

Rita J. Villarreal-Watkins
Executive Director
Bill Blackwood Law Enforcement Management Institute of Texas
Criminal Justice Center, Sam Houston State University
Huntsville, TX 77341

Curriculum Vitae

Education

Sam Houston State University, August 2000

Doctorate in Education

Texas A&M University, December 1993

Master of Public Administration

Sam Houston State University, August 1980

Bachelor of Science in Criminal Justice

Experience

Sam Houston State University

Law Enforcement Management Institute of Texas

Executive Director

June 2001 to Present

Responsibilities include the administrative supervision of the institute's programs and operations. Experience also includes human resource management and supervision, fiscal planning, strategic planning, and international development initiatives. Major projects include:

- Curriculum development for the Leadership Command College, Leadership Series, Special Programs, and Command Staff Leadership Series.
- Advise and mentor students on course work and research opportunities.
- Facilitate and develop memorandums of understanding/protocols with international organizations, such as Poland, Turkey, Spain, France, and Italy.
- Developed the cultural diversity curriculum administered by the institute.
- Serve on organizational strategic planning committee of the college.
- Represent LEMIT externally in venues such as professional forums, and advisory groups.
- Developed guidelines for college credit (undergraduate and graduate hours) program for the institute.
- Facilitate and implement institute's newsletter to alumni.
- Acquisition of national leadership development program for the United States Marshals Service.

Sam Houston State University

Law Enforcement Management Institute of Texas

Project Coordinator

August 1997 to June 2001

Responsibilities included the coordination and implementation of the Leadership Command College and conferences. Major projects include:

- Serve as the liaison between the consortium of Texas A&M University, Texas Woman's University, and Sam Houston State University.
- Instruct on Cultural Diversity issues for the institute.

- Work with Texas A&M University, Texas Woman's University, and Sam Houston State University to promote and coordinate research and scholarly activities for students.
- Logistics coordinator for SHSU faculty and international instructors that provide training in institute programs.
- Work with the alumni board of the Command College to promote the institute and recruit future candidates.
- Implement and evaluate new curriculum initiatives of the institute making recommendations of change to the director.

Brazos County Sheriff's Department

Chief Deputy

January, 1993-August, 1997

Responsibilities included the supervision of patrol and investigative divisions, prepared the department's annual budget, developed personnel policies, and procedures manual of the department. Major projects include:

- Supervised the internal affairs unit of the department.
- Served on the department's critical response team and hostage negotiation team.
- Facilitated training for police officers on cultural diversity issues, communication skills, and total quality management.

College Station Municipal Court

Court Administrator

August 1991 to December 1992

Supervised and managed the intake and processing of all municipal court violations.

- Supervised the staff and clerk cashiers of the court.
- Prepared the docket for the judge of the court for scheduled hearings.
- Prepared the department annual budget.
- Wrote annual report to city council on municipal court income and proceedings.

College Station Police Department

Senior Patrol Officer/Investigator

August 1984 to August 1991

Responsibilities included the enforcement of law, investigating various violations of federal, state and municipal laws.

- Worked in the recruitment and training division.
- Worked in the investigative division assigned to the crimes against persons and in the theft and fraud divisions.

Brazos County Juvenile Probation

Probation Officer

August 1980 to July 1984

Responsibilities included the supervision of juveniles placed on court probation.

- Coordinated the community service program for the department.
- Prepared pre-sentence investigations to assist the judge in the adjudication process and testified in court hearings.
- Conducted site visits to homes, schools, and jobs of probationers to monitor success.

Professional Development

August 1996	Mediation/ Conflict Resolution Training Sam Houston State University Huntsville, Texas
June 1996	Peace Officer Instructor Certificate Brazos County Sheriff's Department
January 1996	Law Enforcement Management Institute of Texas Leadership Command College Huntsville, Texas
July to September 1995	FBI National Academy, 182 nd Session Quantico, Virginia
February 1995	Cultural Diversity Training for Trainers Austin, Texas
December 1994	Master Peace Officer License Brazos County Sheriff's Department
June 1994	Cultural Diversity Training for Trainers Houston, Texas
September 1988	Advanced Peace Officer License College Station Police Department
September 1984	Basic Peace Officer License Texas A&M University

Community Service

January 2004	Bryan High School Facilities Committee (Citizens Committee)
September 2001	Junior Leadership Brazos Coordinator
September 2000	Junior Leadership Brazos Curriculum Chair
October 1996 to September 1997	Chairperson Leadership Brazos Alumni Association
October 1996	American Heart Association Charity Walk Chairperson
September 1996 to December 1998 Council	Brazos County Juvenile Advisory Board Member
September 1996	Bryan Rotary Member

January 1996 to December 1996	Insite Magazine Editorial Board Member
January 1996 to September 1997	American Heart Association Board of Directors
January 1995	Junior Leadership Brazos, coordinator
September 1994 to May 1995	Leadership Brazos, participant.
January 1994 to September 1996	Blinn College Tech-prep Advisory Board Member
January 1992 to September 1996	Brazos Valley Council on Alcohol and Substance Abuse Board of Directors and Treasurer

Awards

June 1999	Leadership Brazos Distinguished Service Award
September 1998	Fellowship Award Bilingual Education Sam Houston State University
June 1997	Woman of Distinction Award Bluebonnet Girl Scout Council
September 1995	FBI National Academy 182 nd Session Section Representative
May 1994	Texas Women in Law Enforcement Officer of the Year
April 1994	Veterans of Foreign Wars Officer of the Year

Publications & Presentations

Watkins, R.J., "Cultural Diversity." Brazos County Sheriff's Office. Bryan, TX. February 1994 – February 1997.

Bosquez, T. & Watkins, R.J., "Cultural Diversity." Bryan Police Department. Bryan, TX. March – May, 1996.

Henson, Naomi and Watkins, Rita. "Effects of Bilingual Education on Teachers and Support Staff." Special Populations Conference, Sam Houston State University, October 1998.

Watkins, R.J., "Cultural Diversity Initiatives." New Chief Development Series. Law Enforcement Management Institute of Texas. Huntsville, TX. May 1999.

Wilbanks, William and Watkins, Rita. True Heroines: Women Police Officers Killed in Texas. Florida International University. June 1999.

Stallings, Angela and Watkins, Rita. Presentation at Universidad de las Americas in Pueblo, Mexico. "Educational issues facing Mexico and the United States." June 1999.

Watkins, R.J., "Flames of Creativity." Texas A&M University System Communication Council. Galveston, TX. November 2000.

Watkins, R.J., "Cultural Diversity." Lake Jackson Police Department. Lake Jackson, TX. November 2000.

Watkins, R.J., "Strategies for Cultural Diversity." Texas Police Chief Leadership Series. Sam Houston State University. Huntsville, TX. March 2001.

Watkins, R.J., "Creativity Building Blocks Using Broken Crayons." International Association of Business Communicators. College Station, TX. April 2001.

Watkins, R.J., "Intercultural Awareness and Interpersonal Communications." Blinn College. Bryan, TX. April 2001.

Watkins, R.J., "Cultural Diversity." Sam Houston State University Police Department. Huntsville, TX. June 2001.

Watkins, R.J., "Training Trends of U.S. Law Enforcement." Royal Thai Police Service. Bangkok, Thailand. June 2001.

Watkins, R.J., "American Law Enforcement Training Initiatives." Ministry of Police Administration. Beijing, China. June 2001

Watkins, R.J., "Woman's Issues in Law Enforcement: American Perspective." Shanghai Police Academy. Shanghai, China. June 2001.

Watkins, R.J., "Challenges Facing Law Enforcement." International Law Enforcement Academy (ILEA). Roswell, N.M. September 2001-present.

Watkins, R.J., "Legal and Professional Standards for Law Enforcement." International Law Enforcement Academy (ILEA). Roswell, N.M. September 2001-present.

Watkins, R.J., "Cultural Diversity." Western Illinois Law Enforcement Training & Standards Board. Western Illinois University. Macomb, IL. November, 2001.

Watkins, R.J., "Creativity: How?" Center for Executive Development. Texas A&M University, College Station, TX. January 2002.

Watkins, R.J., "Cultural Diversity and the Community College System." Community College Criminal Justice Educators of Texas Conference. Tarleton State University. Granbury, TX. May, 2002.

Watkins, R.J., "Professional Competencies of the Value Leadership Process." Blinn College. Bryan, TX. May 2002.

Watkins, R.J., "Racial Profiling." Project Spotlight Conference. Sam Houston State University. Huntsville, TX. May 2002.

Watkins, R.J., "Cultural Diversity: Effective Police Supervision and Leadership." Institute for Law Enforcement Training. Huntsville, TX. September 2002.

Watkins, R.J., & Webb, D., "Implementation and Integration: Professional Competencies of the Value Leadership Process." United States Marshal's Service Leadership Development Program. Law Enforcement Management Institute of Texas. Huntsville, TX. December, 2002-present.

Watkins, R.J., "We've got the Data-Now What? Developing Law Enforcement & Community Responses to Racial Profiling." Statewide Symposium on Racial Profiling. Austin, TX. January 31, 2003.

Watkins, R.J., "Building Equity, Civil Rights, and Racial Sensitivity." Office of Law Enforcement Training. Huntsville, TX. March 2003-present.

Watkins, R.J., "Leadership Portfolio Development." Leadership Command College Module IV. Huntsville, TX. April 2003-present.

Watkins, R.J., "Keys to Communication and Diversity Issues." Women in Criminal Justice Leadership Conference. Austin, TX. September 2003.

Watkins, R.J., "United States Law Enforcement Leadership and Management Issues." Italian National Police Senior Leadership Program. Turin, Italy. September, 2003.

Watkins, R.J., "Future Police Leadership Training Needs." Security & Safety Conference & Exhibition. Abu Dhabi, United Arab Emirates. October, 2003.

Watkins, R.J., "Leadership Command College: Integration and Implementation." Huntsville Leadership Institute. Huntsville, TX. December, 2003.

Watkins, R.J., "Leadership Portfolio Development." Houston Police Department's Leadership Conference. Houston, Texas. April, 2004.

Watkins, R.J., "Cultural Diversity: The C Factor." University of Texas Police Department. Austin, Texas. April, 2004.

Cardenas, A., and Watkins, R.J., (2004). Mentoring Our Own: An Analysis of a Promotion-Based Mentoring Program. Texas Police Journal. August 2004.

Watkins, R.J., "Diversity and Change." Texas A&M University MSC Fall Leadership Conference. Hilltop Lakes, Texas. August 2004.

Watkins, R.J., "Training Opportunities to be Sought." International Association of Chiefs of Police State Chapters Conference. San Antonio, Texas. February 2005.

Miller, H. A., Watkins, R., Young, B., & Turner, K. (March, 2005). Using the CPI-260 to evaluate leadership characteristics in law enforcement personnel. Paper presented at the Annual National Conference of the American Psychology and Law Society, La Jolla, California.

Miller, H.A., Watkins, R., Murrie, D. (March, 2005). Assessing leadership in law enforcement. Paper presented at the National Academy of Criminal Justice Sciences Annual Conference, Chicago, Illinois.

Committee Assignments

- Texas Regional Community Policing Institute – Sam Houston State University
Chairperson of Governing Board. Project includes: Identify specialty population efforts through focus groups and developing benchmarks for assisting vulnerable/excluded populations.
- Sam Houston State University – College of Criminal Justice
Serve as a member of the strategic planning committee and the student recruitment committee.

