematic reviews and assessments of body-worn cameras have also challenged conventional wisdom about police technologies. Dr. Lum has found that police technologies do not always lead to expected gains in crime control or improvements in police-citizen relations because of the existing frameworks in which they are used. For example, she and her colleagues wrote a provocative and widely-circulated article that found that the totality of current research evidence for body-worn cameras does not indicate that body cameras substantially change officer or citizen behavior in the ways initially expected. She is currently conducting a Campbell systematic review on body-worn cameras to explore this issue further. For her research efforts in police technologies, she was awarded the Scottish Police Service’s James Smart Memorial Medal and also was an invited member of the prestigious Ditchley Conference at Oxford to advise policymakers on policing technologies.

Dr. Lum has also advocated for greater research use by federal law enforcement agencies, which, unlike local agencies, have been rarely evaluated. She conducted the first systematic review on the effectiveness of counterterrorism interventions for the Campbell Collaboration. This work led to a co-edited volume, Evidence-Based Counterterrorism Policy, where she and colleagues explored the theoretical, methodological, and practical challenges to building an evidence-based approach to homeland security. As part of her translational efforts, she developed an “evidence-assessment” approach for federal agencies to help in estimating the effectiveness of homeland security efforts in the absence of evaluation research. Dr. Lum applied this approach to the Transportation Security Administration’s airport security programs as well as the building security efforts of the Federal Protective Service. More recently, she has partnered with the Washington/Baltimore High Intensity Trafficking Areas Program (W/B HIDTA) to make George Mason University one of its fiduciaries, to create a stronger link between research and national drug enforcement efforts. Tom Carr, Executive Director of the W/B HIDTA writes, “[Dr. Lum’s] efforts helped to link a major research university with a major law enforcement collaborative, to strengthen the research foundations of our nation’s drug enforcement efforts. To date, this partnership has brought over $10 million to Mason, as well as opportunities for research-practitioner partnerships to combat the nation’s opioid epidemic.”
In total, Dr. Lum has brought over $16 million in research and translation grants and contracts to George Mason University’s Center for Evidence-Based Crime Policy (CEBCP). Her projects have been supported by the National Institute of Justice and the Bureau of Justice Assistance of the U.S. Department of Justice; the Department of Homeland Security; the National Science Foundation; the Laura and John Arnold Foundation (now Arnold Ventures); the Harry Frank Guggenheim Foundation; the Campbell Collaboration; the International Association of Chiefs of Police; and the U.S. Attorney’s Office in Washington, D.C. This funding has helped her to make a substantial impact on both police practice and research. More generally, as director of the CEBCP, she has overseen and supported over $27 million in grants and contracts to the center and has mentored both faculty and students in their careers, including last year’s SCHEV Rising Star awardee, Dr. Charlotte Gill. As Professor Weisburd summarizes, “Dr. Lum is simply one of the most important international figures in evidence-based crime policy and a leader internationally in developing evidence and disseminating such evidence around the world.” Chief Michael Brown of Alexandria Police Department notes that “Researchers and practitioners alike have used [Dr. Lum’s] work to promote policy and address policing issues across the nation.” Chief Ed Roessler of the Fairfax County Police Department writes that his department “welcomed the opportunity for Dr. Lum to have open access to the organization on many research endeavors that would assist in our strategic growth while at the same time lending to the growth of academic knowledge to be used to strengthen the law enforcement profession globally.” He also notes that “Dr. Lum’s research partnerships have contributed to George Mason University’s international reputation as a leading research institution.”

**KNOWLEDGE INTEGRATION.** Dr. Lum’s research in evidence-based policing is anchored by her belief that knowledge and science are only as good as their application and use. Thus, Dr. Lum and her colleagues have developed numerous translation tools to align officer activities with strategies that are supported by research. One of her most significant contributions has been her leadership in developing the *Evidence-Based Policing Matrix*, a free research clearinghouse focused on translating large amounts of police research for practitioners. This effort led her and colleagues to develop the *Matrix Demonstration Projects* which are also freely-available tools to assist law enforcement agencies with utilizing the results of scientific research in their daily operations. For example, the *Playbook* has been adopted and used by many law enforcement agencies such as the Riley County (Kansas) Police Department. The *Case of Places* tool, developed in partnership with Richmond Police Departments, builds investigative strategies around place-based criminological research to target places for sustained crime prevention effects. She has also developed academy and field training resources with Northern Virginia Criminal Justice Training Academy and the Alexandria Police Department that are designed to train officers to use deployment strategies that are built on research knowledge about what works. These and many other efforts are detailed in her recent book with Christopher Koper (*Evidence-Based Policing: Translating Research into Practice*, Oxford University Press, 2017).

Dr. Lum has created and implemented several initiatives to develop national infrastructure to increase collaborations between researchers and practitioners to improve the use of research in police practice. She is behind the CEBCP’s successful annual evidence-based crime policy symposia at Mason that brings hundreds of scholars, practitioners, policymakers, and research funders from across the nation each year to Virginia to share ideas on improving the use of science in criminal justice research. As Professor Weisburd notes, “it has become one of the most important venues for advancing evidence-based science and practice in the world.” She has also developed a unique approach (now used by others) to bring research into the halls of Congress—her annual “congressional briefings”—on the most pressing criminal justice issues (the next briefing is on mass shootings). Dr. Lum is the founder...
and editor of the first translational magazine in criminology, *Translational Criminology Magazine*, a biannual publication disseminated freely to thousands of researchers, practitioners, and policymakers that showcases examples of research being used in practice. *TC Magazine* has covered important issues such as the opioid epidemic, victims, crime prevention, and justice reforms. Her creation of the *Evidence-Based Policing Hall of Fame* has provided a national venue for police leaders to be recognized for taking on the difficult challenge of implementing science into police practice and is considered one of the most coveted prizes in evidence-based policing. As Professor Mazerolle summarizes, “All of these initiatives…are all strong evidence that clearly shows that Cynthia is leading, transforming, and solidifying the role of science in shaping the future of policing and crime prevention policy and practice.” Chief Brown of the Alexandria Police Department states: “[Her] efforts in leading the creation of Mason’s Center for Evidenced Based Crime Policy have created an internationally recognized and frequently cited source for research on policing for both academics and practitioners.”

Dr. Lum has also researched and collaborated with police agencies from over two dozen states, as well as national and international policing organizations, to implement evidence-based policing. As one external reviewer wrote when assessing Dr. Lum for promotion: “Cynthia is what a senior police colleague of mine calls a ‘police whisperer’; she can work with police on projects that are mutually beneficial and bring a much-needed ‘critical friend’ component to the policing field.” Sgt. Jeff Egge of the Minneapolis Police Department notes that he and other colleagues “have appreciated her generosity in sharing that knowledge and showing the ways we can advance research translation to improve our organizational, strategic, and tactical cultures in policing.” Jim Burch of the National Police Foundation adds that “in many conversations with Virginia law enforcement agencies, when mentioning research, evaluation, or evidence-based practice, I often hear…that they are working with Professor Lum or have been supported by her as they embark on changes within the organization and communities.”

Laurie Robinson, former Assistant Attorney General for the U.S. Department of Justice, writes: “If I were asked to identify the primary individuals driving action on evidence-based criminal justice practice and policy in recent years, Cynthia Lum would be at the top of the list….Her leadership as Director of George Mason’s Center for Evidence-Based Crime Policy has made it a significant change agent in building stronger bridges between academia and the worlds of policy and practice. And her work has earned her the unusual status of being held in highest esteem by both top scholars and by front line cops.”

**TEACHING AND MENTORSHIP.** Dr. Lum’s teaching style reflects her knowledge integration approach and is anchored in improving the use of research in criminal justice practice. To achieve this goal, she intermixes teaching Mason students in a traditional classroom setting; mentoring and funding apprenticeships for graduate students; teaching the Fairfax community through her commitment to the Osher Life-Long Learning Institute; mentoring practitioners; and training law enforcement officers and crime analysts. Examples of this teaching integration are two special courses on evidence-based policing that she developed. One was for Mason’s new M.S. practice-oriented degree in Criminal Justice focused on evidence-based policing. The other was for the State of New York Division of Criminal Justice Services (DCJS), where she created a ten-week experiential course for police officers through Mason’s professional education unit and with funding from DCJS. She has been nominated for Mason’s Teaching Excellence Award and consistently earns student ratings that are well-above department, college, and university averages. Students note the high level of “engagement” and “challenge” of her courses and have regularly commented (see additional documentation below) that her class “is the best I have taken in my college career,” and that she has “a huge level of respect for students.” Professor James Willis, chair, writes that “Professor Lum’s contributions to policing extend well beyond her generation of important scientific knowledge. She is an incredibly generous scholar, who shares her insights and skills with her students inside and
outside of the classroom. She is one of Mason’s most gifted teachers, introducing her students to the latest ideas, while stimulating them to engage with these ideas critically, so they can begin to bend the arc of learning to build their own capacity for knowledge creation.”

Dr. Lum’s approach is characterized by a deep commitment to the mentorship of students, new professors, and practitioners. She has mentored nearly four dozen doctoral and masters level students, serving as committee chair for twenty of them. Former students sing her praises: Dr. Ajima Olaghere, assistant professor at Temple University and former student, writes that Dr. Lum’s “guidance and tutelage of me during my graduate career played a significant role in facilitating where I am today…I believe one ingredient in her recipe to provide unwavering support to students is her proactive mentoring: consistent care and deeply genuine regard for one’s personal and professional well-being.” Dr. Julie Hibdon, associate professor, Southern Illinois University, Carbondale, notes that: “I think the biggest testament to Cynthia’s impact as a mentor has been her influence on how I mentor my own graduate students now. Cynthia had high expectations and demanded good work, yet she was caring, patient, and a woman of high integrity. Her students, like me, continue to finish their designated programs, despite the many demands outside of school.” This characteristic was also noted by Dr. Sangjun Park, assistant professor, Southern Utah University, who states that “Because of Professor Lum’s teaching, mentorship, and advice, I was able to complete my long journey at George Mason University and find a job as an assistant professor.” Dr. Amber Scherer, GMU-HIDTA Program Coordinator, has similar sentiments: “As I navigated through these tumultuous years of classes and comprehensive exams, Dr. Lum was always there to listen, provide advice, and help me see the bigger picture. She also gave me the opportunity to work with many law enforcement partners, hone my research skills, be a mentor for other students, and feel like I was a part of a team that was making great strides in affecting evidence-based crime policy.”

Dr. Lum is also deeply involved in mentoring young faculty and currently serves as a Distinguished Mentoring Fellow for new assistant professors. Associate Professor Sue-Ming Yang writes, “She is very generous and actively promotes colleagues whenever possible. For example, a few years ago, a police department wanted to work with Cynthia on a grant examining the effects of a mental health co-response model…Instead of seizing the opportunity for herself, Cynthia referred them to me…As a result, I have received a major grant from the Bureau of Justice Assistance (about $700,000) studying the effects of policing mental health. This helped expand my research agenda into a new area and has made a great impact on my career.” Assistant Professor Julia Shadur adds that Professor Lum “truly cares about each of us being successful, having a good experience, being productive, and yet also living healthy and happy lives outside of academia. She is always thinking of each mentee uniquely.” Associate Professor and SCHEV Rising Star winner Dr. Charlotte Gill notes that “[Dr. Lum] is entirely driven by a selfless desire to make both academia and practice settings better places to work, both for her colleagues and for police officers who serve the community.”

Dr. Lum is also widely known for her mentorship of police officers and leaders across the country. She trained officers from developing nations for many years with the U.S. Department of State’s International Law Enforcement Academy on evidence-based approaches. She has worked with individual officers to implement evidence-based policing and to help them evaluate tactics and strategies. President Jim Burch of the National Police Foundation adds that “I have become convinced that she is not only rare among scholars for the way in which she pursues research and teaching, but also in her dedication to service and the support, encouragement, teaching and mentoring of others. …Her kindness and patience with others as they engage in research or the consumption of it, strengthens her incredible ability to mentor, encourage and to teach future scholars and practitioners alike.” Chief Brown of Alexandria Police Department also writes that “Dr. Lum has been a motivator and an outstanding instructor. She has been a key reason why so many of her students, including myself, have been successful in their academic pursuits.” Jeffery Egge of the Minneapolis Police Department adds, “Dr. Cynthia Lum
has been a fellow practitioner, teacher, scientist, mentor, and inspiration to me in my work in Minneapolis. She challenges mythologies with a common sense knowledge and commitment to research of what works in the study of crime.” Deputy Chief Tarrick McGuire also remarks: “Dr. Lum continues to invest in the human capital of policing scholars. In doing so, she imparts personal knowledge and lessons learned into future police leaders.”

SERVICE. Dr. Lum’s service to Mason and Virginia is interwoven into her knowledge integration ethos and anchored in criminal justice reform. She has provided research and training to multiple police agencies in Virginia, often without grant funding support, and has involved students in these endeavors. These have included Fairfax County, Alexandria, Prince William County, Arlington County, Leesburg, Richmond, and Roanoke County. Her service also extends to many agencies outside of Virginia as already described. Her national service efforts in policing were recognized by the Attorney General of the United States who awarded her the Citizen’s Volunteer Award. As already mentioned, Dr. Lum integrates her educational service into her immediate community—Fairfax—through her work with the Osher Life-Long Learning Institute, in which she has developed their annual criminology course.

Dr. Lum’s service is also integrated into advancing George Mason University. Chair James Willis characterizes her service efforts as “unparalleled,” having served on numerous committees at the department, college, and university levels. Examples include multiple promotion and tenure committees at both the department and college levels; investigative committees related to academic ethics and integrity; hiring committees for term and tenure-track faculty, department chairs, the CHSS college dean; strategic planning committees; and the faculty handbook committee. Professor Wilson, former chair of the department notes that Dr. Lum “has regularly been asked by senior university officials to serve on important committees, most recently as a University Distinguished Mentoring Fellow to new assistant professors across the university. She has served on a long list of committees outside of Mason and been elected to the board of the American Society of Criminology.”

Dr. Lum is also deeply committed to sustaining the interest of younger scholars in policing research, an area often not pursued by graduate students. To achieve this, she co-founded the International Summer School for Policing Scholars, a free program focused on providing doctoral students extra training in evidence-based policing. Partnering with colleagues from the Scottish Institute of Policing Research and Arizona State University, the school provides intensive summer training to the next generation of policing scholars. All of the faculty in the summer school volunteer their time to provide students with this opportunity. It was also this same vision about the future of policing scholarship that led her to create the Division of Policing in the American Society of Criminology, now one of the ASC’s largest divisions.

Finally, she is devoted to serving her discipline, profession, and social justice more generally. She serves as an advisor and expert to international and national organizations that are committed advancing justice through research. These include the National Academies of Sciences; elected and appointed positions in the American Society of Criminology; the Scottish Institute for Policing Research; the International Association of Chiefs of Police; the Pretrial Justice Institute; the National Institute of Justice; the Bureau of Justice Assistance; the National Police Foundation; the Misdemeanor Justice Project at John Jay; the American Law Institute; the VERA Institute; the College of Policing (UK); and Her Majesty’s Inspectorate of Constabulary (UK). Recognizing her link between service, knowledge integration, and discovery, the American Society of Criminology selected her to be the next co-editor of its flagship policy and practice journal, Criminology & Public Policy.

In conclusion, Professor Willis writes of Dr. Lum: “In an age of superlatives, words such as “outstanding” are prone to overuse. However, in the case of Professor Lum, there is no other adjective that can sufficiently capture her tremendous contributions to scholarship, teaching, and service. She is, quite simply, “outstanding” in all three areas.”
CYNTHIA LUM – PERSONAL STATEMENT

People often ask me how I became a police officer in Baltimore City and then a criminologist. Maybe their curiosity is peaked because I don’t look the part; it’s pretty unusual, unfortunately, to see Asian American women in either profession. I’m not sure if my answer satisfies those in need of an inspiring story filled with careful plans and great ambitions. Rather, my response often revolves around these words: “I just sort of fell into it.” And, with a little bit of luck, some gut-decisions and risk-taking, a sense and readiness for adventure, persistence, and a passion for doing something exciting and meaningful, I ended up where I am. I realize this is hardly a great example of the evidence-based decision making that I try to implement in police and criminal justice agencies now, but that is essentially how I got to where I am today.

I am certain I acquired this approach to life from my parents. My parents were born into the poorest and most difficult conditions, both on dirt floors in one-room homes shared with many other people and children in poverty. For the sake of brevity (but not due justice to my Korean mom), I’ll tell you just about my Chinese dad. My dad lost his whole family (except his estranged father) when he was eight years old during the Japanese invasion of Kowloon and Hong Kong. Orphaned at 8, he survived on his own the next five years of Japanese occupation, mass killings, war-related periods of starvation, and the gangs and Japanese military that terrorized Kowloon. Having no life prospects after the war ended, my dad managed to send word to his estranged father in Hawaii to help him get paperwork and money to get to the U.S. (His father happened to be one of the thousands of Chinese workers in Hawaii who came back to China just long enough to find brides and conceive kids.) When my dad got to Hawaii, he was put into a detention center. But as luck would have it, his father was a U.S. citizen, himself a product of the Cantonese migration to Hawaii in the late 1800s who were given citizenship when the island became a territory. Shortly after my dad was released, his father died, leaving him alone once again, but with the needed credentials to obtain citizenship papers. Talk about luck!

It’s a very long, adventurous, and heart-wrenching story, so I’ll only tell you the end, and you can imagine the incredible middle. My dad, orphaned, uneducated, and poor, went on to be one of the engineers who worked on the Apollo series and helped put the first man on the moon. He later helped develop the flight systems for the Space Shuttle. How did all of that happen? He likes to say, with a little bit of luck, some gut-decisions and risk-taking, persistence, a sense and readiness for adventure, and a passion for doing something meaningful. Thus, it is because of who my parents were and are that I am who I am. They both grew up having to make hard choices on their own, and often life-altering decisions with little resources. They passed this independence and sense of adventure on to me. I can’t remember a time when they told me that they preferred I take one path over another, or what I should do with my life. Because of them, I learned to be independent, tenacious, and responsive to opportunities, to be open to luck and adventure, and to believe that no idea was impossible or unattainable.

And that is how I ended up one day in 1995 in front of the chair of criminology at the London School of Economics asking him to let me join his program. Ten minutes prior, I did not even know such a discipline existed. One day prior, I had boarded a plane with a one-way ticket and two stuffed bags to try my luck in London, literally without any housing plans (I figured something would just “pop up”). Three months before that, I wasn’t even enrolled in the LSE. I was packing up to go to law school, but my gut told me that it wasn’t for me. After hearing about a friend’s adventures in London, I cold-called the registrar at LSE and asked them if they would take me. The registrar—realizing that I wasn’t joking—replied, “Of course not! It’s three months before school starts, and you haven’t even applied.” Paralleling my father’s college experience, I persisted and convinced them to accept my application. When I showed up at LSE, my preferred degree in economics had closed for new enrollments. Thankfully a professor of economics who happened to be there took the time to listen to what I was interested in (at the time, crime arising from political transitions) and told me to walk across the street and ask the
criminology department chair if I could join his master’s program. The chair was in his office and welcomed me, even after I stupidly told him that I didn’t know much about criminal justice and that my goal was “to learn about what criminology is.” After a couple of weeks, I was hooked and applied for Ph.D. programs in criminology. A few months later, I received a call from the chair of University of Maryland’s Criminology department, inviting me to join his program. His name was Lawrence Sherman and is considered the father of evidence-based policing.

It was from Professor Sherman that I learned about the idea that research and science could inform criminal justice practices just like in medicine, in ways that could lead to more effective and just outcomes. During my first year working with him, he shared a draft of what became one of the foundational articles in this field—Evidence-Based Policing—which emphasized that “police practices should be based on scientific evidence about what works best.” Soon after starting at UMD, Sherman had me leading my first collaboration to assist the Prince George’s County Police Department in standing up their crime analysis unit. But as I settled in, I felt awkward. Other students seemed to have a plan and knew what graduate school was about; I felt more at home working at the police department. So after my first year at Maryland, I again went with my gut, left graduate school, and became a police officer in the closest big city near to me—Baltimore City. My time as an officer and detective is a story in itself; I think I used up at least three of my nine lives during my six years at BPD. It was as a police officer that I quickly learned that while evidence-based policing seemed logical, implementing science (or any type of reform) in policing was an uphill and difficult battle due to existing cultures and organizational systems. After a couple of years of pushing around a patrol car, I realized I was hungry for more knowledge about policing and decided to go back to school part-time. Everything suddenly made more sense to me. Finally, seven years after I first showed up at the University of Maryland, including almost six years of working at the BPD, I graduated and was offered my first assistant professor job, leaving my badge and gun behind.

Over twenty years after that fateful first day at the LSE, I have had the most incredible professional adventure, collaborating with agencies, officers, researchers, and community members across the U.S. and the world to re-imagine policing from an evidence-based perspective. What drives my passion for this work is not just discovering effective approaches to preventing crime or improving police-citizen relationships, but also figuring out how to translate, disseminate, implement, and institutionalize research knowledge into practice. To me, “knowledge integration” is at the core of my discipline. It epitomizes the intentional and simultaneous integration of teaching, discovery, and service, with the goal of improving the infrastructure for the use of science in democratic governance and criminal justice. The importance of working on this integration cannot be overstated as science in many realms of governance—including policing—is often met with resistance because it reveals many common practices can be ineffective or even harmful. However, science has also provided important knowledge about how police can improve their ability to prevent and reduce crime, improve police-citizen relationships, and improve organizational health and functioning. This dual passion for both generating knowledge and figuring out ways to use science in criminal justice practice drives my work as the director of the Center for Evidence-Based Crime Policy and my creation of many of its translational tools and synergistic activities. These passions also drive my work to advance future policing scholars and leaders. Through this type of work, I feel I have made a meaningful impact in impacting American policing to become more research-based.

My story continues to follow my parents’ blueprint and heartbeat. Like my parents, I also believe that no idea or goal is impossible or out of reach, no matter one’s situation or background. This mindset has helped me take advantage of opportunities, challenges, and risks, and allowed me to make a significant impact on others through generating and sharing innovative ideas and activities, as my dad did. Well, maybe not quite like my dad—he put a man on the moon!
CYNTHIA LUM – ABBREVIATED CURRICULUM VITAE
Full c.v.: https://d101vc9winf8ln.cloudfront.net/cvs/835/original/cv-cynthia-lum.pdf

EDUCATION
2003 University of Maryland, College Park: Ph.D. Criminology and Criminal Justice
1996 London School of Economic and Political Science: M.Sc. Criminology
1995 University of California, Los Angeles: B.A. Political Science, B.A. Economics

CURRENT ACADEMIC APPOINTMENTS
Professor Department of Criminology, Law and Society, George Mason University
Director Center for Evidence-Based Crime Policy, George Mason University
Appointed Member National Academies of Sciences, Committee on Law and Justice
Editor in Chief Criminology & Public Policy (with Christopher Koper)
Founding Editor Translational Criminology Magazine
Director/Co-Founder International Summer School for Policing Scholars (with Nick Fyfe)

RELEVANT PROFESSIONAL EXPERIENCE
2005 - Professor, Department of Criminology, Law and Society, George Mason University (tenured in 2011, promoted to full professor in 2017)
2003-2005 Assistant Professor, Northeastern University, School of Criminal Justice
1997-2002 Patrol officer (Eastern District 1997 - 2000) and Detective (Central Investigative Division, 2000 - 2002), Baltimore City Police Department
2001-2007 Instructor, U.S. Department of State, International Law Enforcement Academy

SPECIAL APPOINTMENTS
National Academies of Sciences (NAS) Committee on Law and Justice (2019-)
Board of Directors, National Police Foundation (2019-)
LEADs Agencies Coordinating Counsel, National Institute of Justice (2017-)
Standing Committee on Traffic Law Enforcement, Transportation Research Board, NAS (2017-)
The American Law Institute, Principles of Law and Police Investigations (2015-)
Research Advisory Board, John Jay College of Criminal Justice (2015-)
Advisory Committee, Scottish Institute for Police Research (2015-)
Research Advisory Council, International Association of Chiefs of Police (2014-)
Fulbright Specialist in Evidence-Based Policing (2013-2018)
National Academies of Science Consensus Committee on Proactive Policing (2015-2017)
Board of Directors, Pretrial Justice Institute (2012-2017)
College of Policing (UK) Strategic Command Course Advisory Panel (2013)
VERA Institute, Youth Stop, Question and Frisk Project Advisory Board (2012-2013)
Her Majesty’s Inspectorate of Constabulary Scientific Advisory Board (UK) (2012)
Center for Social Complexity Advisory Board, George Mason University (2011-2012)
Institute for Social Science Research Board, University of Queensland, Australia (2011-2012)
Mayor of Baltimore and City Police Commissioner Special Inquiry Board (2011)
Research Advisory Committee, Police Foundation (2007-2009)
Positions held in the American Society of Criminology: Executive Board, Executive Counselor (2016-); Founder, Executive Counselor, and Vice Chair, Division of Policing (2014-2018); Vice Chair, Division of Experimental Criminology (2014-2015).
Previously associated editor of Journal of Experimental Criminology, and member of 9 editorial boards for academic journals

COURSES TAUGHT AT GMU AND IN THE COMMUNITY
Crime and Crime Policy (Evidence-Based Crime Policy); Evidence-Based Policing; Evidence-Based Policing for Practitioners; Policing in America; Law and Justice around the World; Intro to Criminal Justice; Osher Life Long Learning (OLLI) course on Contemporary issues in Criminal Justice; Evidence-Based Policing for Practitioners

GRANTS AND CONTRACTS OBTAINED WHILE AT GEORGE MASON UNIVERSITY
$16 million brought to GMU as principle or co-principle investigator from one fiduciary and 26 grants and contracts related to evidence-based crime policy. Raised over $500,000 in private foundation contributions for scholarships for the Department of Criminology, Law and Society.

AWARDS AND HONORS WHILE AT GEORGE MASON UNIVERSITY
George Mason University Williams Presidential Medal for Excellence in Social Impact (2017)
Fulbright Specialist Grant, University of St. Andrews (2016)
Scottish Police Service James Smart Memorial Medal (2014)
George Mason University Team Excellence Award for the CEBCP (2014)
Elected Fellow of the Academy of Experimental Criminology (2014)
Emerging Scholar Award, George Mason University (2012)
University Outstanding Supervisor, George Mason University (2012)
U.S. Attorney General’s Citizen Volunteer Service Award (2011)
Cambridge University, Visiting Scholar (2010-2011)
Teaching Excellence Award Finalist, George Mason University (2009)
START Center, University of Maryland Fellowship (2005-2006)

PUBLICATION RECORD (Topics: police strategies and tactics, crime prevention and deterrence, policing technology, counterterrorism, evidence-based policing)
74 Journal and magazine articles and scientific book chapters, many written with students
5 Books and edited volumes
Google Scholar h-index = 28; i10-index = 47; Citation count=over 3,580

RECENT PUBLICATION EXAMPLES (see C.V. for full list of publications)
ACADEMIC COLLEAGUES

David Weisburd, Distinguished Professor, Department of Criminology, Law and Society, GMU. [Professor Lum] is a major figure internationally in advancing evidence based policy and practice. …Dr. Lum has successfully examined a broad array of criminal justice issues in her academic career including crime and place, race and crime, policing, terrorism and more. Her primary focus however, has been on evidence-based crime policy. Dr. Lum’s work in this area contributes to high quality basic and applied research, as well as attention to “evidence translation,” a literature she has pioneered in policing research and criminology more generally. …Before becoming a scholar she was a detective in a major American police agency. This experience has given her a unique, rare, and valuable perspective among police scholars, allowing her to see the world of policing and crime prevention more generally both through the lens of science and through the lens of practice. …Dr. Lum is simply one of the most important international figures in evidence based crime policy, and a leader internationally in developing evidence and disseminating evidence….

James Willis, Professor/Chair, Department of Criminology, Law and Society, GMU. Professor Lum is a leading intellectual light in evidence translation, police technology, evaluation research, proactive policing, criminal investigations, and police reform. …Moreover, Professor Lum’s contributions to policing extend well beyond her generation of new and important scientific knowledge. She is an incredibly generous scholar, who shares her insights and skills with her students inside and outside of the classroom. She is one of George Mason’s most gifted teachers, introducing her students to the latest ideas, while stimulating them to engage with these ideas critically, so they can begin to bend the arc of learning to build their own capacity for knowledge creation….Finally, and perhaps most notably, is her unparalleled record of Service to the discipline, to Virginia, to George Mason University, and to the department. She has built almost single-handedly the Center for Evidence-Based Crime Policy as a hub for generating and disseminating scientific knowledge….

Lorraine Mazerolle, Professor, University of Queensland (Australia). Cynthia is one of the most innovative leaders in advancing evidence based crime policy in the world. …Cynthia is truly a remarkable scholar and person, leading so many different initiatives to translate policing science into real, on the ground, practice. Cynthia was the ideas person behind setting up the regular Congressional Briefings by the Center for Evidence Based Crime Policy. She spearheaded the Evidence Based Crime Policy Hall of Fame and she is the co-inventor of the Evidence Based Crime Matrix along with a host of policy and practitioner-oriented products in support of the Matrix. Cynthia is also the Editor of the Translational Criminology series and co-author of the book Evidence Based Policing. Cynthia was also the lead scholar who created the Division of Policing for the American Society of Criminology. All of these initiatives, coupled with her role as Director of the Center for Evidence Based Crime Policy, are all strong evidence that clearly shows that Cynthia is leading, transforming and solidifying the role of science in shaping the future of policing and crime prevention policy and practice not just in the United States, but across the globe.

Dave Wilson, Professor/Former Chair, Department of Criminology, Law and Society, GMU. In terms of [Dr. Lum’s] scholarship, she has consistently been a top-grant getter and has produced an impressive body of work related to evidence-based policing. Her work is widely cited by other academics, reflected by her recent appointment as a member of the National Academies of Sciences Committee on Law and Justice. Within the university, she has regularly been asked by senior university officials to serve on important committees, most recently as a university mentor to new assistant professors across the university. …More recently, she was selected as co-editor for the journal, Criminology & Public Policy, one of the most prestigious journals in our field….
Sue-Ming Yang, Associate Professor, Department of Criminology, GMU. [Professor Lum] is very generous and actively promotes colleagues whenever possible. For example, a few years ago, a police department wanted to work with Cynthia on a grant examining the effects of a mental health co-response model. ...Instead of seizing the opportunity for herself, Cynthia referred them to me, a junior colleague, to work on the proposal. ...As a result, I have received a major grant from Bureau of Justice Assistance (about $700,000) studying the effects of policing mental health. This helps expand my research agenda into a new area and has made a great impact on my career. ... She often reaches out to junior colleagues proactively to help us adapt to the new environment and prepare for the upcoming tenure and promotion process. When we succeed in any research activities, she cheers for us wholeheartedly....

Julia Shadur, Assistant Professor, School of Integrative Studies, George Mason University. Cynthia is deeply committed to mentorship in a multitude of ways. ...She offers gentle yet direct words of wisdom and is able to provide invaluable advice on topics ranging all the way from grant funding, to manuscript preparation, teaching and engaging students, student mentorship, navigating difficult situations, and managing life as an academic, to name a few. She truly cares about each of us being successful, having a good experience, being productive, and yet also living healthy and happy lives outside of academia. She is always thinking of each mentee uniquely...Her commitment and dedication to mentorship is exceptional, which is even more meaningful as she also maintains a highly impressive and productive research program of her own. ...Even more striking, she makes our wins her wins.

Charlotte Gill, Associate Professor, Department of Criminology, GMU. As one of the scholars fortunate enough to have been mentored by her, I can directly attest to her commitment to introducing students and junior faculty to the growing field of evidence-based policing and elevating women and other under-represented groups in the academy. She is entirely driven by a selfless desire to make both academia and practice settings better places to work, both for her colleagues and for police officers who serve the community.

CRIMINAL JUSTICE LEADERS

Laurie Robinson, former Assistant Attorney General for the U.S. Department of Justice Office of Justice Programs. If I were asked to identify the primary individuals driving action on evidence-based criminal justice practice and policy in recent years, Cynthia Lum would be at the top of the list. When I was in the federal government, and now that I am working on criminal justice policy from academia, I have seen the impact of her contributions. Her leadership as Director of George Mason’s Center for Evidence-Based Crime Policy has made it a significant change agent in building stronger bridges between academia and the worlds of policy and practice.

Ed Roessler, Chief of Police, Fairfax County Police Department. Many years ago, with great trust and confidence, the Police Department welcomed the opportunity for Dr. Lum to have open access to the organization on many research endeavors that would assist in our strategic growth while at the same time lending to the growth of academic knowledge to be used to strengthen the law enforcement profession globally. High level examples of Dr. Lum’s research and leadership are evidenced in such areas as, community satisfaction surveys, department climate surveys, officer safety analysis, technology research with automated license plate readers, body worn camera effectiveness....Dr. Lum has truly contributed to the body of research in law enforcement for both her peers in academia and all law enforcement professionals to enhance community and officer safety. ...Dr. Lum’s research partnerships have contributed to George Mason University’s international reputation as a leading research institution and she is highly deserving of recognition as an outstanding faculty member.

Michael Brown, Chief of Police, Alexandria Police Department. [Dr. Lum] is considered a leader amongst her peers, students, and those of us that are practitioners in the field.... She has been a key reason why so many of her students, including myself, have been
successful in their academic pursuits….Researchers and practitioners alike have used her work to promote policy and address policing issues across the nation. …Dr. Lum’s efforts in leading the creation of George Mason's Center for Evidenced Based Policing have created an internationally recognized and frequently cited source for research on policing for both academics and practitioners. Dr. Lum's leadership and efforts in establishing the Policing Division within the American Society of Criminology is another example of her commitment to the science of policing….Finally, I would also like to add my sincere appreciation for Dr. Lum’s efforts in establishing a model and a baseline for the Alexandria Police Department to review and report its traffic citation and traffic stop data. The model she created is still in use by the department and has served us extremely well in our transparency efforts…. 

**Tom Carr, Executive Director, Washington/Baltimore High Intensity Drug Trafficking Area Program (W/B HIDTA).** Dr. Cynthia Lum…has devoted her efforts to improving law enforcement by promoting evidence-based crime policy, crime prevention, technology, and translational criminology. Most recently, she collaborated successfully with the W/B HIDTA of the Office of National Drug Control Policy to bring W/B HIDTA to George Mason University. …Her efforts helped to link a major research university with a major law enforcement collaborative, to strengthen the research foundations of our nation’s drug enforcement efforts. To date, this partnership has brought over $10 million to Mason, as well as opportunities for research-practitioner partnerships to combat the nation’s opioid epidemic.

**James H. Burch, II, President, National Police Foundation.** [Dr. Lum] is not only rare among scholars for the way in which she pursues research and teaching, but also in her dedication to service and the support, encouragement, teaching and mentoring of others. I have…witnessed first-hand her impact on the criminal justice system, the practitioners within it, and those aspiring to have a career in this field. Dr. Lum’s research and its impact has led to groundbreaking achievements, from illuminating areas of police service that are not well understood, to leveraging her research and the work of others to create a profound impact on the profession by developing translational tools and support that practitioners need to effectively use research, such as the Evidence-Based Policing Matrix. …Her kindness and patience with others as they engage in research or the consumption of it, strengthens her incredible ability to mentor, encourage and teach future scholars and practitioners alike. And yet it is clear that I am not the only person to observe this…when mentioning research, evaluation, or evidence-based practice, I often hear back from the agencies that they are working with Dr. Lum or have been supported by her as they embark on changes within their organization and communities.

**Tarrick McGuire, Deputy Police Chief, Arlington (TX) Police Department.** [Dr. Lum’s] scholarship and research on various policing topics have provided a frame of reference for police executives across the U.S. for many years. ... During this time, the policing profession and the country were experiencing great division between law enforcement and community. This hardship resulted in political action from President Barack Obama, who assembled the President’s Task force on 21st Century Policing. Upon producing final recommendations, many police departments sought to understand the application and legitimacy of the recommendations. Dr. Lum answered the call, leading a team that produced an evidence-based document to help police departments digest the research and implement it in their communities. ...Dr. Lum continues to invest in the human capital of policing scholars. In doing so, she imparts personal knowledge and lessons learned into future police leaders….

**Jeff Egge, Sergeant, Minneapolis Police Department, Crime Analysis Unit.** Dr. Cynthia Lum has been a fellow practitioner, teacher, scientist, mentor, and inspiration to me …. She challenges mythologies with a common sense knowledge and commitment to research of what works in the study of crime. My colleagues advancing 21 Century Policing have appreciated her generosity in sharing that knowledge and showing the ways we can advance research translation to improve our organizational, strategic, and tactical cultures in policing.
CYNTHIA LUM – ADDITIONAL DOCUMENTATION

A. Organizations that Cynthia Lum has collaborated with on research, teaching, or evidence-integration activities

Alexandria (VA) Police Department
American Society of Criminology
American Society of Evidence-Based Policing
Arizona State University
Arlington County (VA) Police Department
Arlington (TX) Police Department
Baltimore City (MD) Police Department
Baltimore County (MD) Police Department
Campbell Collaboration
Cambridge University (United Kingdom)
Carnegie Mellon University
Charlotte-Mecklenburg (NC) Police Dept.
Cincinnati (OH) Police Department
City of Seattle
College of Policing, London (UK)
Fairfax County (VA) Police Department
Fairfax County (VA) Department of Public Safety Communications
Illinois Criminal Justice Information Authority
Indianapolis (IN) Police Department
Inter-American Development Bank
International Association of Chiefs of Police
International Association of Crime Analysts
Iowa State Police
Jacksonville (FL) Sheriff’s Office
John Jay College of Criminal Justice
Johns Hopkins University
Las Vegas (NV) Police Department
Leesburg (VA) Police Department
Maryland State Police Academy
Minneapolis (MN) Police Department
Montgomery County (MD) Police Dept.
National Police Foundation
New York City (NY) Police Department
Northern Virginia Criminal Justice Academy
NY Division of Criminal Justice Services
Oakland (CA) Police Department
Prince George’s County (MD) Police Dept.
Prince William County (VA) Police Dept.
Richmond (VA) Police Department
Riley County (KS) Police Department
Sacramento (CA) Police Department
Scottish Institute for Policing Research
Seattle (WA) Police Department
University of Maryland, College Park
University of Pennsylvania
University of Queensland (Australia)
U.S. Department of Homeland Security
U.S. DOJ Bureau of Justice Assistance
U.S. DOJ National Institute of Justice
U.S. Marshals Service
VERA Institute of Justice
Washington/Baltimore High Intensity Drug Trafficking Areas Program

B. Evidence-Integration Tools Developed by Cynthia Lum and Colleagues

- The Evidence-Based Policing Matrix. www.policingmatrix.org
• The Evidence-Based Policing Hall of Fame. https://cebcp.org/hall-of-fame/
• One-Pager Research Summaries. https://cebcp.org/one-pagers/
• The CEBCP Video Library and YouTube Channel. https://cebcp.org/cebcp-video-library/
• The eConsortium of University Centers and Researchers for Partnership with Criminal Justice Practitioners. http://gmuconsortium.org/

C. Significant Synergistic Activities Organized and Led by Cynthia Lum with Colleagues

September 2019: Congressional Briefing on Countering Mass Violence
June 2019: CEBCP Annual Symposium
April 2019: NSF Workshop on Mass Violence (PIs: Christopher Koper and Daniel Nagin)
June 2018: 2nd International Summer School for Policing Scholars - USA
June 2018: CEBCP Annual Symposium and Ten Year Anniversary
April 2018: Congressional Briefing on the 50th Anniversary of LJB’s Crime Commission
June 2017: CEBCP Annual Symposium
September 2016: CEBCP-WestEd Congressional Briefing on Violence and Prevention
May 2016: 1st International Summer School for Policing Scholars - Scotland
August 2015: CEBCP-Police Foundation Joint Symposium
February 2015: CEBCP-WestEd Congressional Briefing on School Safety and Prevention
October 2014: SIPR-CEBCP 2nd Joint Symposium on Evidence-Based Policing
June 2014: CEBCP Annual Symposium (with the IDB) on Evidence-Based Crime Policy
April 2014: CEBCP-PJI Congressional Briefing on Pretrial Justice
January 2014: CEBCP-CJLM Joint Workshop on Evidence-Based Policing for supervisors
April 2013: CEBCP and Scottish Institute for Policing Research Joint Symposium
April 2013: CEBCP and Scottish Institute for Policing Research Congressional Briefing on Youth
August 2012: CEBCP Symposium on Evidence-Based Crime Policy
August 2012: CEBCP Evidence-Based Policing and Systematic Reviews Workshops
February 2012: CEBCP Congressional Briefing on Gun Violence
August 2011: CEBCP and Campbell Colloquium Joint Symposium
October 2010: CEBCP and Cochrane College Congressional Briefing on Juvenile Justice
August 2010: CEBCP Symposium on Evidence-Based Crime Policy
October 2009: CEBCP Congressional Briefing on Evidence-Based Crime Policy
April 2009: CEBCP Symposium on Evidence-Based Crime Policy
February 2009: CEBCP Congressional Briefing on Research on Violence
September 2007: Congressional Briefing on Counterterrorism
May 2003: University of Maryland Washington Sniper Debriefing
April 2002: Jerry Lee Crime Prevention Symposium

D. Summary of Student Evaluations for Cynthia Lum (2005 – 2019)

Professor Lum’s average scores for each question asked on the teaching evaluation forms are reflected by the dark blue solid line. The pink dashed line reflects the average scores for the College of Humanities and Social Sciences across this period. Questions “18” and “19” reflect
the “overall teaching” and “overall course” scores. Every score for each class is available upon request.

### E. Selected Comments from Recent Student Evaluations (all comments available upon request)

- Best class and best professor in my grad school career so far.
- Professor has high expectations and they are clear which always provides best learning and participation.
- I loved the discussions! Even more than the readings, discussing the concepts in depth with examples really solidified the ideas for me!
- The organization of the materials throughout the semester and choice of readings gave the best possible coverage of the materials.
- This is the best class I have taken my entire college career! Very well organized and the teaching methods are perfect! I learned so much in this class!
- Also, the fact that Dr. Lum appreciated every comment a student made and found value in the comment (even if students weren’t completely right). This made students feel comfortable to talk and have an opinion on the dense material. She is one of my favorite professors in the program.
- I really saw a HUGE level of respect for students. Ex. Friendly greeting even when [students] walking in late.
- Your dialogue with students as a conversation rather than a lecture really helped. It provided a means of grasping a deeper understanding of the readings as well as let us bring in outside ideas.
- Really excellently structured. Prof. Lum is excessively knowledgeable about the subject and explains things clearly. Always willing to add greater explication to the subject if something is unclear. Personal anecdotes add to understanding and are entertaining/keep you engaged.
- Can’t say this enough – this was a great course.
- No bull – Dr. Lum is the BEST teacher that I have ever had in my life.
- Prof Lum was very engaging, thoughtful, passionate, and was very easy to contact for extra help. Very prompt with responses to emails also. Loved the class. Wonderful teaching ethic!!
- The way Prof. Lum teaches is also excellent. She encourages students a lot so that I’m not scared of making mistakes.
• I have taken this course several times at other universities and this was the best. The course was taught well and the assignments were extremely valuable in understanding how to dissect theory, apply it to policy and the field.
• This course was taught by a phenomenal professor. Her enthusiasm and clarity kept me engaged and wanting to learn more. The briefing assignments were helpful in synthesizing the material.
• Dr. Lum is one of the program’s very finest faculty members. She’s gracious, supportive, kind and brilliant.

F. Excerpts of Letters of Support from Former Students

Dr. Julie Hibdon, Associate Professor, Southern Illinois University. While I worked for the CEBCP, and for Cynthia directly, I had so many opportunities to be engaged in the research process. I was involved in research projects from their start to their finish, I gained valuable experience in active field work and data collection. In addition, I learned how to navigate grant management and the publication process....I'm certain that without my experiences at GMU and specifically Dr. Lum’s guidance, I would have struggled to find a job on the academic market and make tenure once hired. Cynthia’s advice continues even today. She is always graciously willing to field questions about navigating mid-career issues, from dealing with the tenure process to even considering mid-career moves. However, I think the biggest testament to Cynthia’s impact as a mentor has been her influence on how I mentor my own graduate students now. Cynthia had high expectations and demanded good work, yet she was caring, patient, and a woman of high integrity.

Dr. Sang Jun Park, Assistant Professor, Southern Utah University. Dr. Lum is an outstanding professor and advisor who seamlessly supports students for our successes. She always creates a positive environment in the classroom and helps us to expand our knowledge through class discussion. …It may seem impossible to complete my long journey at George Mason University and find a job in academia without her teaching and advice.

Dr. Amber Scherer, GMU-HIDTA Coordinator, Washington/Baltimore HIDTA. Not surprising, I was very nervous for my first doctoral class since it had been 4 years since I was in school, but it happened to be with Dr. Lum. …I learned more in that class than any other course during my 5 years in the program. …As I navigated through these tumultuous years of classes and comprehensive exams, Dr. Lum was always there to listen, provide advice, and help me see the bigger picture. She also gave me the opportunity to work with many law enforcement partners, hone my research skills, be a mentor for other students, and feel like I was a part of a team that was making great strides in affecting evidence-based crime policy. When the time came, Dr. Lum also became my dissertation advisor where she continued to provide me with ample guidance to ensure I would see my own potential…she never doubted me and was always there to provide words of encouragement when I needed it most.

Dr. Ajima Olaghere, Assistant Professor, Temple University. I consider Dr. Cynthia Lum a literal manifestation of excellent mentoring and teaching. Her guidance and tutelage of me during my graduate career played a significant role in facilitating where I am today in my career and professional endeavors. I believe one ingredient in her recipe to provide unwavering support to students is her proactive mentoring: consistent care and deeply genuine regard for one’s personal and professional well-being. She possesses an effortless ability to always put students first, as I believe the individuals she mentors and teaches are always at the forefront of her mind. ….She also has a knack for pushing you to do your best in a very thoughtful way, a difficult soft skill to learn, but one which I believe she naturally possesses. ….I always felt rejuvenated and empowered after speaking with her. Dr. Lum is a wonderful balance and confluence of grace, high standards, honesty, hard work and diligence, consideration, and great intelligence.