

Contact Information:

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John G. Hayes, Ph. D., CPP

Education

1975, Ph.D, Sociology

Purdue University

West Lafayette, Indiana

Major areas of study: Social Organization, Research Methods, Intergroup Relations, Social Change, Social Conflict

1969, MA, Sociology

Kansas State University

Manhattan, Kansas

Major areas of study: Social Organization, Research Methods, Deviant Behavior, Criminology, Delinquency

1966, BA, Sociology

Kansas State University

Manhattan, Kansas

Major areas of study: Deviant Behavior, Criminology, Delinquency

1998, Certified Protection Professional

American Society for Industrial Security

Arlington, Virginia

Professional Experience

July 1993 to Present

Hayes-Hayes, Professional Associates

Chattanooga, TN

President and CEO. Dr. Hayes started his own research, grant writing, and consulting firm in the mid 1990s. Over the years, Dr. Hayes has had a 75 percent success rate in the grant applications he has prepared. Over the last decade, Hayes-Hayes, PA has coordinated various research and technical assistance projects for groups and organizations which desired a personal touch in the projects they were doing. In March 2006, Dr. Hayes decided to devote full attention to Hayes-Hayes and to grow this research, grant writing and technical assistance business. Through this venture, Dr. Hayes will be available to provide the personal assistance to a variety of other agencies necessary to make a difference in the lives of a broader range of people in order to promote upward mobility and self-sufficiency.

August 2002 to March
2006

Chattanooga Housing Authority

Chattanooga, TN

Deputy Director for Planning and Program Development. Dr. Hayes managed the research, grant writing, human service planning and delivery and resident programs within the Chattanooga Housing Authority. He provides strategic planning and organizational development assistance to the Executive Director and other departments within the Authority as they relate to daily operations, resident programs and development. He also coordinated with public, private and faith-based organizations and agencies within the community and region to develop innovative programs and strategies to address the needs of residents and the broader community especially in the areas of the availability of affordable housing and community and supportive services to promote upward mobility and self-sufficiency. During his tenure, he was able bring in more than \$6 million in new funding for programs and services for low-income families in Chattanooga.

May 1996 to July 2002

SPARTA Consulting Corporation**Bethesda, MD***Vice President for Housing/Director of Research and Training/Senior Research Associate.*

Provided guidance and support for housing management, maintenance, resident initiatives, and other projects implemented by SPARTA. Directed primary and evaluation research, technical assistance and training programs aimed at improving services or developing policies and procedures related to management, Section 8, substance abuse, conflict resolution, violence reduction, physical security, drug and crime prevention programs, social services, housing and criminal justice. Dr. Hayes has been the Community Services Administrator for three HOPE VI Projects: Perry Homes, Atlanta, GA; Champion Park, Rockford, IL; and Desire, New Orleans. He was also Co-Project Director with Julia Leavy of SOZA on a contract with USDHUD to provide training services and technical assistance to the Community Safety and Crime Prevention Division. Research activities included management needs assessments, comprehensive modernization strategies, crime prevention through management improvements and environmental design, preventing youth violence in public housing (with Center for Disease Control and U.S. Department of Housing and Urban Development), victimization surveys in public housing (with HUD and RTI), resident surveys (with HUD and NORC), crime mapping in public housing (with HUD and NIJ), implementation of Community and Supportive Services Programs under HOPE VI, writing of HOPE VI applications, community policing, situational needs assessments, management training for public housing administration, section 8 management, social and supportive services, self-sufficiency and employment programs, and welfare reform.

May 1993 to May 1996

Housing Authority of the City of Charlotte, NC**Charlotte, NC**

Director of Resident Services. Planned, implemented, and supervised all social service, security and resident initiatives programs for nearly 5,000 households in developments managed by the CHA. Helped design and implement youth and adult apprenticeship and training programs. Wrote grants, administered, and evaluated programs for the CHA and City of Charlotte. Grants included a \$3 million grant for "Fighting Back," from Robert Woods Johnson Foundation (one of only 10 cities funded); 14 Drug Elimination Grants ranging from \$250,000 to \$975,000 over 6 years; a \$33.8 million grant for the HOPE VI Urban Revitalization Demonstration Program for HUD (one of only 8 cities funded in the first round); \$1.2 million SAFAH Grant with the State of North Carolina; \$502,000 from the City of Charlotte for Case Management and Safe Neighborhood Awareness Program (SNAP). Assisted in planning and writing the EZ/EC grant for the City of Charlotte. Served on the City's Community Development Corporation Coordinating Committee targeting low-income neighborhoods. Supervised staff of 40 professionals and para-professionals, including successful self-sufficiency and in-community treatment programs. Guest lecturer and moderator for HUD's 1995 Crime Prevention Through Environmental Design in Public Housing Workshop. Served on the NC Public Housing Crime Prevention Advisory Committee for Carolina's Council and the State Department of Crime Control and Crime Prevention.

1987 to May 1993

Housing Authority of the City of Charlotte, NC**Charlotte, NC**

Assistant to the Executive Director for Special Projects. Wrote grants and administered Resident Initiatives Programs including the Drug Elimination Program (\$1,560,000); Crime Prevention (\$152,000); Family Self-Sufficiency programs (\$500,000 budget); Gateway Housing (200 units under special legislation), Stepping Stone Housing (150 units), Tax Credit Stepping Stone Housing (100 units), Bootstrap (32 units), Homeless Families Program (52 units), Hope I (100 units), and City-Sponsored (111 units). Acted as liaison between the Police Department and the Charlotte Housing Authority, with 23 officers assigned to the Authority as agents. Additional duties included writing grants, publications, policy and procedure documents, and program evaluation. Assisted in preparation of all proposals and documents by other departments, including budgets, modernization, and development.

Developed the comprehensive and innovative Safe Neighborhood Awareness Program (SNAP) which focuses on helping the community and authorities distinguish between the reality and appearance of crime, helping residents understand their rights and obligations and holding them responsible for their actions, and assisting communities in exercising their rights in order to take control of their neighborhoods. Assisted in developing and implementing location policies for the CHA and City of Charlotte leading to the CHA's scattered site housing program.

1989 to 1999

Prime Communication

Charlotte, NC

Consultant: Provided consulting and services for grant writing, resident-management relations, resident handbooks and newsletters.

1988 to 1989

LEAD

Charlotte, NC

Senior Research Consultant: Designed and implemented employee evaluation program for the FAA and other companies. Also developed programs for assessing corporate performance and employee morale.

1985 to 1987

Behavior Science Division, Sacred Heart College

Belmont, NC

Criminal Justice Director & Acting Chair of Behavior Science Division: Director of the Criminal Justice Program and Chair of the Behavioral Science Division for the College.

1983 to 1996

Hayes-Parker Research Associates

Charlotte, NC

Principal: Conduct research and training in employment training and development, education and counseling in low-income, minority communities, and case management. Consulting with the City of Charlotte in evaluations of police, community development, employment training, city services and housing location policies.

1979 to 1985

Charlotte Housing Authority

Charlotte, NC

Director, Resident Safety and Special Projects: See above

1973 to 1980

University of North Carolina, Charlotte

Charlotte, NC

Assistant Professor of Sociology

1967 to 1973

Purdue University, Kansas State University, University of Maryland - Berlin, European Division

Instructor of Sociology

Publications

With Mat Perkins, "Using Crime Mapping for Planning Urban Redesign: Designing Security into Revitalization Programs," 2001

With Donald B. Ludlow, "Relationship Between Nighting Crime and Lighting," *Security Journal*, Forthcoming.

With Donald B. Ludlow, *Brockton Crime Tracking Database and Protocols: Drug Elimination Technical Assistance Report*, Bethesda, MD: SPARTA Consulting Corporation, March 2000.

- With Donald B. Ludlow, *Crime Mapping System for New Bedford, MA: Drug Elimination Technical Assistance Report*, Bethesda, MD: SPARTA Consulting Corporation, November 1999.
- With Marina Myhre, "Creating Safe Communities Through Environmental Design," *Housing Operations Manager*, Vol. 7, No. 8 (September 1998), pp. 8-9.
- Youth Violence Prevention in Public Housing: What Works*. USDHUD (with Nikki D. Bellamy, Daniel Chow, Mary DeLorey, Severin L. Sorensen, and Ellen Walsh), 1997 (Revised 1998).
- Youth Violence Prevention in Public Housing: What Works*. Bethesda, MD: SPARTA Consulting Corporation (with Nikki D. Bellamy, Daniel Chow, Mary DeLorey, Severin L. Sorensen, and Ellen Walsh), in press. (Chapters on Youth Gangs, Implementing Prevention Programs in Public Housing and contributed to chapters on Risk Factors, Preventive Factors and Other Theories.)
- Evaluation of Durham Housing Authority's Anti-Drug Activities*. Bethesda, MD: SPARTA Consulting Corporation (with N.D. Bellamy, H.E. Kim and S. Miner), February 1997.
- Housing Authority of Truth or Consequences, NM: Drug Elimination Technical Assistance Report*. Bethesda, MD: SPARTA Consulting Corporation, February 11, 1997.
- Public Housing Drug Elimination Program Coordinator Training Manual*. Bethesda, MD: SPARTA Consulting Corporation (with Severin L. Sorensen, Nikki D. Bellamy, Ellen M. Walsh, Daniel Chow, Helen Kim, and Suzy Miner), January 1997.
- Managing Crime in Public Housing Settings: Handbook for Managers*. Bethesda, MD: SPARTA Consulting Corporation (with Severin L. Sorensen and Robert J. Borghese), 1997.
- An Evaluation of the Resident Supportive Services Programs Sponsored by the Columbus Metropolitan Housing Authority Under the HOPE VI Urban Revitalization Program*. Bethesda, MD: SPARTA Consulting Corporation (with Nikki D. Bellamy), November, 1996.
- Assisting Victims of Crime*. Bethesda, MD: SPARTA Consulting Corporation, May, 1996.
- Transitional Families/Family Self-Sufficiency Eligibility Training Manual*, Charlotte, NC: Charlotte Housing Authority (with Willie McMahan and Catherine Felton), April, 1996.
- Public Safety & Security Improvement Assessment: Technical Assistance Report for the Housing Authority of Kansas City*. Bethesda, MD: SPARTA Consulting Corporation (with S.L. Sorensen and N.D. Bellamy), February 1996.
- A Demographic Profile of Residents, 1995-1996*. Charlotte, NC: Charlotte Housing Authority (with Kristin Moag), February 1996.
- Building Safe Neighborhoods: Eight Steps Toward Developing Successful Crime Prevention Programs*. Charlotte, NC: Hayes-Hayes, PA, February 1995.
- The Housing Authority of the City of Charlotte: A Profile*. Charlotte, NC: Charlotte Housing Authority (with Jackie Jamison), January 1995.
- Partnership for Prevention: Combating Crime in Public Housing in Charlotte, NC*. Charlotte, NC: The Charlotte Housing Authority (with Dennis Nowicki and Harrison Shannon, Jr.), December 5, 1994.
- Earle Village Self-Sufficiency Program*. Charlotte, NC: Charlotte Housing Authority, September 1994.

Interest in Family Self-Sufficiency and Home Ownership Programs Under the Urban Revitalization Program. Charlotte, NC: Charlotte Housing Authority (with Jackie Jamison), December 1993.

Earle Village Community Services Program. Charlotte, NC: Charlotte Housing Authority. May 1993.

Earle Village Urban Revitalization Demonstration Program. Charlotte, NC: Charlotte Housing Authority (with Charlie Henley), May, 1993. (The only non-troubled housing program funded in the first round of funding).

“The Charlotte Transitional Families Programs: Toward Self-Sufficiency,” in NAHRO and APWA, *Family Self-Sufficiency: Linking Housing, Public Welfare & Human Services.* Washington, D. C.: NAHRO-APWA, 1991.

“The Impact of Low Income Housing on Property Values,” 1990. (won NAHRO Award of Excellence).

“Improving the image of public housing,” *Journal of Housing*, Winter 1990.

“Trends in Fair Housing Practices in Charlotte, NC,” Charlotte, NC: Community Housing Resource Board of Charlotte, NC. March 1989.

The Innovative Housing Program of the City of Charlotte, the Charlotte-Mecklenburg Housing Partnership, and the Housing Authority of the City of Charlotte: A Program to Extend and Promote Affordable Housing for Low-Income Families in Charlotte, NC. Charlotte, NC: Charlotte Housing Authority (with Larry A. Loyd), 1989.

The Transitional Housing Demonstration Program of the Housing Authority of the City of Charlotte, NC. Charlotte, NC: Charlotte Housing Authority, August, 1988.

“Research and Evaluation of Selected JTPA Programs,” Belmont, NC; Sacred Heart College, 1987.

The Safe Neighborhood Awareness Program Manual: Crime Prevention is a SNAP if We Work Together, Charlotte Housing Authority, 1988.

The Dalton Village High Crime Neighborhood Project: An Evaluation of Mini-Team Policing in Public Housing. Charlotte, NC: UNC-Charlotte and National Criminal Justice Reference Service, with Wayne Walcott and Gerald Ingalls. 1978.

Crime in Charlotte: Patterns, Problems and Prospects - A report to the Mayor's Crime Commission, Charlotte, NC. with Michael A. Pearson. 1978.

“Police vs. Citizen-Based Data: What Do we Know About Crime and Law Enforcement?” *Urban Affairs.* UNC Press. with Michael A. Pearson. 1980.

“Patrolling High Crime Neighborhoods: Changing Attitudes and Crime Experience through a Mini-Team Policing Model.” *Urban Affairs.* UNC Press. with Wayne Walcott and Gerald Ingalls. 1980.

The Impact of Citizen Involvement in Preventing Crime in Public Housing: A Report of the Fairview Homes Crime Prevention Program. Charlotte, NC. 1982.

“Resident Involvement Key to Crime Prevention in Charlotte's Housing Projects: Mediation and Victim Services Important Components.” *Catalyst 7.* Vol. 6, No. 1. 1986.

1975-78 Consultant to the Office of Budget and Evaluation, City of Charlotte for the development of Citizen Victimization and Satisfaction Surveys. 1975-1978.

Papers

“Crime Mapping and Managing Urban Change: Improving the Quality of Life,” National Institute of Justice’s Crime Mapping Research Center 2001 Annual Conference, Dallas, TX, December 4, 2001.

“Applied Sociologists as Managers: Role of Sociology in Managing Urban Revitalization Projects,” Meeting of the Society of Applied Sociologists, Kansas City, MO, October 19, 2001.

“Dealing with Conflict between Residents and Developers,” 2001 Public Affairs Conference: HOPE VI Atlanta, GA, September 21, 2001.

“Analysis of Firearm-Related Vicimization in Public Housing Communities with GIS,” National Institute of Justice’s Crime Mapping Research Center 2000 Annual Conference, San Diego, CA, December 12, 2000.

“Crime in Public Housing: Comparisons between daytime and nighttime crime,” 52nd Annual Meeting of the American Criminological Society, San Francisco, CA, November 18, 2000.

“Short-term technical assistance strategies for long-term community results” and “Impact of the Public Housing Reform Act on local PHDEP plans,” Public and Assisted Housing Reforms for the 21st Century, US Department of Housing and Urban Development, Kansas City Missouri, July 19-21, 2000 and Atlanta, GA, August 28-September 1, 2000.

“Gps Enhanced Spatial Analysis Of Public Housing Nighttime Crime With Real Time Light Meter Coverage,” National Institute Of Justice’s Crime Mapping Research Center 1999 Annual Conference, Orlando, FL, December 14, 1999.

“Lighting and Crime: The Relationship Between Lighting and Crime in Public Housing Settings,” 51st Annual Meeting of the American Criminological Society Meetings, Toronto, Canada, November 19, 1999. “Kill that Light: Lighting Qualities in and Around Drug Markets,” 50th Annual Meeting of the American Criminological Society Meetings, Washington, DC, November 18, 1998.

“The Public Housing Authority’s Role in One Strike and You’re Out,” A series of two-day workshops sponsored by the Department of Housing and Urban Development to explain the “One Strike and You’re Out” Policy in Public Housing, Presentations given in Jacksonville, FL, March 18-19, 1997; Forth Worth, TX, April 8-9, 1997; and Kansas City, MO, April 29-30, 1997.

“Public Housing Drug Elimination Coordinators Training”, A Two-Day Workshop Sponsored by SPARTA Consulting Corporation, Bethesda, MD, December 16-17, 1996; Washington, DC, February 20-21; Chicago, IL, February 27-28; Atlanta, GA, March 10-11.

- **Managing Effective PHDEP Programs**
- **Intervention and Prevention Strategies**
- **Evaluating PHDEP and Other Programs**
- **Meeting the Requirements of PHMAP Indicators #7 and #8 (Resident Involvement and Security)**

“Domestic Violence in Public Housing,” 48th Annual Meeting of the American Society of Criminology, Chicago, IL, November 20-23, 1996.

“Establishing Safe Neighborhoods Through Community Standards and Rules,” Office of Public Housing Investments Fall National Technical Assistance and Training Conference, Washington, DC, November 13-15, 1996.

“Therapeutic Communities and Public Housing: Creating Changes in Attitude and Behavior,” Visions for the Future – 1996 Public Housing Primary Care Conference, Washington, DC, November 6-8, 1996.

“Crime Prevention Through Environmental Design”, Three-Day Workshops Sponsored by HUD and SPARTA Consulting Corporation, Charlotte, NC May 13-15; Boston, MA, June 12-14; Dallas, TX, July 10-12, 1996.

“Resident Services: A Hat for All Occasions – Community-based; Family-centered; Comprehensive; Preventive; Flexible; Consumer-driven.” SERC-NAHRO Resident Services Certification Training, Savannah, GA, November 14, 1995.

“Beyond Bricks and Mortar: Housing and Supportive Services for Low-Income Residents,” A Public Forum sponsored by The Center for Housing Policy and USDHUD, New York City, May 19, 1995.

“Motivating Residents Toward Self-Sufficiency,” NAHRO Annual Conference, San Francisco, September 22, 1992.

“Community Crime Prevention Programs in Public Housing Developments: Getting and Maintaining Resident Involvement,” Virginia Crime Prevention Association Annual Meetings, Richmond, VA; June 4, 1992.

“Family Self-Sufficiency Workshop,” Moderator for the Atlanta Workshop sponsored by HUD and NAHRO, November 1991.

Training

Lead Trainer for the following training workshops:

- Crime Prevention Through Environmental Design
- Youth Violence Prevention
- Workplace Violence Prevention
- Gang Abatement Strategies
- Program Evaluation and Performance Contracting
- Crime Mapping and Data Visualization
- PHDEP Grant Management
- Managing Successful Family Self-Sufficiency and Case Management Programs
- Short-Term Technical Assistance Strategies
- Threat Assessment
- Effective Lease Enforcement
- Resident Leadership Training
- Resident Involvement in Crime Prevention
- Peacemakers

Professional Associations

- American Criminological Association
- American Society for Industrial Security
- American Sociological Association
- Illumination Engineering Society of North America

National Association for Housing and Redevelopment Officials
Society for Applied Sociology

Honors

1989 to Present – Listed in Who's Who in Human Services.

1990 – SNAP Program listed as one of the Five Best Community Crime Prevention Programs by the Eisenhower Foundation.

1987 – drafted the Transitional Families Demonstration Program, which was incorporated into the 1987 Housing Act. This was a precursor to the Family Self-Sufficiency Program.

1987-1994 – Member, NAHRO FSS Subcommittee and Trainer with NAHRO and HUD on developing FSS programs.

1994-1996 – Member, City of Charlotte Community Development Corporation Coordinating Committee

1993 to 1997 – Member, SERC-NAHRO Human Services and Resident Responsibility Committee

1991-1994 – Member, NAHRO Resident Initiatives Committee

1996 to 1998 – Member, NAHRO Technology Transfer Committee

1998 to Present – Member, Illumination Engineer Society Security Lighting Committee

1999 to Present – Member, Housing Committee, NAHRO, Chair, Housing Opportunities Committee