

# Curriculum Vitae

## Christi L. Gullion

Updated: September 21, 2021

Sam Houston State University  
Department of Criminal Justice and Criminology  
816 17<sup>th</sup> Street, P.O. Box 2296  
Office CL-05  
Huntsville, TX 77341-2296  
936-294-3628  
[clg084@shsu.edu](mailto:clg084@shsu.edu)

### EDUCATION

2018-Pres Doctor of Philosophy, Criminal Justice and Criminology  
Sam Houston State University, Huntsville, TX  
Expected Graduation, May 2022

1996 Master of Science, Criminal Justice  
University of North Carolina at Charlotte, NC

1994 Bachelor of Science, Criminal Justice  
University of South Dakota, Vermillion, SD

### RESEARCH INTERESTS

Policing; Police leadership and supervision, transparency, and accountability; Police reform and organizational transformation.

### PEER-REVIEWED ARTICLES

**Gullion, C.L.**, Orrick, E.A. & Bishopp, S. (Forthcoming). Examining the Risk of Recurring Police Use of Force Incidents Among Newly Hired Police Officers. *Crime & Delinquency*.

**Gullion, C.L.**, Orrick, E.A., & Bishopp, S. (2021). Who is At-Risk? An Examination of the Likelihood and Time Variation in the Predictors of Repeated Police Misconduct, *Police Quarterly*.  
<https://doi.org/10.1177/10986111211013048>

**Gullion, C.L.** & King, W.R. (2020). Early intervention systems for police: A state-of-the-art review. *Policing: An International Journal*, 43(4), 643-658. <https://doi.org/10.1108/PIJPSM-02-2020-0027>

### BOOK CHAPTERS, REVIEWS, AND OTHER PUBLICATIONS

**Gullion, C.L.** (2021). [Review of the book *Organizational Change in an Urban Police Department: Innovating to Reform*, by B.J. Bond-Fortier]. *Policing: A Journal of Policy and Practice*, PAAB002.  
<https://doi.org/10.1093/Police/PAAB002>

### ACADEMIC PUBLICATIONS – IN PROGRESS

**Gullion, C.L.** & Ingram, J.R. (In Progress) Police Accountability Update

**Gullion, C.L.**, Comer, B.P., & Randa, R. (In Progress). Homicide Hot Spots in Chicago: Examining Spatiotemporal Patterns Longitudinally Across Police Beats.

Shelfer, D., **Gullion, C.L.**, Guerra, C., Zhang, Y., & Ingram, J.R. (In Progress). A Systematic Review of Project Safe Neighborhoods Effects.

## PROFESSIONAL EXPERIENCE

2015-2018 Vice President, Law Enforcement Consulting, Hillard Heintze LLC, Chicago, IL.

2014-2015 Senior Director, Law Enforcement Consulting, Hillard Heintze LLC, Chicago, IL.

2010-2014 Western Region Trainer, QC Auditor and Special Investigator, KeyPoint Government Solutions Inc., Los Angeles, CA.

2009-2010 National Internal Compliance Monitor, KeyPoint Government Solutions Inc., Los Angeles, CA.

2003-2009 Senior Director, Kroll Inc., Los Angeles, CA.

2000-2003 Director, Kroll Inc., Los Angeles, CA.

As a national leader in police reform for the past two decades, I have led police agency assessments, served as a subject-matter expert, and provided technical assistance for the Baltimore, Maryland; Beloit, Wisconsin; Calexico, California; Commerce City, Colorado; Memphis, Tennessee; Miami, Florida; Milwaukee, Wisconsin; and Orlando, Florida Police Departments, and the University of Rhode Island Public Safety Department. Furthermore, also served as a Federal Consent Decree Team Leader for the Independent Monitor of the Los Angeles, California and Detroit, Michigan Police Departments. This reform work includes assessing and providing technical assistance for the U.S. Department of Justice (DOJ), Community Oriented Policing Services under their Collaborative Reform Initiative, for the U.S. DOJ Civil Rights Division as the result of two Federal Consent Decrees, while other assessments were independently requested by the city or the police agency. Assessments were conducted in areas including but not limited to accountability, arrests, community policing, conditions of confinement, crime analysis, criminal investigations, discipline, early intervention systems, gang units, internal affairs, recruitment, hiring, retention, and promotion, search and seizure, traffic stops, use of force, and leadership, and organizational transformation. While some projects resulted in published technical reports, others were internally provided technical reports.

## RESEARCH AND GRANT EXPERIENCE

2020-Pres Doctoral Research Assistant, "*Evaluating Project Safe Neighborhoods in the Southern District of Texas Year 2*," awarded by the Department of Justice, Office of Justice Programs, Bureau of Justice Assistance. Dr. Yan Zhang (PI), Drs. Jason Ingram & Williams Wells (Co-PIs). Grant number: 3912302. Award amount: \$195,273.00.

2019-2020 Doctoral Research Assistant, "*Evaluating Project Safe Neighborhoods in the Southern District of Texas Year 1*," awarded by the Department of Justice, Office of Justice Programs, Bureau of Justice Assistance. Dr. Yan Zhang (PI), Drs. Jason Ingram & Williams Wells (Co-PIs). Grant number: 3912301. Award amount: \$252,105.00.

2018 Doctoral Research Assistant, "*An Evaluation of Proactive Prosecutorial Response to Domestic Violence in Montgomery County, Texas*," jointly funded by the Sam Houston State University's Office of Research and Sponsored Programs and the Montgomery County District Attorney's Office, Texas. Dr. Ling Ren (PI). Award amount: \$28,255.

- 2018 Doctoral Research Assistant, “*Kansas City Crime Gun Intelligence Center Initiative*,” awarded by the Department of Justice, Office of Justice Programs, Bureau of Justice Assistance. Dr. William R. King (Sub-contractor) with the University of Missouri, Kansas City and Kansas City Police Department. Grant number: 2017-DG-BX-0001. Award amount: \$68,624.
- 2014-2017 Federal Grant Project Lead, awarded by the Department of Justice, Office of Community Oriented Policing Services (COPS) under the Collaborative Reform Initiative – Technical Assistance (CRI-TA) for the Baltimore, Maryland, Calexico, California, and Milwaukee, Wisconsin, Police Departments.

#### PROFESSIONAL PUBLICATIONS AND TECHNICAL REPORTS

- 2019 U.S. Department of Justice, Office of Community Oriented Policing Services. (2019). *Law enforcement best practices: Lessons learned from the field*.  
<https://cops.usdoj.gov/RIC/Publications/cops-w0875-pub.pdf>
- 2016 Bouche, K.A., Davis, R.L., Grant, S.C., **Gullion, C.L.**, Heintze, A.F., Johnson III, W.D., & Medrano, E. An assessment of the Calexico Police Department. Collaborative Reform Initiative. U.S. Department of Justice, Office of Community Oriented Policing Services.  
<https://ric-zai-inc.com/Publications/cops-w0804-pub.pdf>
- 2015 Heintze, A.F., Bouche, K.A., **Gullion, C.L.**, Bova, S.M., Casella, E., Boehmer, R., & Tanksley, R. Reform and Renewal: An independent assessment of the Beloit Police Department. Independent Police Department Assessment Report. Hillard Heintze LLC.  
[https://issuu.com/hillardheintze/docs/hh\\_final\\_report\\_for\\_beloit\\_pd\\_maste](https://issuu.com/hillardheintze/docs/hh_final_report_for_beloit_pd_maste)
- 2004-2009 Schlanger, J., Robinson, S.L., Buczek J., deBurgh, H., Filak, R., Frazier, T., **Gullion, C.**, Lewis, D., & Tabb, A., et. al., Report of the Independent Monitor for the Detroit Police Department. Quarterly Reports from 2004-2009. Kroll, Inc.  
<https://www.kroll.com/en/insights/publications/monitorship-reports-detroit-police-department>
- 2001-2009 Cherkasky, M. Schlanger, J., Buczek J., Cookson, P., deBurgh, H., Filak, R., Frazier, T., Grillo, K., **Gullion, C.**, & Salazar, R. Report of the Independent Monitor for the Los Angeles Police Department. Quarterly Reports. Kroll, Inc.  
<https://www.kroll.com/en/insights/publications/monitorship-reports-lapd>

#### PROFESSIONAL PRESENTATIONS

- 2021 **Gullion, C.L.**, Orrick, E.A. and Bishopp, S. (2020). What Are the Odds? Assessing Varied Factors Impacting the Risk of Recurring Police Use of Force. Academy of Criminal Justice Sciences, Orlando, FL. (\*Cancelled due to COVID-19).
- 2020 **Gullion, C.L.**, Orrick, E.A. and Bishopp, S. (2020). Officer and Situational Factors Impacting the Risk of Use of Force Incidents and Misconduct. American Society of Criminology, Washington, D.C. (\*Cancelled due to COVID-19).

- 2020 **Gullion, C.L.**, Orrick, E.A. and Bishopp, S. (2020). Who Will Fail? Examining the Effects of Police Misconduct Utilizing Complaints. Academy of Criminal Justice Sciences, San Antonio, TX. (\*Cancelled due to COVID-19).
- 2019 **Gullion, C.L.** & King, W.R. Policing Early Intervention systems: A Systematic Literature Review. American Society of Criminology, San Francisco, CA.
- 2019 **Gullion, C.L.** & King, W.R. A framework for the comparative and comprehensive evaluation of police early intervention (EI) systems. Midwest Criminal Justice Association, Chicago, IL.
- 2018 Bowman, T., **Gullion, C.**, Outlaw, D., & Thompson M. People, policies, processes. Panel Workshop. Annual National Organization of Black Law Enforcement Executives (NOBLE) Conference, Miami, FL.
- 2017 Bowman, T., **Gullion, C.**, Outlaw, D., & Thompson M. People, policies, processes. Panel Workshop. Annual National Organization of Black Law Enforcement Executives (NOBLE) Conference, Atlanta, GA.

#### TEACHING EXPERIENCE AND COURSES TAUGHT (FACE-TO-FACE)

- 2020-2021 Doctoral Teaching Fellow, Sam Houston State University, Huntsville, TX.  
Courses Taught:  
Police Systems & Practices  
Introduction to Methods of Research
- 2010 Adjunct Criminal Justice Instructor, Westwood Community College, Los Angeles, CA.  
2008 Adjunct Criminal Justice Instructor, Wilbur Wright College, Chicago, IL.  
2003 Adjunct Criminal Justice Instructor, Los Angeles Mission Community College, Los Angeles, CA.
- Cumulative Courses Taught:  
Administration of Criminal Justice  
Communications for the Criminal Justice Professional  
Constitutional Law  
Criminal Justice Ethics  
Criminal Law  
Criminal Procedure  
Crisis Intervention  
Gangs and Criminal Sub-Cultures  
Introduction to Criminal Justice  
Introduction to Policing  
Issues in Criminal Justice  
Juvenile Justice

## SERVICE

- 2020 Co-Lead of Police Reform Group Research Team as part of the Community Peace Coalition  
Conducting research including community and police surveys, focus groups and individual interviews to assess community experiences with the Huntsville Police Department and surrounding law enforcement agencies to enhance community engagement and police reform.
- 2020-Pres Academic Teaching Mentor  
Reviewed and provided feedback for students' personal and research statements. Wrote letters of recommendation for students' graduate school applications and student leadership award nominations. Continue to mentor undergraduate students answering their career path questions, aiding with internships on and off campus, and other areas.
- 2020-Pres Reviewer for Peer-Reviewed Journal  
Served as a peer reviewer for *Policing: An International Journal*.
- 2019-Pres Academic Peer Mentor  
Guided criminal justice and criminology graduate students during their time in the doctoral program, including navigating coursework, service, research, and other areas.

## PROFESSIONAL ORGANIZATIONS AND MEMEBERSHIPS

- American Society of Criminology (ASC)  
Academy of Criminal Justice Sciences (ACJS)  
International Association of Chiefs of Police (IACP)