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Department of Sociology
Indiana University of Pennsylvania
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EDUCATION

Ph.D. in Sociology, 1991
University of Iowa
Major Area: Family; Minor Area: Deviance

M.A. in Sociology, 1983
University of Iowa
Major Area: Family; Minor Area: Deviance

B.A., Summa Cum Laude, 1978
Frostburg State University
Frostburg, Maryland 21532
Majors: Political Science and Sociology
Honors: Sociology

PROFESSIONAL EXPERIENCE

Department Chair. May 2002-present. Department of Sociology, Indiana University of Pennsylvania.

Associate Director. August, 2012-present. Mid-Atlantic Research and Training Institute for Community and Behavioral Health (MARTI-CBH).

Director of Training. From January, 2011-August 2012. Mid-Atlantic Addictions Research and Training Institute (MARTI).

Research Fellow. 1998-2010. MARTI.

Assistant Chair. 2001-2002. Department of Sociology. Indiana University of Pennsylvania.

Full Professor. 2000-present. Department of Sociology, Indiana University of Pennsylvania.

Associate Professor. 1997-2000. Department of Sociology, Indiana University of Pennsylvania.

Assistant Professor. 1992-1997. Department of Sociology, Indiana University of Pennsylvania. Involves teaching Principles of Sociology, Delinquency, Deviance, Research Methods, and Family Sociology at the undergraduate and graduate levels.

Assistant Professor. 1990-1992. Department of Political Science, University of Memphis. Involved teaching health administration, research methods, program and policy evaluation, and statistics courses, primarily at the Master's level.

Visiting Assistant Professor. 1989-90. Department of Political Science, University of Memphis.

Research Associate. 11/1/86-8/30/89. Center for Health Services Research, Department of Political Science, University, of Memphis.

Research Assistant. 8/82-9/86. Department of Preventive and Community Dentistry, The University of Iowa College of Dentistry (half-time) and Center for Health Services Research, Department of Preventive Medicine, College of Medicine, The University of Iowa (half-time).

Instructor. Fall Semester, 1984. The University of Iowa, Iowa City. Solely responsible for teaching Courtship, Marriage, and Alternative Lifestyles.

Research Assistant. Half-time. 5/84-8/84. For Dr. Geoffrey Leigh. Department of Home Economics, McBride Hall, the University of Iowa.

Research Assistant. Half-time. 9/79-8/82; 6/83-9/83. For Dr. Jay Teachman and Dr. Karen Polonko. Department of Sociology, the University of Iowa.

Teaching Assistant. Half-time. 9/78-6/79. For Dr. Toby Parcel. Department of Sociology, the University of Iowa, Iowa City.

SCHOLARLY PUBLICATIONS

Articles in Refereed Journals

Heckert, Druann, Morooko, Hideki, & Heckert, Alex. (Under Review). Perched on a pedestal in a positive deviance profession. *Deviant Behavior.*

Stephenson, Amber, Heckert, Alex, & Yerger, David. (Under Review). Examining college student retention: a closer look at low self-control. *International Journal of Educational Management.*

Stephenson, Amber, Yerger, David, & Heckert, Alex. (2017). Recalibrating our understanding of retention. *Journal of College Student Retention: Research, Theory & Practice.*

Martin, James, Vaccaro, Christian, Heckert, Alex, & Hearsley, Robert. (2015). Epic glory and

manhood acts in Dagorhir. *Journal of Men's Studies*.

Stephenson, Amber, Heckert, Alex, & Yerger, David. (2015). College choice and the university brand: Exploring the consumer decision framework. *Higher Education*. Vol. 71(4): 489-503.

Shoenberger, Nicole, Heckert, Alex, & Heckert, Druann. (2015). Labeling, social learning, and positive deviance: A look at high achieving students. *Deviant Behavior*. Vol. 36(1): 1-18.

Shoenberger, Nicole, Heckert, Alex, & Heckert, Druann. (2012). Techniques of neutralization theory and positive deviance. *Deviant Behavior*. Vol. 33(10): 774-791.

Bonach, Katherine, & Heckert, Alex. (2012). Predictors of secondary traumatic stress among children's advocacy forensic interviewers. *Journal of Child Sexual Abuse*. Vol. 21(3): 295-314.

Heckert, Alex, & Heckert, Druann. (2011). Differential labeling theory. *Sociological Imagination*. Vol. 47(1): 24-40.

Darling, Rosalyn, & Heckert, Alex. (2010). Activism, models, identities, and opportunities: A preliminary test of a typology of disability orientations, in Dr. Barbara Altman, Dr. Sharon Barnatt (eds.) *Disability as a Fluid State (Research in Social Science and Disability, Volume 5)*, Emerald Group Publishing Limited, pp. 203-229.

Darling, Rosalyn, & Heckert, Alex. (2010). Orientations toward disability: Differences over the lifecourse. *The International Journal of Disability, Development and Education*. Vol. 57(2): 131-143.

Ip, E., Jones, A., Heckert, A., Zhang, Q., and Gondolf, E. (2010). Latent Markov Model for Analyzing Temporal Configuration for Violence Profiles and Trajectories in a Sample of Batterers. *Sociological Methods and Research*. Vol. 39(2): 222-255.

Jones, A. S., Heckert, A., Gondolf, E., Zhang, Q., and Ip, E. (2010). Complex behavioral patterns and trajectories of domestic violence offenders. *Violence and Victims*, Vol. 25(1): 3-17.

Wolfzorn, Melanie, Heckert, Alex, & Heckert, Druann. (May 2007). Positive deviance and social bond theory. *Free Inquiry in Creative Sociology*, Vol. 35.

Heckert, Druann, Heckert, Carina, & Heckert, Alex. (2005). Labeling theory and creative/alternative hair. *Sociological Imagination*, Vol. 40.

Sanderson, S., Heckert, A., & Dubrow, J. (2005). Militarist, Marxian, and non-Marxian materialist theories of gender inequality: A cross-cultural test. *Social Forces*, Vol 83, No. 4: 1425-1442.

- Heckert, A., & Gondolf, E. (2005). Do multiple outcomes and conditional factors improve prediction of batterer reassault? *Violence and Victims, Vol. 20, No. 1*, 3-24.
- Steck, L.W., Heckert, Druann, & Heckert, Alex. (2004). The identity salience of race among African American and White students. *Race and Society, Vol.6, No. 1*, 57-73.
- Heckert, Alex, & Heckert, Druann. (2004). Using a new typology of deviance to analyze ten common norms of the United States middle-class. *The Sociological Quarterly, Vol. 45, No. 2*, 209-228.
- Heckert, Alex, & Heckert, Druann. (2004). Using an integrated typology of deviance to expand Merton's anomie theory. *Criminal Justice Studies: A Critical Journal of Crime, Law and Society, Vol. 17, No. 1*, 75-90.
- Jones, A. S., D'Agostino, R. B., Gondolf, E., & Heckert, A. (2004). Assessing the effect of batterer program completion on reassault using propensity scores. *Journal of Interpersonal Violence, Vol. 19, No. 9*, 1002-1020.
- Heckert, A., & Gondolf, E. (2004). Battered women's perceptions of risk versus risk factors and instruments in predicting repeat reassault. *Journal of Interpersonal Violence, Vol. 19, No. 7*, 778-800.
- Heckert, Druann, Heckert, Jessica, & Heckert, Alex. (2003). Representations of hair color: A content analysis. *Sociological Imagination, Vol. 39, No. 2*, 77-92.
- Gondolf, E., & Heckert, A. (August 2003). Determinants of women's perceptions of risk in battering relationships. *Violence and Victims, Vol. 18, No. 4*, 371-386.
- Heckert, Alex, & Heckert, Druann. (2002). A new typology of deviance: Integrating normative and reactivist definitions of deviance. *Deviant Behavior, 23*, 449-479.
- Darling, R., Hager, M., Stockdale, J., & Heckert, A. (2002). Divergent views of clients and professionals: A comparison of responses to a needs assessment instrument. *Journal of Social Service Research, 28, No. 3*, 41-63.
- Gondolf, E., Heckert, A., & Kimmel, C. (2002). Non-physical abuse among batterer program participants. *Journal of Family Violence, 17, No. 4*, 293-314.
- Heckert, A., Matula, D., & Gondolf, E. (2000). Women's accounts of domestic violence. *Women and Criminal Justice, 12, No. 2/3*, 95-120.
- Heckert, A., & Gondolf, E. (2000). The effect of perceptions of sanctions on batterer program

outcomes. *Journal of Research in Crime and Delinquency*, 37, No. 4, 369-391.

Heckert, A., & Gondolf, E. (2000). Predictors of underreporting of male violence by batterer program participants and their partners. *Journal of Family Violence*, 15, No. 4, 423-443.

Heckert, A., & Gondolf, E. (2000). Assessing assault self-reports by batterer program participants and their partners. *Journal of Family Violence*, 15, No. 2, 181-197.

Heckert, A., Nowak, T., & Snyder, K. (1998). The impact of husbands' and wives' relative earnings on marital disruption. *Journal of Marriage and the Family*, 60, 690-703.

Weingarten, J., Clay, J., & Heckert, A. (1997). Impact of socioeconomic status on health care utilization: factors influencing length of stay. *Journal of Health and Human Services Administration*, 384-409.

Heckert, A., Fottler, M., Swartz, B., & Mercer, A. (1993). The impact of the changing healthcare environment on the attitudes of nursing staff: a longitudinal case study. *Health Services Management Research*, 6, 191-202.

Schmidt, W., Heckert, A., & Mercer, A. (1991). Factors associated with medical malpractice: results from a pilot study. *Journal of Contemporary Health Law and Policy*, 7, 1401-1426.

Hightower, D., Heckert, A., & Schmidt, W. (1990). Elderly nursing home residents' need for public guardianship services in Tennessee. *Journal of Elder Abuse and Neglect*, 2, 105-122.

Dorfman, L., Heckert, A., Hill, E., & Kohout, F. (1988). Retirement satisfaction in rural husbands and wives. *Rural Sociology*, 53, 25-39.

Dorfman, L., & Heckert, A. (1988). Egalitarianism in retired rural couples: household tasks, decision-making, and leisure activities. *Family Relations*, 37, 73-78.

Beck, J., Kohout, F., Hunt, R., & Heckert, A. (1987). Root caries: physical, medical and psychosocial correlates in an elderly population. *Gerodontology*, 3, 242-247.

Bishara, S., Nowak, A., Kohout, F., Heckert, A., & Hogan, M. (1987). Influence of feeding and non-nutritive sucking methods on the development of the dental arches: longitudinal study of the first 18 months of life. *Pediatric Dentistry*, 9, 13-21.

Levy, S., Heckert, A., Beck, J., & Kohout, F. (1987). Multivariate correlates of periodontally healthy teeth in an elderly population. *Gerodontology*, 3, 85-88.

Hawkins, B., Kohout, F., Lainson, P., & Heckert, A. (1986). Duration of toothbrushing for effective plaque control. *Quintessence International*, 17, 361-365.

Dorfman, L., Kohout, F., & Heckert, A. (1985). Retirement satisfaction in the rural elderly. *Research on Aging*, 7, 577-599.

Teachman, J., & Heckert, A. (1985). The declining significance of first-birth timing. *Demography*, 22, 185-198.

Teachman, J., & Heckert, A. (1985). The impact of age and children on remarriage further evidence. *Journal of Family Issues*, 6, 185-203.

Heckert, A., & Teachman, J. (1985). Religious factors in the timing of second births. *Journal of Marriage and the Family*, 47, 361-367.

Article in Non-refereed Journal

Horton, P., Nelson, J., Heckert, D., Kohout, F., & Gardner, Jr., T. (1983). Factors influencing patient selection of a dental school for their treatment needs. *Iowa Dental Journal*, 69, 39-42.

Book Chapters and Encyclopedia Entries

Heckert, Alex & Heckert, Druann. (2016). Applying an integrated typology of deviance to middle-class norms. Invited chapter in Patricia Adler & Peter Adler (Eds.), *Constructions of Deviance: Social Power, Context, and Interaction*, 8th edition. Albany, NY: Wadsworth.

Heckert, Druann & Heckert, Alex. (2015). Positive deviance. Invited chapter in Erich Goode (Ed.), *The Handbook on Deviance*. NY: John Wiley. Pp. 80-100.

Heckert, Alex, & Heckert, Druann. (2015). Common Norms of the U.S. Middle Class. In J. William Spencer (Ed.), *Contexts of Deviance: Statuses, Institutions, and Interactions*. NY, NY: Oxford University Press.

Heckert, Alex, & Heckert, Druann. (2012). Using a new typology of deviance to analyze ten common norms of the United States middle-class. In Patricia Adler & Peter Adler (Eds.), *Constructions of Deviance: Social Power, Context, and Interaction*, 7th edition. Albany, NY: Wadsworth. (reprinted article).

Heckert, Alex, & Heckert, Druann. (2009). Using a new typology of deviance to analyze ten common norms of the United States middle-class. In Patricia Adler & Peter Adler (Eds.), *Constructions of Deviance: Social Power, Context, and Interaction*, 6th edition. Albany, NY: Wadsworth. (reprinted article).

Heckert, Alex, & Heckert, Druann. (2008). Using a new typology of deviance to analyze ten common norms of the United States middle-class. In Edward Clarke (Ed.), *Deviant Behavior: A Text-Reader in the Sociology of Deviance*, 7th edition. New York, NY: St. Martins. (reprinted).

Heckert, D.M., Heckert, A., & Ferraiolo, M. (2007). Images of serial murderers among college students. In R. Muraskin (Ed.), *It's a Crime: Women and Justice*. Englewood Cliffs, NJ: Prentice-Hall, pp. 765-780.

Heckert, D.M., & Heckert, A. (2006). Positive deviance. In G. Ritzer & Erich Goode (Eds.), *Encyclopedia of Sociology*, Malden, Mass.: Blackwell.

Heckert, Alex, & Heckert, Druann. (2005). A new typology of deviance: Integrating normative and reactivist definitions of deviance. In Patricia Adler & Peter Adler (Eds.), *Constructions of Deviance: Social Power, Context, and Interaction*, 5th edition. Albany, NY: Wadsworth Publishing Company. (reprinted article).

Heckert, A., & Gondolf, E. (2003). Predicting levels of abuse and reassault among batterer program participants. Fisher, Bonnie (Ed.), *Violence Against Women and Family Violence Conference Proceedings*. National Institute of Justice. US Department of Justice. In on-line format only.

Heckert, D.M., & Heckert, A. (2000). Positive deviance. In P. Adler, P. Adler, & J. Corzine (Eds.), *Encyclopedia of Criminology and Deviant Behavior: Volume One, Historical, Conceptual, and Theoretical Issues*. Taylor & Francis.

Hightower, D., Heckert, A., & Schmidt, W. (1990). Elderly nursing home residents' need for public guardianship services in Tennessee. In E. DeJowski (Ed.), *Protecting judgment-impaired adults: issues interventions and policies*, NY: Haworth Press. (same article as above, reprinted).

Dorfman, L., & Heckert, A. (1988). Egalitarianism in retired rural couples: household tasks, decision-making, and leisure activities. In R. Marotz-Baden, C. Hennon, & T. Brubaker (Eds.), *Families in rural America: stress, adaptation and revitalization*, St. Paul, MN: National Council on Family Relations. (Book reprinted articles from 2 special issues of Family Relations).

Final Reports

Boser, S., Vick, B., Heckert, A., & Yerger, D. (September, 2018). The final report, *Employment Opportunities for Rural Residents with Disabilities in Pennsylvania*, is available on the website for the Center for Rural Pennsylvania (<http://www.rural.palegislature.us/index.html>), as is the executive summary. Final report is approximately 80 pages.

Darling, R., & Heckert, A. (November 2002). *Kids Included in Child Care in the 21st Century: A Program Evaluation*. Final report submitted to Pennsylvania Department of Public Welfare and ACHIEVA, 35 pages.

Heckert, A., & Gondolf, E. (March 2002). *Predicting Levels of Abuse and Reassault Among Batterer Program Participants*. Final report submitted to National Institute of Justice for Grant No. 98-WT-VX-0014, 159 pages.

Clay, J., Heckert, A., Schmidt, W., Samuelson, D., Ward, P., & Skinner, S. (1992). *Indigent/medically underserved patient origin study*. Report to: Memphis and Shelby County Community Health Agency, 479 pages.

Clay, J., Heckert, A., Quinn, R., & Schmidt, W. (1992). *Sociodemographic analysis of patient visits: Memphis and Shelby County Health Department*. Report to Memphis and Shelby County Community Health Agency, 196 pages.

Clay, J., Heckert, A., Chatrathi, S., Quinn, R., & Schmidt, W. (1992). *Quantitative examination of patient visits: Memphis Health Center and Mid-South Family Health Center*. Report to: Memphis and Shelby County Community Health Agency, 108 pages.

INTERNATIONAL PRESENTATIONS WITH PUBLISHED ABSTRACTS

Dorfman, L., & Heckert, A. (1987, October Special Issue). Egalitarianism in retired rural couples: Household tasks, decision-making, and leisure activities. *The Gerontologist*, 27, 14A.

Levy, S., Kohout, F., Beck, J., Hand, J., & Heckert, A. (1987, March Special Issue). Predictors of coronal caries incidence in an elderly population. *Journal of Dental Research*, 66, 325.

Nowak, A., Bishara, S., Kohout, F., Jakobsen, J., & Heckert, A. (1987, March Special Issue). Sucking and feeding influences on orofacial growth and development. *Journal of Dental Research*, 66, 244. (Poster)

Dorfman, L., Hill, E. A., Kohout, F., & Heckert, A. (1986, October Special Issue). Rural couples and retirement: conjugal role organization, social networks, and satisfaction. *The Gerontologist*, 26, 245A-246A.

Ettinger, R., Beck, J., Hand, J., Heckert, A., & Wallace, R. (1986, June Special Issue). Multifactorial risk factors for denture related lesions in an elderly population. *Journal of Dental Research*, 65, 839. (Poster)

Heckert, A., Beck, J., Kohout, F., Hunt, R., & Wallace, R. (1986, March Special Issue). Multivariate correlates of missing teeth in a sample of dentate elderly. *Journal of Dental Research*, 65, 170.

Levy, S., Heckert, A., Hunt, R., Beck, J., Kohout, F., & Wallace, R. (March, 1986 Special Issue). Multivariate analyses of factors associated with teeth without gingival bleeding or periodontal pocketing. *Journal of Dental Research*, 65, 295.

Kohout, F., Beck, J., Heckert, A., & Wallace, R. (1986, March Special Issue). Non-clinical correlates of periodontal disease in an elderly population. *Journal of Dental Research*, 65, 170.

Beck, J., Kohout, F., Heckert, A., Hunt, R., & Wallace, R. (1986, March Special Issue). Root caries: Physical, medical, and psychosocial correlates in an elderly population. *Journal of Dental*

Research, 65, 170.

Field, H., Beck, J., Heckert, A., Hunt, R., Kohout, F., & Wallace, R. (1986, March Special Issue). Medical and social correlates of coronal caries in the elderly. *Journal of Dental Research, 65, 170.*

Nowak, A., Bishara, S., Lancial, L., & Heckert, A. (1986, March Special Issue). Changes in nutritive and non-nutritive sucking habits: Birth to two years. *Journal of Dental Research, 65, 338.* (Poster)

Heckert, A., Hunt, R., & Kohout, F. (1985, March Special Issue). Multivariate analyses for population data on dental care utilization. *Journal of Dental Research, 64, 224.*

Dorfman, L., Kohout, F., & Heckert, A. (1984, October Special Issue). Factors related to retirement satisfaction in the rural elderly. *The Gerontologist, 24, 74-75.*

OTHER PEER REVIEWED PRESENTATIONS

Invited Presentation

Snow Jones, A., Heckert, A., Gondolf, E., Zhang, Q., Ip, E. (March 12, 2010). *Complex behavioral patterns and trajectories of domestic violence offenders and partner help seeking.* Invited paper presented at Johns Hopkins University School of Public Health.

Heckert, A., & Heckert, D.M. (2005, June 28). *Positive deviance: A viable concept.* Presented at Center for Communication Programs, Johns Hopkins University School of Public Health.

National and International

Unlu, Onur, & Heckert, A. (2017, September). *A non-managerialist conceptualization of positive deviance: New definition and scale of positive deviance.* Accepted for presentation at the Annual Conference of the British Academy of Management. Dr. Onur's father passed away so paper uploaded for conference, but not presented.

Ip, E., Rijmen, F., Rejeski, J., Snow Jones, A., Heckert, A., Zhang, Q., & Gondolf, E. (2008, July). *Transition models for longitudinal data analysis with applications to studies in social and behavioral sciences.* Invited paper presented at the Psychometric Society Annual Meeting, June 29-July 3, 2008, Durham, NH.

Snow Jones, A., Heckert, A., Ip, E., Zhang, Q., & Gondolf, E. (2007, November). *Risk factors associated with transitions to severe abuse in a longitudinal sample of batterers.* Paper presented at the American Society of Criminology, 59th Annual Meeting, Atlanta, GA.

Snow Jones, Heckert, A., Ip, E., Zhang, Q., & Gondolf, E. (2007, July). *Patterns and trajectories of abusive behavior in batterers over 48 months.* Paper presented at the 10th International Family

Violence Conference at Portsmouth, NH.

Heckert, A., Gondolf, E., & Jones, A. (2006, July). *Predicting the risk of reassault among batterer program participants: The effects of Race*. Paper presented at the 9th International Family Violence Conference at Portsmouth, NH.

Darling, R., & A. Heckert. (2006, June). *Correlates of disability activism: Who are the protesters?* Paper presented at the Annual Meeting of the Society for Disability Studies, Washington, D.C.

Heckert, A., Allshouse, D., Heckert, D.M., & McConnell, R. (2005, November). *An experimental test of Merton's theory of anomie*. Paper presented at the American Society of Criminology, 57th Annual Meeting, Toronto, Canada.

Darling, R., & A. Heckert. (2005, August). *Parents of children with disabilities: Is "normalization" still the goal?* Paper presented at the Annual Meeting of American Sociological Association, Philadelphia, PA.

Darling, R., & A. Heckert. (2004, August). *Disability and opportunity: A preliminary test of a typology of orientations toward disability*. Paper presented at the Annual Meeting of American Sociological Association, San Francisco, CA.

Heckert, A., & Heckert, D.M. (2003, November). *Differential labeling theory*. Paper presented at the American Society of Criminology, 55th Annual Meeting, Denver, Co.

Sanderson, S., Heckert, A., & Dubrow, J. (2003, August). *Militarist, Marxian, and non-Marxian materialist theories of gender inequality: A cross-cultural test*. Paper presented at a refereed roundtable at the annual meeting of the American Sociological Association in Atlanta, Georgia.

Heckert, A., Gondolf, E., & Jones, A.S. (2003, July). *Determinants of women's inaccurate perceptions of risk of reassault*. Paper presented at the 8th International Family Violence Conference at Portsmouth, NH.

Darling, R., Zola, S., & A. Heckert. (2003, October). *The role of differing definitions of the situation in the implementation and evaluation of a child-care inclusion program*. Paper presented at the Annual Meeting of the Society for Applied Sociology, New Orleans, LA.

Darling, R., & A. Heckert. (2003, June). *Developing a typology and scale to describe and measure orientations toward disability*. Paper presented at the Annual Meeting of the Society for Disability Studies, Washington, D.C.

Heckert, A., & Heckert, D.M. (2002, November). *Using a New Typology of Deviance to Analyze Ten Common Norms*. Paper presented at the American Society of Criminology, 54th Annual Meeting, Chicago, Ill.

Heckert, A., Gondolf, E., & Jones, A.S. (2002, November). *Predicting the risk of reassault among batterer program participants: Does race matter?* Paper presented at the American Society of Criminology, 54th Annual Meeting, Chicago, Ill.

Heckert, A., & Gondolf, E. (2001, November). *Using women's perceptions to predict reassault among batterer program participants.* Paper presented at the American Society of Criminology, 53rd Annual Meeting, Atlanta.

Heckert, D.M., & Heckert, A. (2001, November). *Positive deviance: using a new typology to expand Merton's anomie theory.* Paper presented at the American Society of Criminology, 53rd Annual Meeting, Atlanta.

Heckert, A., & Gondolf, E. (2001, July). *Determinants of women's perceptions of safety and likelihood their partner will reassault.* Paper presented at the 7th International Family Violence Research Conference at Portsmouth, NH.

Jones, A. S., D'Agostino, R. B., Gondolf, E., & Heckert, A. (2001, July). *Assessing the effect of batterer program completion on reassault using propensity scores.* Poster presented at the 7th International Violence Conference at Portsmouth, NH.

Heckert, A., & Heckert, D. (2000, November 16). *Positive deviance: A potentially illuminating concept.* Paper presented at the annual meeting of the American Society of Criminology, 52nd Annual Meeting, San Francisco.

Heckert, A., & Gondolf, E. (2000, October 2). *Predicting levels of abuse and reassault among arrested batterers: Comparing risk assessment instruments with women's perceptions.* Invited paper presented at the National Institute of Justice Research Conference on Violence Against Women and Family Violence. Washington, DC.

Stockdale, J., Darling, R., Hager, M., & Heckert, A. (2000, August). *Divergent views of clients and professionals: Implications for mental health services research.* Paper presented at the annual meeting of the American Sociological Association, Washington, D.C.

Heckert, A., & Gondolf, E. (1999, November 19). *Predicting levels of abuse and reassault among arrested batterers.* Paper presented at the annual meeting of the American Society of Criminology, 51st Annual Meeting, Toronto, Canada.

Heckert, A., & Gondolf, E. (1999, July). *The effect of perceptions of sanctions on batterer program outcomes.* Paper presented at the 6th International Family Violence Research Conference at the University of New Hampshire, Durham, NH.

Heckert, A., & Gondolf, E. (1999, June 11). *Predicting levels of abuse and reassault among arrested batterers*. Paper presented at the National Institute of Justice, Violence Against Women and Family Violence Research and Evaluation Program Annual Grantees Meeting. Washington, DC.

Heckert, A., & Gondolf, E. (1997, June). *Assessing patterns of agreement on assault among batterer program participants and their partners*. Paper presented at the 5th International Family Violence Research Conference at the University of New Hampshire, Durham, NH.

Heckert, A., Snyder, K., & Nowak, T. (1995, August). *The impact of husbands' and wives' earnings on marital dissolution*. Paper presented in the family section refereed roundtables at the annual meeting of the American Sociological Association in Washington, D.C.

Swartz, B., Heckert, A., Fottler, M., & Mercer, A. (1990, August). *The impact of prospective payment systems (PPS) on the attitudes of nursing staff: A case study*. Paper presented at the annual meeting of the Academy of Management, Health Care Administration Division.

Denemark, R., Heckert, A., Murphy, P., Reese, C., & Rosell, E. (1989, March). *The effects of foreign direct investment on peripheral areas of core countries*. Paper presented at the 1989 meetings of the International Studies Association, London, England.

Nowak, A., Bishara, S., Kohout, F., Jakobsen, J., Heckert, A., & Hogan, M. (1988, May). *The influence of nutritive and non-nutritive sucking on orofacial growth and development*. Paper read at The Second International Symposium on Feeding and Dento-facial Development, Chicago, IL.

Bishara, S., Nowak, A., Kohout, F., Heckert, A., & Hogan, M. (1986, June). *The influence of feeding and sucking methods on the development of dental arches: A longitudinal study in the first eighteen months of life*. First International Symposium on Feeding and Dento-facial Development, Brussels, Belgium.

Morris, M., Kohout, F., Wallace, R., & Heckert, A. (1985, November). *The prevalence and disabling effect of chronic pain: The Iowa 65+ Rural Health Study*. Paper read at the annual meeting of the American Public Health Association, Washington, D.C.

Kohout, F., Heckert, A., & Russell, D. (1985, August). *Social support and health in an elderly population*. Paper read at the annual meeting of the American Psychological Association, Los Angeles, CA.

Kohout, F., Wallace, R., Lemke, J., & Heckert, A. (1984, November). *Some psychosocial correlates of functional status in a rural elderly population: Mental health and well-being*. Paper read at the annual meeting of the American Public Health Association, Anaheim, CA.

Regional

Morooka, Hideki, Heckert, D., & Heckert, A. (2018, Spring). *Perched on a Pedestal*. Paper presented at the annual meeting of the Eastern Sociological Society. Baltimore, MD.

Vaccaro, C., Papakie, M., & Heckert, A. (2014, Spring). *The invisible work of veteran reintegration in the university setting*. Veterans in Higher Education Conference, Slippery Rock, PA.

Vaccaro, C., Papakie, M., & Heckert, A. (2014, March). *The invisible work of veteran reintegration in the university setting*. Paper presented at the annual meeting of the Eastern Sociological Society. Baltimore, MD.

Heckert, A., Vaccaro, C., & Visnesky, J. (2013, March). *Operationalizing Anomie at the individual level of analysis*. Paper presented at the annual meeting of the Eastern Sociological Society. Boston, MA.

Nowak, T., Vukman, S., Heckert, A., Snyder, K., & Starr, P. (2010, March). *Job satisfaction and burnout among various types of public safety personnel: Traditional vs. cross-trained public safety personnel*. Paper presented at the annual meeting of the Eastern Sociological Society. Boston, MA.

Shoenberger, N., Heckert, D., & Heckert, A. (2008, February). *Techniques of neutralization and positive deviance*. Paper presented at the annual meeting of the Eastern Sociological Society. New York, N.Y.

Heckert, D., Heckert, C., & Heckert, A. (2005, March). *Labeling theory: Conceptualizations of the labelers and the labeled*. Paper presented at the annual meeting of the Eastern Sociological Society. Washington, D.C.

Heckert, D., Heckert, C., & Heckert, A., & Tewell, M. (2004, March). *Labeling theory and creative/alternative hair*. Paper presented at the annual meeting of the Eastern Sociological Society. New York, NY.

Heckert, J., Heckert, D., & Heckert, A. (2003, March 2). *Representations of Hair Color: A Content Analysis*. Paper presented at the annual meeting of the Eastern Sociological Society. Philadelphia, PA.

Steck, Laura West, Heckert, D., & Heckert, A. (2002, March 9). *The transparency phenomenon: Race salience among black and white students*. Paper presented at the annual meeting of the Eastern Sociological Society. Boston, MA.

Stockdale, J., Darling, R., Hager, M., & Heckert, A. (2000, April 14). *Understanding the divergent client-professional views in human services*. Paper presented at the annual meeting of

the North Central Sociological Association. Pittsburgh, PA.

Clay, J., Heckert, A., Schmidt, W., Samuelson, D., Ward, P., & Skinner, S. (1992, October). *Policy issues in indigent health care: A case study*. Paper presented at the annual meeting of the South East Conference on Public Administration (SECOPA), Birmingham, AL. 26 pages.

Local – Not Peer Reviewed

Darling R., & Heckert, A. (2003, April). *Evaluation of KICC project*. Poster presentation, IUP Graduate School and Research.

Heckert, A., & Gondolf, E. (2002, April). *Predicting levels of abuse and reassault among arrested batterers*. Poster presentation, IUP Graduate School and Research.

Darling R., & Heckert, A. (2002, April). *Evaluation of KICC project*. Poster presentation, IUP Graduate School and Research.

Heckert, A. (1996, February). *Is the family in decline?: The future of marriage in the United States*. Paper presented as part of the Marriage Project: Mini-Conference on Relationships, Marriage and Family, Indiana University of Pennsylvania, 12 pages.

Hawkins, B., Kohout, F., Lainson, P., & Heckert, A. (1985, March). *Duration of toothbrushing for effective plaque control*. Paper read at the Annual Scientific Session: Iowa Section of the American Association for Dental Research and the International Association for Dental Research, Iowa City, IA.

GRANT PROPOSALS, CONTRACTS, AND APPROPRIATIONS WHITE PAPERS

Swauguer, M. & Heckert, A. (2019). *A Study of Parents in Rural Families with Children with Opioid Substance use Disorder*. Submitted to the PASSHE FDPC grant competition. Passed through the IUP Committee with no changes requested. \$9,970.

Vaccaro, C. & Heckert, A. (2018). *Implementation and Formative Assessment of mHealth Technologies at Dauphin County Drug Court*. Submitted to Pennsylvania Commission on Crime and Delinquency. \$150,000. Not funded.

Lauber, E. & Garcia, V. (2018-2019). *Opioid Overdose Death Rate Investigation*. While not PI or Co-PI, I am a member of the five person MARTI-CBH team investigating opioid death rates in four rural counties. Approximately \$100,000.

Heckert, A. (2017). *Employability of Individuals with Developmental Disabilities in Rural Pennsylvania*. Indiana University of Pennsylvania Senate Research Committee, Small Grants

Program, \$1,980. Funded.

Boser, S., Heckert, A., Vick, B., & Yerger, D. (2017-18). *Employment Opportunities for Rural Residents with Disabilities in Pennsylvania*. Center for Rural Pennsylvania grant proposal, \$50,000. Funded.

Garcia, V., & Heckert, A. (June, 2016). *Juramentos and Alcohol Treatment Pathways Among Mexican Immigrant Farmworkers*. NIH R15 Grant Proposal, \$300,000 for 3 years. Funded.

Heckert, A. & Vaccaro, C. (2012). *Community Health and Well Being – Veterans Reintegration Research Cluster*. President’s Strategic Initiative. \$175,000. Funded.

Vaccaro, C., Heckert, A., Garcia, V., & Papakie, M. (2012). *Needs Assessment for Rural Pennsylvania OIF/OEF Veterans’ Services to Inform Implementation of Caregivers and Veterans Omnibus Health Services Act*. Center for Rural Pennsylvania Grant Proposal, \$50,000. LOI resulted in invitation for full proposal, September, 2012. Not funded.

Vaccaro, C., Heckert, A., Garcia, V., Mills, J., Papakie, M., Kaniasty, K. (2012). *Developing and Assessing Family Based Systemic Therapy for Young Veteran’s Readjustment to Civilian Life*. \$2.8 million appropriations request. One of 4 (out of 20) selected by IUP Appropriations Committee. Reportedly, it was “well received on Capitol Hill.”

Boser, S., Anderson, J., Heckert, A., Yerger, D., Donner, B., & Zimmerman, S. (2012). *Assessment Tool to Maximize Opportunities for Sustainability through Shale Gas Drilling*. \$1.6 million appropriations request. One of 4 (out of 20) selected by IUP Appropriations Committee.

Boser, S., Anderson, J., Heckert, A., Yerger, D., Donner, B., & Zimmerman, S. (2011). *Marcellus Shale Industry: Case Studies on Impact to Rural Counties*. The Center for Rural Pennsylvania. \$100,000. LOI invited for full submission. Not funded.

Heckert, A. & Schmidt, W. (2011). *Public Guardianship Survey*. The Center for Rural Pennsylvania. \$50,000. LOI prepared, but not invited for full submission. However, the feedback we received was very positive. In our literature review, we cited a public guardianship study conducted in 2007 that provided the data the Center and the State Area on Aging Office were seeking. They thanked us for bringing it to their attention.

Darling, R. & Heckert, A. (2007). *Orientations toward disability: A national test of a typology and its correlates*. National Institute of Disability Research and Rehabilitation, \$250,000+. Not funded.

Darling, R. & Heckert, A. (2005). *Common outcomes measurement contract*. Children’s Advisory Commission of Indiana, \$5,000.

Darling, R. & Heckert, A. (2005-06). *Construction and pilot testing of an instrument to measure orientation toward disability*. Indiana University of Pennsylvania Senate Research Committee, Senate Fellowship Grants, \$7,000. Funded. Final report submitted, August, 2006.

Darling, R. & Heckert, A. (2005). *Disability-related identities and orientations: A test of a typology, its correlates, and processes of movement between types*. National Science Foundation. Not funded.

Darling, R. & Heckert, A. (2004). *Disability-related identities and orientations: A test of a typology, its correlates, and processes of movement between types*. National Institute of Disability Research and Rehabilitation, \$200,000. Not funded.

Heckert, A. (2003-04). *An experimental test of anomie theory*. Indiana University of Pennsylvania University Research Committee Award, \$1,500. Funded.

Darling, R. & Heckert, A. (2000). Program Evaluation of: *Kids Included in Child Care in the 21st Century*, funded by the Pennsylvania Department of Public Welfare and conducted by ACHIEVA, an agency based in Pittsburgh. \$59,296. Funded. Final report submitted November 2002.

Heckert, A. & Gondolf, E. (1998). *Predicting levels of abuse and reassault among arrested batterers*. National Institute of Justice, \$94,981. Funded. Final report submitted March 2002.

Heckert, A. (1998). *Predicting levels of abuse and reassault among arrested batterers*. Pennsylvania State System of Higher Education Faculty Professional Development Council, \$4,253. Funded.

Heckert, A. (1998). *Predicting levels of abuse and reassault among arrested batterers*. Concept Paper submitted to the National Institute of Justice, \$134,517. Full proposal not solicited for this particular RFP.

Heckert, A. (1997). *Reliability and validity of inventory self-reports from court-mandated batterers*. Submitted to Grants for Pilot Projects in Injury Control Research. Center for Injury Research and Control, Pittsburgh, PA, \$14,840. Not Funded.

Heckert, A. (1996). *Validity of inventory self-reports from court-mandated batterers*. Indiana University of Pennsylvania Senate Research Committee, Senate Fellowship Grants, \$3,491. Funded.

Heckert, A. (1996). *Reliability of inventory self-reports from court-mandated batterers*. Pennsylvania State System of Higher Education Faculty Professional Development Council, \$2,150. Funded.

Gondolf, E. & Heckert, A. (1996). *Validity and reliability of inventory self-reports from court-mandated batterers*. National Institute of Justice, \$151,656. Not funded.

Schmidt, W., Heckert, A., Clay, J., & Samuelson, D. (December 1, 1991- June 30, 1992). *Patient origin study*. Contracted with the Memphis and Shelby County Community Health Agency through the Shelby County Department of Public Health, for \$49,999.

King, J., Holland, K., & Heckert, A. (1992). *Development of classroom microcomputer laboratory to improve capstone course for political science majors*. National Science Foundation Instrumentation and Laboratory Improvement Grant, \$56,282. Funded.

Schmidt, W. & Heckert, A. (1990). *The effectiveness of guardianship alternatives in diverting individuals from plenary guardianship: An empirical comparison of guardianship and alternatives to guardianship*. State Justice Institute, \$224,839. Not Funded.

Schmidt, W. & Heckert, A. (1989). *National guardianship census, and empirical comparison of guardianship and alternatives to guardianship*. U.S. Dept. of Health and Human Services, Administration on Aging. Not funded.

Schmidt, W., Mercer, A., & Heckert, A. (1988). *Reducing malpractice lawsuits: Characteristics of physicians and claims associated with lawsuits in Tennessee*. U.S. Dept. of Health and Human Services, National Center for Health Services Research and Health Care Technology Assessment. Approved for funding, not funded.

Schmidt, W., Heckert, A., & Mercer, A. (1987). *Reducing malpractice lawsuits: Characteristics of physicians and claims associated with lawsuits in Tennessee*. Memphis State University Faculty Research Grant. Funded.

Schmidt, W., Heckert, A., & Mercer, A. (1986-1987). *Reducing malpractice lawsuits: Characteristics of physicians and claims associated with lawsuits in Tennessee*. Robert Wood Johnson Foundation. Preliminary proposal resulted in invitation to submit full proposal, full proposal not funded.

HONORS AND PROFESSIONAL AFFILIATIONS

Department of Sociology Meritorious Service Award, 1998-99.

Best Research Article by Memphis State University Faculty Member in 1991 awarded to Winsor Schmidt, the first author, by Sigma Xi for the paper, *Factors associated with medical malpractice: Results from a pilot study*.

Departmental Honors, Frostburg State University, Sociology.

Member, American Criminological Society, American Sociological Association, and National Council on Family Relations.

DISSERTATION ADVISEMENT

Currently serving as Chair of 8 dissertations.

COMPLETED DISSERTATIONS

Godissart, A. (2018). *Pay-for Performance Attitudes and their Effect on Burnout and Job Satisfaction in Pennsylvania Nurses*. Indiana University of Pennsylvania, Administration and Leadership Studies, Department of Sociology.

Bush, E. (2017). *Stress and recent electoral reforms: A quantitative study of poll workers*. Indiana University of Pennsylvania, Administration and Leadership Studies, Department of Sociology.

Farester, E. (2016). *Assessing Stress and Coping Among Federal Probation Officers*. Indiana University of Pennsylvania, Administration and Leadership Studies, Department of Sociology.

Reyka, M. (2014). *The impact of disruptive behavior within the operating room on nurse satisfaction*. Indiana University of Pennsylvania, Administration and Leadership Studies, Department of Sociology.

Murray, M. (2010). *The measurement of beliefs, attitudes, and roles related to disability in a sample of rehabilitation professionals and clients*. Indiana University of Pennsylvania, Administration and Leadership Studies, Department of Sociology.

Sasson, U. (2010). *The political tolerance of the "chosen people" in the current contexts of Israel and the United States*. Indiana University of Pennsylvania, Administration and Leadership Studies, Department of Sociology.

Mihelcic, E. (2006). *Determinants of retention rates among occupational and physical therapy programs in the U.S.* Indiana University of Pennsylvania, Administration and Leadership Studies, Department of Sociology.

Olson-Merichko, J. (2005). *Youth leadership program evaluation: Implications for implementation*. Indiana University of Pennsylvania, Administration and Leadership Studies, Department of Sociology.

Donovan, J. (2003). *The effect of workplace stress on job satisfaction, burnout, commitment, discouragement and intent to leave among nurses employed in rural hospitals*. Indiana University of Pennsylvania, Administration and Leadership Studies. Department of Sociology.

Sproule, C. (2002). *A study of program factors impacting program completion and recidivism rates for adjudicated youth in residential care*. Indiana University of Pennsylvania, Administration and Leadership Studies, Department of Sociology.

MASTER'S THESIS ADVISEMENT (completed theses)

Shoenberger, N. (2006). *A study of high achievers in an academic setting*. Indiana University of Pennsylvania, Department of Sociology.

Wolfzorn, M. (2005). *Positive deviance and social bond theory*. Indiana University of Pennsylvania, Department of Sociology.

Markovich, J. (2002). *Jealousy and denigration on a college campus*. Indiana University of Pennsylvania, Department of Sociology.

Boylstein, C. (1999). *An assessment of the causal relationship between credit card insignias and willingness to spend*. Indiana University of Pennsylvania, Department of Sociology.

Kimmel, C. (1999). *Risk markers for non-physical abuse in a sample of physically abusive men*. Indiana University of Pennsylvania, Department of Sociology.

Matula, D. (1997). *Women's accounts of domestic violence: A contextual story of life*. Indiana University of Pennsylvania, Department of Sociology.

Sturges, J. (1996). *Comparative analysis of Christian Zionist and mainstream Protestant groups relative to religiosity and political attitudes*. Indiana University of Pennsylvania, Department of Sociology.

M.A. THESIS READER FOR FOLLOWING STUDENTS (COMPLETED)

Keri Carnahan, 1996

Priscilla Sisseem, 1998

Laura West, 1998

Jami Stockdale, 1999

Sean McCaskill, 2000

Joshua Dubrow, 2000

Angie Beeman, 2001

Robert McConnell, 2002

Tina Fitzpatrick, 2003

Jane Testa, 2004

Joleen Loucks, 2004

Wesley Roberts, 2004

Moses Kwadzo, 2006

Michelle Stagmer, 2006
Cari Heckert, May 2009
Laura Greenberg, August 2010
Shelley Vukman, August 2010
Lindsay Kahle, August 2012
Kristy Notestine, 2013
James Martin, 2013

DISSERTATION READER FOR FOLLOWING STUDENTS

Currently serving as a reader on approximately 15 dissertations at various phases.

(COMPLETED)

John O'Leary, December 1999, Department of Psychology
Marny Rivera, August 2001, Department of Criminology
Bonni Dunlap, December 2002
Cynthia Zidek, May 2003
Haran Wernik, Fall, 2004, Department of Psychology
Rob Clark, August 2006
Sue Zola, December 2006
Santiago Sanz, August 2007
Barb Carl, December 2007
Barbara Feroz, May 2008
Michael Korns, May 2009
Peter Starr, May 2009
Yen-Kuang Lin, December 2009
John Rapano, May 2010
Eric Kocian, August 2010, Department of Criminology
Stacey Pietras, August 2010
Lisa Dupnock, December 2010
Moses Kwadzo, December 2010
Wendy Pardee, December 2010
Anna Williams, May 2011
Therese Rossman, August 2011
Heather Workinger, August 2011
Dirk Matson, December 2011
Bill Vogler, December 2011
Amber Frame Stephenson, May 2013
Nicolette Bell, May 2013
Marianne, DiMatteo, Fall, 2013
Greg Thomas, Spring 2014
Mathilda Spencer, Fall 2014
Paul Bylaska, Fall 2014

John Springer, May, 2015
Sherri Chipppo, December, 2016.
Wan-Chun Lin, May, 2017, Department of Criminology.
Shawn Hoke, 2017.
Gabrielle Hoffman, 2018.
Tonya Miller, 2018.
Don Kaminski, 2018.

SERVICE

Department

Chair: 2002-present

Assistant Chair: 2001-2002

Administration and Leadership Doctoral Advisory Committee: Member, 2002-present.

Sociology Chair's Advisory Council: 1998-present. Chair of Committee, 2002-present.

Department Self-Study and 5-year Program Review Committees:

1997-98. Chair of Committee. As Chair I designed the Undergraduate and Graduate Alumni Surveys, the Internship Supervisor Survey, the Graduating Students Survey, and the Faculty Survey. All of these surveys have been used in subsequent Self-Studies, including the most recent one. I also wrote the Self-study document, which was used as a model for several subsequent self-studies.

2005-06. Member.

2010-11. Member.

2014-15. Member.

Outcomes Assessment Committee, Member, 2004-2012. I also authored the Department's original Outcomes Assessment Document in 1995 while serving as Chair of the Undergraduate Education Committee Outcomes Assessment Subcommittee.

Ad Hoc Social Work Committee: Member, 2005-06.

Undergraduate Education Committee: Chair, Fall, 1995-Spring, 1999. Member, Fall, 1994-Spring 1995.

Masters Committee: Member, Fall, 1992-Spring, 1994.

Department Budget Advisory Committee: Member, 1995-1998.

Chair, Department Search Committee: 1999-2000.

Curriculum Development: New Course Proposals, Graduate classes on Sociology of the Family, Seminar in Applied Human Services Research, and Quantitative Research Methods II.

Advisor to Sociology Club: 1995-1999.

Library Liaison/Coordinator: Fall, 1993-Spring 1995.

Department Search Committee: 1993-94; 1997-98.

College

College Chairs Committee, Member, 2002-present.

College Budget and Planning Committee, Member, 2003-present. Chair of Committee, 2005-2007.

College Outcomes Assessment Committee, Member, 2014-15.

College (Senate Grants) Research Committee, Member, 1992-1996.

University

University Chairs Committee, Member, 2002-present.

Academic Planning Council, Member, 2004-2015.

University Planning Subcommittee on Performance Indicators, Member, 2013-2015.

University Budget Advisory Committee, Member, 2008-present.

Executive Steering Committee to Develop Public Health Program. 2014-2018.

Chair of Public Health Subcommittee to develop Global and Rural Communities Track. 2015-2018.

Member of Public Health Subcommittee to develop Behavioral and Mental Health Track. 2015-2018

Faculty Advisor, College Life Student Organization, Spring 2014-Fall 2015.

Associate Director of Mid-Atlantic Addictions Research and Training Institute (MARTI), August, 2012-present.

Director of Training of MARTI, January, 2011-August 2012.

MARTI Annual Summer School Conference Planning Committee, Chair, January, 2011-present.

Campus Climate Survey. 2015-16. Assisted Dr. Pablo Mendoza and Chris Kitas with quantitative data analysis and interpretation.

Research Fellow at MARTI (formerly MAATI), 1998-2010.

Veterans Reintegration Research Cluster, Member, 2013-2018. I co-authored the proposal for the President's Strategic Initiative Program to fund 3 faculty lines to establish the cluster.

Interpersonal Violence Prevention Research Cluster, Member, 2013-2014.

APSCUF Scholarship Committee, Member, Fall, 2012-present.

Search Committee for Dean of the School of Graduate Studies and Research, Member, 2008-2009.

Provost Search Committee, Member, 2005-2006.

University Senate, Department Representative, Spring, 1995-Spring, 2000.

University Development & Finance Committee (A University Senate Subcommittee), Secretary, Fall, 1996-Spring, 2000. Member, Spring, 1995- Fall, 1996.

APSCUF Representative: Fall, 1994-Spring 1996.

Labyrinth Center, Board Member: Spring, 2016-present.

Professional:

Manuscript Reviewer

I serve or have served as a blind peer reviewer for the following scholarly journals: *American Sociological Review*, *Journal of Marriage and Family*, *Journal of Family Issues*, *Violence Against Women*, *Journal of Research in Crime and Delinquency*, *Demography*, *Sociological Focus*, *Sociological Spectrum*, *Journal of Family Violence*, *Journal of Interpersonal Violence*.

External Reviewer for Tenure/Promotion Decisions

Dr. Stella Babalola. Johns Hopkins University. Associate Professor, JHU Bloomberg School of Public Health. In my extensive review of her research publications, I recommended promotion to Associate Professor, which she received.

Dr. Mary Cavanaugh. Associate Professor and Dean of the Hunter College Silberman School of Social Work. In my extensive review of her research publications, I recommended promotion to Associate Professor, which she received. Recently she was appointed Dean.