

## CINDY S. VINCENT

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<http://csvincent.com>

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### Education

- 2014 Ph.D., University of Oklahoma, Communication (Media Studies)  
Doctoral dissertation: *Can You Spare Some (Social) Change?: Participatory Media as Catalysts for Change in Poor and Homeless Communities*
- 2013 Graduate Certificate, University of Oklahoma, Women's & Gender Studies
- 2009 M.A., California State University, Sacramento, Communication (Media Studies)  
Master's thesis: *Evolving the Collective Conscious: A Closer Look at the Offline Actions of the Online World*
- 2003 B.A., California State University, Sacramento, Journalism

### Grants and Accolades

- 2021 MA DHE Higher Education Innovation Fund Grant (\$132,000)
- 2019 MA DHE Higher Education Innovation Fund Grant (\$100,000)
- 2017 Salem State University Strategic Planning Grant (\$2,500)
- 2016 Salem State University Seed Grant (\$3,000)
- 2016 NCA Funds to Advance the Discipline (\$3,000)
- 2016 AEJMC Mass Communication & Society Service-Learning Award (\$500)
- 2016 Salem State University Council on Teaching and Learning Summer Grant (\$1,000)
- 2014 Alice Mary Robertson Award (\$1,000)

### Publications

- 2023 Santana, C., Garcia-Guevara, A., Krupczynski, J., Lynch, C., Reiff, J., Risam, R., Vincent, C., Ward, E. (Eds.). (2023). *Anti-racist Community Engagement: Principles and Practices*. Sterling, VA: Stylus.
- 2022 Risam, R., Santana, C., Vincent, C., Lynch, C., Reiff, J., Gonsalves, J., Unus, W., Bellinger-Delfeld, D., & Jackson, A. (2022). Confronting the Embedded Nature of Whiteness: Reflections on a Multi-Campus Project to Diversify the Professoriate. *Journal of Higher Education Theory and Practice*, 22(7).  
<https://doi.org/10.33423/jhetp.v22i7.5271>
- 2021 Vincent, C., Moore, S., Lynch, C., Awkward, R., & Lefker, J. (2021, Fall). Critically engaged civic learning: A comprehensive restructuring of service-learning approaches. *Michigan Journal of Community Service-Learning*, 27(2), p. 107-130.  
<http://doi.org/10.3998/mjcsloa.3239521.0027.205>
- 2021 Vincent, C., & Gismondi, A. (2021). Fake News, Reality Apathy and the Erosion of Trust and Authenticity in American Politics. In R. Luttrell, L. Xiao, & J. Glass (Eds.), *American Democracy: Influence, Activism, and Misinformation in the Social Era*. New York: Routledge.
- 2019 Moore, S. & Vincent, C. (2019). Moving Beyond the 'Me' Generation: Collaboration and Community-Engaged Scholarship Among Millennial Faculty. In M.G. Strawser (Ed.), *Leading Millennial Faculty; Navigating the New Professoriate*. Lexington, MA: Lexington.
- 2017 Dunbar, N.E., Jensen, M.L., Miller, C.H., Bessarabova, E., Lee, Y-H., Wilson, S.N., Elizondo, J., Adame, B., Valacich, J.S., Straub, S., Burgoon, J.K., Lane, B., Piercy, C.,

- Wilson, D., King, S., Vincent, C., & Schuetzler, R. (2017). Mitigation of Cognitive Bias with a Serious Game: Two Experiments Testing Feedback Timing and Source. *International Journal of Game-Based Learning (IJGBL)*, 7(4).
- 2017 Vincent, C. (2017). Raging Chicken Press, NCA Scholar Response. In *Communication's Civic Callings: The Social Justice Exchange and Community Engagement* (pp. 38-39). A National Communication Association publication.
- 2016 Vincent, C., & Straub, S. (2016). Structures of Dissent: Social Media, Resistance Journalism, and the Mobilization of Poverty Activism. In G.W. Richardson (Ed.), *Social Media and Politics: A New Way to Participate in the Political Process*. Westport, CT: Praeger.
- 2016 Bessarabova, E., Piercy, C., King, S., Vincent, C., Dunbar, N. E., Burgoon, J. K., Miller, C. H., Jensen, M., Elkins, A., Wilson, D., Wilson, S. N., & Lee, Y.-H. (2016). Mitigating Bias Blind Spot via a Serious Video Game. *Computers in Human Behavior*, 62, p. 452-466.
- 2016 Vincent, C. (2016). Towards a Re-conceptualization of Lumpenproletariats: The Collective Organization of Poverty for Social Change Through Participatory Media. *The Journal of Alternative and Community Media*, 1, p. 70-83.
- 2014 Vincent, C., & Foster, L. (2014). Change.org. In K. Harvey (Ed.), *Encyclopedia of Social Media and Politics*. Thousand Oaks, CA: Sage Publications.
- 2014 Dunbar, N.E., Jensen, M.L., Miller, C.H., Bessarabova, E., Straub, S., Wilson, S.N., Elizondo, J., Burgoon, J.K., Valacich, J.S., Adame, B., Lee, Y-H., Lane, B., Piercy, C., Wilson, D., King, S., Vincent, C., & Schuetzler, R. (2014). Mitigating Cognitive Bias Through the Use of Serious Games: Effects of Feedback. In *International Conference on Persuasive Technology* (pp. 92-105). Springer International Publishing.
- 2013 Dunbar, N.E., Wilson, S.N., Adame, B.J., Elizondo, J., Jensen, M.L., Miller, C.H., Allums Kauffman, A., Seltsam, T., Bessarabova, E., Vincent, C., Straub, S.K., Ralston, R., Dulawan, C.L., Ramirez, D., Squire, K., Valacich, J., & Burgoon, J.K. (2013, October-December). MACBETH: Development of a Training Game for the Mitigation of Cognitive Bias. *International Journal of Game-Based Learning*, 3(4), p. 7-26. DOI: 10.4018/ijgbl.2013100102
- 2013 Vincent, C. (2013). POOR Magazine and Civic Engagement through Community Media. In R.A. Lind (ed.), *Race/Gender/Media: Considering Diversity Across Audience, Content, and Producers*. Upper Saddle River, NJ: Pearson Education.

### **Competitive Conference Paper & Panel Presentations**

- 2022 Vincent, C., Jeffrey, J., & Schartel Dunn, S. (2022). Applied Critical Civic Media Literacy: A Transformative Approach to Media Literacy Education. Paper to be presented at the National Communication Association Conference. New Orleans, LA November 2022.
- 2022 Baker, A., Lynch, C., Reiff, J., Smarr, R., Vincent, C., & Ward, E. (2022). Centering Equity in Civic Engagement Praxis and Language: Meeting the Moment. Plenary session presented at the Campus Compact Compact22 Conference.
- 2022 Lynch, C., Reiff, J., Santana, C., Vincent, C., & Ward, E. (2022) Building on the Cultural Wealth of Minoritized Students: Anti-racist Pedagogy in Community-engaged Teaching. Virtual session presented at 108<sup>th</sup> AAC&U Annual Meeting.
- 2022 Vincent, C., Lynch, C., & Ward, E. (2022). Where is the Equity in Service-Learning and the Field of Civic Engagement? Virtual session presented at 108<sup>th</sup> AAC&U Annual Meeting.
- 2021 Vincent, C., Lynch, C., & Moore, S. (2021). The Future of Service-Learning: Why Are

- We Still Using This Language? Virtual session presented at the International Association for Research on Service-Learning & Community Engagement virtual gathering.
- 2021 Vincent, C., Lynch, C., Reiff, J., Jackson, A., & Santana, C. (2021). Diversifying the Faculty: Pathways toward Equity and Engagement, a Massachusetts Initiative. Virtual session presented at 107<sup>th</sup> AAC&U Annual Meeting.
- 2019 Gismondi, A., & Vincent, C. (2019). Getting Beyond the Echo Chamber: How Students Can Engage Critically with Conflicting Sources about the Trouble We're in and What We Need to Do. Session presented at the Massachusetts Department of Higher Education's 5<sup>th</sup> Annual Conference on Civic Learning and Engagement. Fitchburg, MA May 2019.
- 2019 Lefker, J., Lynch, C., Moore, S., & Vincent, C. (2019). Rethinking Service Learning: Using Critically Engaged Civic Learning to Promote Student Learning and Meaningful Social Change. Paper presented at the Eastern Sociological Society annual meeting. Boston, MA March 2019.
- 2018 Vincent, C. & Jeffrey, J. (2018). Creating Agents of Change through Civic Media Production, Critical Media Literacy and Experiential Learning. Paper presented at the Association for Education in Journalism and Mass Communication annual conference. Washington, D.C. August 2018.
- 2018 Vincent, C. (2018). Catalysts for Action: A Civic Media Model of Participatory Engagement. Paper presented at International Association for Media and Communication Research (IAMCR) Conference. Eugene, OR June 2018.
- 2018 Vincent, C. (2018). Critically Engaged Civic Learning: What is it? How is it Different from Service-Learning? Poster presented at the Civic Learning and Democratic Engagement Meeting. Los Angeles, CA June 2018.
- 2018 Lynch, C., Moore, S., & Vincent, C. (2018). Shifting the Paradigm: Reconceptualizing Civic Engagement to Promote Equitable, Sustainable Partnerships and Student Growth. Session presented at AAC&U 2018 Annual Meeting. Washington, D.C. January 2018.
- 2017 Vincent, C. (2017). Students as Civic Agents: Civic Education, Media and Service-Learning. General interest session presented at Civic Learning and Democratic Engagement Meeting. Baltimore, MD June 2017.
- 2017 Lynch, C. & Vincent, C. (2017). Creating a Sustainable University-Wide Model for Measuring Civic Learning and Engagement. General interest session presented at Civic Learning and Democratic Engagement Meeting. Baltimore, MD June 2017.
- 2017 Vincent, C., & Jeffrey, J. (2017). Students as Civic Agents: Applying Civic Education through Media Literacy and Experiential Learning. Paper presented at the Northeast Media Literacy Conference. New Britain, CT February 2017.
- 2016 Vincent, C., Gordon, E., Koenig Richards, C., Lyons, M., Mihailidis, P., & Rhinesmith, C. (2016). Technology, Civic Participation and Social Change: Exploring Civic Media Across Practice, Research and Pedagogy. Seminar presented at the National Communication Association Conference. Philadelphia, PA November 2016.
- 2016 Hallowell, B., Wolfson, T., Cabral, N., Deutch, L., Haywood, A., Ryan, C., Carragee, K., & Vincent, C. (2016). Media Activism & Social Justice: Conversation Cafés. Special program presented at the National Communication Association Conference. Philadelphia, PA November 2016.
- 2016 Alexopoulos, C., D' Enbeau, S., Klean Zwilling, J., McClaren, J., Ramasubramanian, S., & Vincent, C. (2016). Sexual Violence on U.S. college campuses: A civics of

- avoidance or engagement? Panel presented at the National Communication Association Conference. Philadelphia, PA November 2016.
- 2016 Prather, D., Calley, D., Vincent, C., & Potter, J. (2016). The Pregnancy is Political: Civic Engagement by and for Women Scholars. Panel presented at the National Communication Association Conference. Philadelphia, PA November 2016.
- 2016 Brown, R., Vincent, C., & Lynch, C. (2016). Growing the Grassroots: Strategies, Models, and Challenges for Civic Engagement. Panel presented at Global Summit: Politics, Sports, Civic Engagement. Boston, MA October 2016.
- 2016 Vincent, C. (2016). Celebrating Diversity Through the Salem Public School District Civic Media Project. Paper presented at Boston Civic Media: Design, Technology, Social Impact. Boston, MA June 2016.
- 2016 Vincent, C., & Straub, S. (2016). Structures of Dissent: Social Media, Resistance Journalism, and the Mobilization of Poverty Activism. Paper presented at Western States Communication Association. San Diego, CA March 2016.
- 2015 Vincent, C. (2015). Civic Media Creation via Media Literacy Education and Participatory Media Production in Communities of Poverty. Paper presented at International Media Education Summit. Boston, MA November 2015.
- 2015 Vincent, C. (2015). Participatory Media as Catalysts for Change: Communicating the Intersectional Experiences of Women in Poverty. Paper presented at 6<sup>th</sup> International Digital Storytelling Conference. Northampton, MA September 2015.
- 2015 Vincent, C. (2015). Resistance Journalism: Expression, Self-Empowerment, and the Creation of Counternarratives on Poverty Through Community Media. Panel presented at Association for Education in Journalism and Mass Communication Conference. San Francisco, CA August 2015.
- 2015 Vincent, C. (2015). Civic Studies Panel: Continuum of Civic Action. Panel presented at Frontiers of Democracy. Boston, MA June 2015.
- 2015 Vincent, C. (2015). Redefining Reflexivity in the Digital Age: The New Cultural Complexity of Reflexivity. Paper presented at the International Communication Association Conference. San Juan, Puerto Rico May 2015.
- 2015 Bessarabova, E., Piercy, C., King, S., Vincent, C., Dunbar, N. E., Burgoon, J. K., Miller, C., Jensen, M., Elkins, A., Wilson, D., Wilson, S. N., & Lee, Y.-H. (2015). Mitigating Bias Blind Spot via a serious videogame. Paper presented at the International Communication Association Convention. San Juan, Puerto Rico May 2015.
- 2014 Vincent, C. (2014). Towards a Re-conceptualization of *Lumpenproletariats*: The Collective Organization of Poverty for Social Change via Participatory Media. Paper presented at Association for Education in Journalism and Mass Communication Conference. Montréal, Quebec August 2014.
- 2014 Dunbar, N.E., Jensen, M.L., Miller, C.H., Bessarabova, E., Straub, S., Wilson, S.N., Elizondo, J., Burgoon, J.K., Valacich, J.S., Adame, B., Lee, Y-H., Lane, B., Piercy, C., Wilson, D., King, S., Vincent, C., & Schuetzler, R. (2014). Mitigating Cognitive Bias Through the Use of Serious Games: Effects of Feedback. Paper presented at the International Conference on Persuasive Technology. Padova, Italy May 2014.
- 2013 Vincent, C. (2013). Deconstructing the Welfare Queen: Towards a Standpoint Theory of Poverty. Paper presented at the National Communication Association Conference. Washington, D.C. November 2013.
- 2013 Vincent, C. (2013). Social Justice in the Basic Course: Making Connections between Content and Citizenship. Panel presented at the National Communication Association Conference. Washington, D.C. November 2013.

- 2013 Dunbar, N., Wilson, S., Adame, B., Elizondo, J., Jensen, M., Miller, C., Allums, A., Seltsam, T., Bessarabova, E., Vincent, C., Straub, S., Ralston, R., Dulawan, C., Paiz-Ramirez, D., & Squire, K. (2013). *Macbeth: Development of a Serious Game for the Mitigation of Cognitive Bias*. Paper presented at the International Communication Association Conference. London, U.K. May 2013.
- 2012 Vincent, C. (2012). *Language of Struggle: POOR Magazine and the Re-appropriation of "Poor" Language*. Paper presented at the National Communication Association Conference. Orlando, FL November 2012.
- 2012 Vincent, C. (2012). *Race/Gender/Media 3.0: Considerations of Diversity for Educators and Scholars*. Paper presented at the Broadcast Education Association Conference. Las Vegas, NV April 2012.
- 2011 Vincent, C. (2011). *Technological Constructions of Reality: An Ontological Perspective*. Paper presented at Association for Education in Journalism and Mass Communication Conference. St. Louis, MO August 2011.
- 2011 Vincent, C. (2011). *Social Network Analysis: A Mixed-Methodological Approach*. Paper presented at Association for Education in Journalism and Mass Communication Conference. St. Louis, MO August 2011.
- 2011 Vincent, C. (2011). *POOR Magazine and Civic Engagement through Community Media*. Paper presented at the National Communication Association Honors Doctoral Seminar. Fargo, ND July 2011.
- 2011 Vincent, C. (2011). *Community Media and Processes of Civic Engagement*. Paper presented at International Association for Media and Communication Research (IAMCR) Conference. Istanbul, Turkey July 2011.
- 2011 Vincent, C. (2011). *Pursuing Difference-Making Research: Research that Engages and Enriches Our Home Communities*. Panel presented at Central States Communication Association 2011 Convention. Milwaukee, WI April 2011.
- 2010 Vincent, C. (2010). *Evolving the Collective Conscious: A Closer Look at the Offline Actions of the Online World*. Paper presented at the National Communication Association Conference. San Francisco, CA November 2010.
- 2010 Vincent, C. (2010). *New Media in the Public Sphere: Public Sphere Formation in Spaces of Conflict*. Paper presented at the National Communication Association Conference. San Francisco, CA November 2010.
- 2010 Vincent, C. (2010). *New Media in the Public Sphere: Public Sphere Formation in Spaces of Conflict*. Paper presented at the National Communication Association Honors Doctoral Seminar. Salt Lake City, UT July 2010.
- 2009 Vincent, C. (2009). *En Route to Integrality: Consciousness Milestones Through Online Communities*. Paper presented at the 39<sup>th</sup> Annual International Jean Gebser Society Conference. Hempstead, NY October 2009.
- 2008 Vincent, C. (2008). *A Means to an End: Suicide Messages Visually Communicated*. Paper presented at the National Communication Association Conference. San Diego, CA November 2008.
- 2007 Vincent, C. (2007). *Becoming a Member of the International Society: A Closer Examination of the Glocalized International Community*. Paper presented at the International Communication Association Conference. San Francisco, CA May 2007.

### **Academic Appointments**

- 2018-Present Associate Professor, Salem State University  
 2022 Affiliate Faculty, Northeastern University  
 2019-2022 Affiliate Faculty, Emerson College

2020-2022	Affiliate Faculty, UNH Manchester
2013-2018	Assistant Professor, Salem State University
2011-2013	Graduate Research Assistant, University of Oklahoma
2009-2012	Graduate Teaching Assistant, University of Oklahoma
2008	Graduate Teaching Associate, California State University, Sacramento
2007-2008	Graduate Teaching Assistant, California State University, Sacramento

### **Teaching Experience**

Teaching portfolio available at <http://csvincent.com/teachingportfolio>.

#### *Associate Professor, Assistant Professor, Instructor*

Salem State University

2022	MCO 255: Public Relations in Social Advocacy
2016-Present	MCO 220: Media Literacy
2014-Present	MCO 351: Public Relations Writing
2022	MCO 445: Civic Media Co-lab
2020-2022	POL 306: Political Communication
2020-2022	MCO 390: Public Relations Campaigns
2013-2021	MCO 249: How Public Relations Works
2018-2021	MCO 450: Advanced Public Relations Writing
2020-2021	MCO 332: Civic Media
2020-2021	MCO 202: Writing for Media
2020-2021	MCO 110: Modern Media and Communication
2021	IDS 600H: Honors Junior Seminar
2019	MCO 495: Special Topics: Media Activism
2015-2019	MCO 503: Media and Communication Portfolio Seminar
2014-2019	MCO 506: Independent Research in Media Studies
2015-2018	MCO 500: Directed Study in Communications
2014-2017	MCO 351: Public Relations Writing
2015-2016	FYCO 100: First Year Seminar: Social Justice & Superheroes
2013-2015	MCO 201: Introduction to Communications
2014	MCO 304: Mass Media & Society
2014	MCO 505: Internship in Communications

#### *Teaching Assistant*

University of Oklahoma

2011-2012	COMM 2613: Public Speaking, Professor Michael Kramer
2011-2012	COMM 2713: Communication Theory, Professors Jill Edy (Fall) & Norah Dunbar (Spring)
2011	COMM 2413: Media Literacy, Professor Lisa Foster
2011	COMM 4643: Mass Media Effect, Professor Glenn Hansen
2009-2011	COMM 1113: Principles of Communication, Professor John Banas

#### *Teaching Associate*

California State University, Sacramento

2008	ComS 103: The Communication Experience
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#### *Graduate Assistant*

California State University, Sacramento

2007-2008 ComS 5: Presentational Speaking in the Organization, Professor John Williams  
 2007 ComS 116: Intercultural Communication, Professor David Zuckerman  
 2007 ComS 100C: Introduction to Scientific Methods in Communication Research,  
 Professor David Zuckerman

### **Professional Service**

#### *Journal of Communication Technology*

2020-Present Associate Editor

#### *Association for Education in Journalism and Mass Communication*

2019-2020 Division Head, Communication Technology (CTEC) Division  
 2018-2019 Division Vice-head, CTEC Division  
 2017-2018 Research Chair, CTEC Division  
 2016-2017 Mid-Winter Conference Chair, CTEC Division  
 2016 Newsletter editor, Commission on the Status of Women  
 2014-2016 Best of the Web Chair, CTEC Division  
 2011-2014 Webmaster, web designer, and social media coordinator, CTEC Division

#### *Conference Paper Reviewer*

2022 National Communication Association, Political Communication Division  
 2016-2020 Association for Education in Journalism and Mass Communication, Commission  
 on the Status of Women  
 2015-2020 Association for Education in Journalism and Mass Communication, Midwinter  
 Conference  
 2014-2020 Association for Education in Journalism and Mass Communication,  
 Communication Technology (CTEC) Division  
 2018 National Communication Association, Activism and Social Justice Division  
 2013 National Communication Association, Mass Communication Division  
 2012-2013 National Communication Association, Human Communication and Technology  
 Division  
 2012 National Communication Association, Feminist and Women's Studies Division  
 2011, 2013 Sooner Conference

#### *Journal Article Reviewer*

2021 *The Journal of Alternative and Community Media*  
 2018-2019 *Feminist Media Studies*  
 2014 *Global Media and Communication*  
 2011, 2013 *Communication, Culture & Critique*  
 2013 *International Communication Research Journal*

#### *Salem State University*

2020-Present SSU Faculty Fellow for the Honors Program  
 2014-Present PRSSA Co-Faculty Advisor  
 2013-2021 Department of Media and Communication Curriculum Committee, Chair (2016-  
 17, 2020-21)  
 2014-2021 Lambda Pi Eta Honor Society Faculty Advisor  
 2017-2019 Department of Media and Communication Academic Policies Committee  
 2015-2019 SSU Faculty Fellow for the Center for Civic Engagement  
 2014-2019 Civic Engagement Committee, Chair (2015-2019)

2016-2018	Working Group for Racial Justice, steering committee member
2017-2018	SSU Academic Policies Committee
2016-2018	Florence Luscomb Women's Center Co-advisor
2015-2017	SSU University Curriculum Committee
2015-2017	SSU General Education Committee
2014-2015	SSU Faculty Fellow for Service-Learning
2013-2014	College of Arts & Sciences Strategic Planning Committee
2013	PRSSA Interim Faculty Advisor

### **Professional Organization Affiliation**

Association for Education in Journalism and Mass Communication  
 International Association for Research on Service-Learning and Community Engagement  
 National Communication Association

### **Professional Experience**

#### **2017-2019**     *Public Relations Consultant*

Sept. 2017-2019

Salem, Massachusetts

Responsibilities: Public relations consultant (pro-bono) for the Salem Public School District.

#### **2013-2017**     *Public Relations Consultant*

Sept. 2013-2017

Salem, Massachusetts

Responsibilities: Public relations consultant for the U.S. Army Corps of Engineers' Formerly Used Defense Site (FUDS) Program; lead technical writer/editor for fact sheets and misc. public relations content; public relations liaison for U.S. Army Corps of Engineers; assistant creator for briefings, slide presentations, information boards and other visual displays; lead coordinator for public meetings.

#### **2002-2013**     *Public Relations Specialist*

EM-Assist, Inc., Dec. 2002-Sept. 2013

Sacramento, California

Responsibilities: Lead public relations specialist for the U.S. Army Corps of Engineers' Formerly Used Defense Site (FUDS) Program; lead technical writer/editor; public relations liaison for U.S. Army Corps of Engineers; creator of fact sheets, press releases, news articles, media packets, brochures, website content, etc.; assistant creator for briefings, slide presentations, large-scale maps, diagrams, information boards and other visual displays; lead coordinator for public meetings, conferences, seminars, and interviews.

#### **2001-2002**     *Technical Writer*

TRW Systems, Feb. 2001- Dec. 2002

Sacramento, California

Responsibilities: Lead technical writer/editor for articles, documents, fact sheets, press releases, public notices and newsletters; assistant coordinator for public meetings and production of visual displays; website designer.



**2000-2001      *Student Assistant***

California State Department of General Services, Oct. 2000-Jan. 2001  
Sacramento, California

Responsibilities: Student intern for Public Affairs office; writer for company newsletter articles; media liaison; office assistant.

**Selected Honors and Accolades**

- 2014    Naval Auxiliary Air Station Monterey Environmental Restoration Award
- 2005    Secretary of Defense 2005 Environmental Team Award
- 2005    Secretary of the Army 2005 Environmental Team Award
- 2005    U.S. Army Corps of Engineers Commanders Award for Public Service
- 2005    Pyramid Lake Paiute Tribal Recognition Award
- 2003    Congressional Letter of Recognition
- 2003    Department of Justice Letter of Recognition