

**CAREER OBJECTIVE:** Be a leader in higher education who inspires a shared vision to build relationships and a community that promotes a sense of belonging, enhances a caring learning environment and personal growth by using restorative justice philosophy.

**EDUCATION:**

The University of Texas at Austin	Doctor of Education	2022
The University of Texas at San Antonio	Master of Public Administration	2004
The University of Texas at San Antonio	Bachelor of Arts in Criminal Justice	2001
San Antonio Community College	Associate Degree in Criminal Justice	1998

**PROFESSIONAL EDUCATION/CERTIFICATES:**

Bill Blackwood Law Enforcement Management Institute of Texas, Leadership Command College (LCC)	2005
Master Peace Officer Certification, Texas Commission on Law Enforcement	2000

**PROFESSIONAL EXPERIENCE:**

***The University of Texas at San Antonio, San Antonio, TX***

Director of Restorative Practices, College for Health, Community and Policy 2024-present

- I served as Restorative Justice Coordinator from 2019-2021, then as Director for The Office of Inclusive Excellence from 2021-2023.
- Design, develop, coordinate, and implement a comprehensive restorative justice practices program.
- Facilitate and support restorative justice offerings, including community gathering circles.
- Develop, implement, and host regular events and training sessions across the university to inform students, faculty, and staff about restorative justice practices.
- Facilitate conflicts using restorative justice processes such as victim-offender mediation, conferences, and circles.
- Collaborate with campus partners and with national and local organizations.
- Collaborate with members of the university leadership team on developing and administering programs, policies, and procedures.

Associate Professor of Practice 2006-present  
College for Health, Community, and Policy, Department of Criminology & Criminal Justice

- Design, develop, and teach large sections of undergraduate courses
- Teach courses via electronic learning platforms
- Served as Graduate Advisor of Record and various committees
- Developed and coordinated the Criminal Justice Summer Camp

- Supervised and managed assigned officers and functions
- Mentored and coached new officers
- Reviewed and approved reports submitted by officers
- Conducted officer performance evaluations, served on interview and accident review boards
- Coordinated with various state and local agencies during critical incidents
- Developed and maintained a gang database and records
- Served as a School Resource Officer and Youth Crimes Investigator
- Prepared, collected evidence, and presented cases for prosecution
- Participated in various community boards and committees
- Identified problem areas in neighborhoods and collaborated solutions with community members
- Developed community engagement practices that strengthen relationships and trust with the community
- Designed, coordinated, and managed the following programs: Field Training Officer Program, Juvenile Procedures, Restorative Justice Program, Physical Fitness Program, Campus Crime Stoppers Program, School Safety Patrol Program, Gang Resistance Education and Training Program

**RESEARCH:**

**Treatise: "Restorative Justice and Student Conduct Leadership"** Presented to the faculty of the Graduate School of The University of Texas at Austin in Partial Fulfillment of the Requirements for the Degree of Doctor of Education.

**Exit Paper: "The Administration and Evaluation of a San Antonio Juvenile Restorative Justice Program: Neighborhood Conferencing Committees"** Submitted in Partial Fulfillment of the Requirements for the Degree of Master of Public Administration, The University of Texas at San Antonio, College of Public Policy, Department of Public Administration

**Research Interests:**

As a scholar-practitioner, I seek to advance research-based policy solutions that enhance student conduct policies in higher education institutions. My research explores how restorative justice practices can strengthen traditional student conduct models and social justice.

**Research Projects:**

2022 – Restorative Justice and Student Conduct Leadership. Treatise presented to the faculty of the Graduate School of The University of Texas at Austin. This phenomenological study aimed to examine the lived experiences of 10 restorative justice (RJ) directors and administrators responsible for managing programs at four-year higher education institutions across the United States to understand opportunities and barriers to program sustainability.

2019 - Rethinking Discipline Community of Practice: Program Evaluation, San Antonio, TX Consultant (With Dr. Jelena Todoc – The University of Texas at San Antonio). It is implementing and evaluating a restorative justice project funded by Strive Together. Introduce restorative justice practices

to schools in the San Antonio area and help guide implementation across multiple campuses. An evaluation is in progress.

- Assisted with the training of faculty and staff
- Assisted with developing a lesson plan

2012 – Implementation of Restorative Discipline at Ed White Middle School, San Antonio, TX Lead Consultant (with Dr. Marilyn Armour – The University of Texas at Austin, The Institute for Restorative Justice and Restorative Dialogue). An evaluation assessing the process and outcomes of implementing a school-wide restorative justice middle school program was conducted.

- Served as lead consultant for the pilot program
- Implementation of a school-wide restorative justice intervention
- Conducted initial training for faculty and staff
- Conducted weekly interviews and coaching sessions for faculty
- First-year evaluation findings showed a reduction in suspension rates

### **SCHOLARSHIPS, HONORS, AND AWARDS:**

Nominee for the 2019-20 President's Distinguished Achievement Award for Community Engagement as Non-Tenure Track Faculty.

Nominee for the 2019 President's Distinguished Achievement Award for Teaching Excellence.

Nominee for the 2018 President's Distinguished Achievement Award for Teaching Excellence.

### **PERSONAL AFFILIATIONS:**

Member, National Association for Community and Restorative Justice

### **TEACHING EXPERIENCE:**

Lecture Taught Undergraduate Courses:

- The American Criminal Justice System
- Introduction to Policing
- Investigations
- Introduction to Forensic Science
- Juvenile Justice
- Restorative Justice
- Police Community Relations
- Probation, Parole, and Intermediate Sanctions
- Nature of Crime and Justice
- Family Violence
- Contemporary Police Practices

## **SERVICE AND COMMITTEES:**

### ***The University of Texas at San Antonio***

Chair, Restorative Justice Steering Committee

Inclusive Excellence Advisory Board

Campus Climate Council

Student Conduct Group

Case Advisory Team

Public Safety Advisory Board

Community Dialogue and Deliberation Project Advisory Group

President's Inclusive Excellence Scholarship Committee

Served on the President's Initiative for Respectful Discourse Committee

Served on the Twenty-First Century Learning Environment Committee

Served as a Hearing Officer for the Office of Student Conduct and Community Standards

Served on the Undergraduate Program Committee

Served on the Faculty Senate

Served as Graduate Advisor of Record

### **Community Service/Extracurricular Activities**

My Brother's Keeper San Antonio Collaborative Committee – UP Partnership

Served on the Advisory Council, National Association of Community and Restorative Justice

Served on the San Antonio Police Department, Investigative Standard Operating Procedures, Citizen Review Panel

Served on the Big Brothers Big Sisters, Juvenile Justice Council Advisory Committee

Served as Program Coordinator for the Restorative Justice Program of Kendall County  
Served as President of the Kendall County United Way Board of Directors

Served on the Board of Directors for the Kendall County Child Services

Served on the Board of Directors for the Kids Advocacy Place Kerr County

Served on the Committee for Safe and Drug-Free Schools and Communities Task Force

#### **CONFERENCE PRESENTATIONS:**

**Rico, R.** , Harris, N., & McMahon, S. "Campus RJ Implementation: Creativity, Inquiry, and Critical Appraisal", Workshop presented at the 8<sup>th</sup> National Association for Community and Restorative Justice, Chicago, Illinois, July 7, 2022.

**Rico, R.** "Restorative Justice: A Relational Approach to Reentry", Workshop presented at the Annual Conference for The International Community Corrections Association, San Antonio, Texas, September 16, 2018.

**Rico, R.** "Restorative Policing in The School Setting: A Relational Approach Towards Safer School", presented at TEXRP State Conference, Arlington Convention Center, Arlington, Texas, October 23-24, 2017.

**Rico, R.** , Sepeda, E., Morrison, L., & Karydas, J. "How Restorative Justice Can Impact Your Community", panel presentation at The SXSWedu 2017, JW Marriott, Austin, Texas, March 6-9, 2017.

**Rico, R.** "Introduction to Restorative Justice", Workshop presented at the 5<sup>th</sup> National Conference on Community and Restorative Justice, Fort Lauderdale, Florida, June 1-3, 2015.

**Rico, R.** "Introduction to Restorative Justice", Workshop presented at the 4<sup>th</sup> National Conference on Community and Restorative Justice, Toledo, Ohio, June 19-21, 2013.

**Rico, R.** "Introduction to Restorative Justice", Workshop presented at the 3rd National Conference on Community and Restorative Justice, Raleigh, North Carolina, June 8-11, 2011.

**Rico, R.** "Introduction to Restorative Justice", Workshop presented at the Texas Community Service Association Annual Conference, Fredericksburg, Texas, October 24-27, 2010.

**Rico, R.** , Armour, M. P., & Manelos, J. "Peacemaking Circles & Family Group Conferencing: Successful Restorative Justice Programs in Juvenile Courts", Panel presentation at the Robert O. Dawson Juvenile Law Institute, 23rd Annual Juvenile Law Conference, Westin Park Central, Dallas, Texas, February 18-20, 2010.

**Rico, R.** "Introduction to Restorative Justice", Workshop presented at the 2nd National Conference on Community and Restorative Justice, The University of Texas at San Antonio-Downtown Campus, San Antonio, TX, May 13-15, 2009.

## PUBLICATIONS:

### Book Chapters:

Rico, R. , & Taylor, Z. W. (2020). Campus policing in the age of campus carry. In P. Somers & M. Valentine (Eds.), *Campus carry: Confronting a loaded issue in higher education* (pp. 81-94). Cambridge, MA: Harvard Educational Publishing Group.

Lang, G., Bailey, D., Curtis, K., Rico, R., Patton, S. Karydas, J., ... Sepeda, E. (2016). *Restorative discipline practices: A journey in implementation by a community of Texas educators*. Austin, TX: Park Place Publications.

Rico, R. (2015). A classroom out of control opens up. In M. S. Umbreit, J. Blevins & T. Lewis (Eds.), *The energy of forgiveness: Lessons from those in restorative dialogue* (pp. 63-65). Eugene, OR: Cascade Publications.