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EDUCATION

Doctor of Philosophy, Department of Administration and Higher Education, Michigan State University, 1974.

Master of Science, School of Criminal Justice, Michigan State University, 1971.

Bachelor of Science, School of Criminal Justice, Michigan State University, 1967.

AWARDS AND HONORS

Distinguished Professor. Sam Houston State University 2016.

Wall of Fame. Michigan State University's School of Criminal Justice, inducted 2005.

Founders Award. Academy of Criminal Justice Sciences, 2003.

Excellence in Research Award. Sam Houston State University, 2002.

O.W. Wilson Award. Police Section, Academy of Criminal Justice Sciences, 2000.

President. Academy of Criminal Justice Sciences, 1982-1983.

PROFESSIONAL EXPERIENCE

College of Criminal Justice, Sam Houston State University. 1977-Present; **Distinguished Professor**, 2016-present; **Director of Police Research Center**, 1993-present; Professor 1983-2016; Associate Professor, 1977-1982; Assistant Director for Research and Development, 1979-1982, 1983-1984.

Police Research Center. In 1993, the Police Research Center was created as a part of the George J. Beto Criminal Justice Center. In one of its most important endeavors to date, the Police Research Center developed a statewide police and probation information management system, the Criminal Research, Information Management, and Evaluation System (*CRIMES*). Additionally, the Police Research Center coordinated under agreement with the [Bill Blackwood Law Enforcement Management Institute](#) the Major Cities Chiefs Seminar series (2005-2013) (formerly Executive Issues Seminar Series (1991-2005), and the Texas Major City Research Initiative (described below under Research Endeavors). Funded initiatives have included the Campbell Collaborative Review, Cultural Diversity Training, Advanced Technology Against Crime endeavor (NIJ), CRIMES Interoperability Demonstration Project (NIJ), and Technology and Police Strategy Institute (NIJ).

Teaching responsibilities have included: Undergraduate - Police Problems and Practices, Current Police Policies, Police Planning and Research, Research Methods, Administrative Concepts for Law Enforcement; Graduate - Seminar in Program Evaluation, Seminar in Criminal Justice Educational Programming, Overview of Criminal Justice Systems, Correctional Administration, Seminar in American Policing, Organizational Theory.

Justex Systems, President and Co-principal, a labor relations consulting firm specializing in police organizations, 1980-present.

Justex Systems possesses several consulting contracts with management and labor organizations, conducts police agency operations analysis, and markets the public safety promotional examination system "Profile". Promotional examinations have been developed for over forty agencies, several involving assessment centers. The firm published from 1980 to 2005 the newsletters *Police Labor Monthly* and *Fire Service Labor Monthly*.

School of Criminal Justice, Michigan State University, 1972-1977. Academic rank of Instructor to 1974, Assistant Professor from 1974-1977.

Teaching responsibilities included: Undergraduate – Police Administration, Administrative Theory in Criminal Justice, Analysis of Police Operations; Graduate – Police Policy, Management Issues in Criminal Justice, Seminar in Criminal Justice Educational Programming, Teaching Internship.

Administrative assignments included: Chairperson, School Faculty Advisory Committee: 75-76, 74-75; Representative, Faculty Advisory Committee: 77-78, 73-74; Coordinator of School Alumni Association: 74-75, 75-76; Representative, College of Social Science Continuing Education Committee: 73-74; Representative College of Social Science Research Committee: 77-78.

Michigan Commission on Law Enforcement Standards, 1971-1972, Training Coordinator.

Assignments and responsibilities included: (1) development of curriculum content of both basic and advanced police training programs; (2) preparation of applications for federal funding of operations; (3) review and evaluation for federal funding of operations; (4) review and evaluation of applications for federal funding of training programs for local jurisdictions in Michigan; (5) coordination and inspection of the operation of regional training academies.

Lansing, Michigan, Police Department, 1967-1971, Patrol Officer.

Assignments and responsibilities included; (1) general uniformed patrol; (2) instructor in the police academy; (3) assignment to police-community relations unit; (4) coordinating in-service training; (5) employment screening of personnel.

PUBLICATIONS: BOOKS

Police Crime Control Strategies, ©2014, sole author. Fifteen chapter manuscript. Includes chapters on the police effect on crime, geographic / offense / offender targeting strategies, and staffing / deployment for crime control. Delmar/Cengage Publishing.

Improving Police Response to Persons with Mental Illness, 2007, anthology co-editor with Thomas J. Jurkanin and Vladimir Sergevnin; chapter author "Atypical Situations – Atypical Responses," Charles C. Thomas Publishing. Contributors include Lewis Bender, Elizabeth Biebel, Gary Cordner, Thomas Jurkanin, Karen Kalmbach, Philip Lyons, Melissa Reuland, Michelle Richter, Leonard Peck, Vladimir Sergevnin.

Enduring, Surviving, and Thriving as a Police Executive, 2001, Charles C. Thomas Publishers, with Thomas Jurkanin, Jerry L. Dowling and Janice Ahmad.

Police Program Evaluation, 1998, anthology editor and chapter author "Rationale for Police Program Evaluation," Police Executive Research Forum. Contributors include David Carter, Gary Cordner, John Eck, Clifford Karchmer, Dennis Kenney, Stephen Mastrofski, Allen Sapp, and Robert Worden.

Quantifying Quality in Policing, 1996, anthology editor and chapter author "Translating TQM from the Private Sector to Policing," Police Executive Research Forum. Contributors include David Bayley, Dorothy Bracey, David Carter, Gary Cordner, John Eck, George Kelling, Dennis Kenney, Stephen Mastrofski, Darrel Stephens, and Robert Worden.

Police Management: Issues & Perspectives, 1992, anthology editor and chapter author “Police Mission: An Era of Debate,” Police Executive Research Forum. Contributors include Chris Braiden, David Carter, Gary Cordner, George Kelling, Dennis Kenney, Dennis Longmire, Peter Manning, Timothy Oettmeier, Allen Sapp, Gary Sykes, Mittie Southerland, Darrel Stephens, and Victor Strecher.

PUBLICATIONS: PERIODICALS AND CHAPTERS

- “Effect of Contracted Treatment Referrals on Probation Officer Role” *Journal of Offender Rehabilitation*. (2019) DOI 10.1080/10509674.2018.1523817.
- “What Conditions Affect Police Response Time? Examining Situational And Neighborhood Factors” co-author with Jae Seung Lee (first author) and Jonathan Lee, *Police Quarterly*. 20:1, July 2016. Pp. 61-80.
- “Houston Enhanced Action Patrol” with Ling Ren, William Wells, Yan Zhang, and Jihong Zhao, *Justice Quarterly*, 33:3 pp 538-563 (2016).
- “Police Transformational Leadership And Organizational Commitment: Mediating Role of Organizational Culture” co-author with Hee-Sub Shim (first author) and Youngoh Jo, *Policing: an International Journal of Police Strategies & Management*. 38:4, 2015.
- “A Test of General Strain Theory on Police Officers’ Turnover Intention” co-author with Hee-Sub Shim (first author) and Youngoh Jo, *Asian Journal of Criminology*, 10:1 pp 43-62, 2015.
- “Space-Time Clustering of Crime Events and Neighborhood Characteristics in Houston” with Ling Ren, William Wells, Yan Zhang, and Jihong Zhao, *Criminal Justice Review*, publication pending, 2015.
- “Police Record-Discretion as Misconduct in South Korea” with Hee-Sub Shim and Youngoh Jo, *International Journal of Law, Crime and Justice*, 43 (2015), pp. 569-585.
- “Geographic Information System Effects on Policing Efficacy: A Systematic Review” with Yan Zhang and Solomon Jihong Zhao, *International Journal of Applied Geospatial Research*, 5:2 pp. 30-43, April-June 2014.
- “Neighborhood Characteristics and Auto Theft: An Empirical Research from the Social Disorganization Perspective” with Bora Lee and Jonathan Lee, *Security Journal*, 1:9, 2013.
- “Profiling Weapon Use in Domestic Violence: Multilevel Analysis of Situational and Neighborhood Factors” with Jonathan Lee and Yan Zhang. *Victims & Offenders: An International Journal of Evidence-based Research, Policy, and Practice*, 8:2, pp. 164-184, March 2013.
- “Police Response to Domestic Violence: Multilevel Factors of Arrest Decision” with Jonathan Lee and Yan Zhang. *Policing: An International Journal of Police Strategies and Management*, 36:1, pp. 157 - 174, January 2013.
- “Dallas’ Disruption Unit: Efficacy Of Hot Spots Deployment” with Hyunseok Jang and Chang Bae Lee, *Policing: An International Journal of Police Strategies & Management*, 35:3, pp. 593-614, September 2012.
- “Public Confidence in Thailand’s Legal Authorities” with Yingyos Leechaianan and Seksan Khruakham, *International Journal of Police Science and Management*, 14:3, September 2012.
- “Police Response Time to In-progress Burglary: A Multilevel Analysis” with Abdullah Cihan and Yan Zhang. *Police Quarterly*, 15: 3, September 2012, pp. 308 - 327.
- “Job Satisfaction among S. Korean Police Officers” with Youngoh Jo. *Policing: An International Journal of Police Strategies and Management*, Vol. 14 No. 2, pp. 136–153, 2012.
- “The Impact of Situational and Contextual Factors on Police Arrest Decisions: An Analysis from the New York Police Department” with Seksan Khruakham. *Law Enforcement Executive Forum*, 12:1, pp. 122-135, March, 2012.
- “An Evaluation Of Compstat’s Effect Upon Crime: The Fort Worth Experience” with Hyunseok Jang and Hee-Jong Joo, *Police Quarterly*, 13:4, pp. 387-412, December, 2010.
- “Rethinking Our Expectations”, *Police Practice and Research*, a research note. 11:2, pp. 160-165, 2010.
- “Effect of Broken Windows Enforcement on Clearance Rates” with Hyunseok Jang and Brian Lawton, *Journal of Criminal Justice*, 36:529-538, 2008.
- “Conducting an Effective Compstat Meeting” *Law Enforcement Executive Forum*, Vol. 7, No. 2, March 2007.

- “Police Labor Relations”, contribution to: *The Encyclopedia of Police Science*, Third Edition, 2 vols., ed. Jack R. Greene. New York: Rutledge, 2007.
- “Community Policing Deployment Models” with Won-Jae Lee, *Law Enforcement Executive Forum*, Vol. 6, No. 2, pp. 155-165, March 2006.
- Texas Law Enforcement Management and Administrative Statistics Program Bulletins*, authorship has included Vol. 1, No. 9, *Crime Specific Policing in Houston* (with Tory Caeti); Vol. 2, No. 12, *Total Quality Management* (with Tory Caeti); Vol. 3, Nos. 8 & 9, *Employing the Net as a Resource and Police Agency Home Pages* (with David Carter); Vol. 4, No. 11, *Information Sources for Administrative Decision Making* (with David Carter); Vol. 5, Number 11, “*Why the Drop in Crime: Recent Trends*”; Volume 5, Number 12, “*Why the Drop in Crime: Incarceration Rates*” with Cordner and Rose; Vol. 6, Number 1, “*Why the Drop in Crime: The Economy and Crime*” with Cordner and Rose; Vol. 6, Number 2, “*Why the Drop in Crime: Social Demographic Trends*” with Carter and Pray; Vol. 8, No. 7, “*Analyzing Racial Profiling Data*”; Vol. 10, No. 5, “*Neighborhood Deployment: Conceptual Issues*”; Vol. 10, No. 6, “*Neighborhood Deployment: Survey Results*” (with Won Jae Lee); Vol. 11, No. 1, “*Neighborhood Deployment: Practices and Patterns*”; Vol. 11, No. 4, “*Compstat as a Strategy: Conceptual Framework*”; Vol. 11, No. 5, “*Compstat as a Strategy: Texas Practices*”.
- “From Police Administration to Police Science,” *Police Quarterly*, Vol. 8, No. 1, March 2005.
- Police Labor Monthly*, with Jerry L. Dowling. Huntsville, TX: Justex Systems, 1981-2005.
- Fire Service Labor Monthly*, with Jerry L. Dowling. Huntsville, TX: Justex Systems, 1986-2005.
- “Drug Abuse Resistance Education: To Continue or Not to Continue,” *Law Enforcement Executive Forum*, Vol. 4, No. 5, pp 163-171, Fall 2004 (with Rob Sarver III).
- “Management and Labor in Community Policing: Charting A Course” with Jerry L. Dowling and Gene Blair. Introduction Chapter in DeLord, R. and Sanders, J. *Navigating Dangerous Waters: Survival in the Real World of Police Labor-Management Relations*. Washington, D.C.: Government Printing Office, 2004.
- “Police Executive Development in the 21st Century,” with Jerry L. Dowling and Gene Blair, *Law Enforcement Executive Forum*, Vol. 3, No. 5, pp 117-131, November 2003.
- “Police Response to Racial Profiling,” *Law Enforcement Executive Forum*, Special Edition, Fall 2001.
- “Citizen Contact with the Police,” with John Fenske and Jerry Dowling, *Police Quarterly*. Vol. 1, No. 3. 1998.
- “Crime Specific Policing,” chapter in *Police and Policing*, second edition, edited by Dennis Kenney and Robert P. McNamara, Praeger, 1999.
- “The Erosion of Police and Firefighter Wage Parity,” with Eugene Bouley and Jerry Dowling, *Monthly Labor Review*, April 1996.
- Encyclopedia of Police Science*, edited by William Bailey, Editorial Board with Jerry L. Dowling and Victor G. Strecher, Garland Publishing, 1988, updated edition, 1995. In addition to editorship, contributed three entries to the publication: “Education,” “Psychological Services Units,” and “Unionization.”
- “Criminal Research, Information Management, Evaluation System” *Police Computer Review*, Vol. 4, No. 2, Spring 1995.
- “Trends in Police Physical Agility Selection Testing,” *Public Personnel Management*, Vol. 21, No. 1, Spring, 1992.
- “Attitudes of Police Chiefs Toward Private Sector Management Principles,” with Edward T. Mader. *American Journal of Police*, Volume 9, Number 4, 1990.
- “Texas’ New Program for Law Enforcement Basic Training,” *Texas Police Journal*, February, 1986.
- “Directory of Graduate Programs in Criminal Justice,” prepared for and disseminated by the Academy of Criminal Justice Sciences, 1985.
- “Dilemmas in Police Education,” chapter in *The Police Personnel System*, edited by Calvin Swank and James Conser, John Wiley, 1983.
- “Criminal Justice Education in the Eighties,” monograph printed and distributed by the Western Interstate Commission on Higher Education, 1980.

“Criminal Justice Student Interns as a Means to Upgrade the Security Officer Role,” *Journal of Security Administration*, Vol. 1, Number 2, Fall, 1978.

“Guidelines for Criminal Justice Programs in Community and Junior Colleges,” with Dennis W. Lund, published by American Association of Community/Junior Colleges, 55 pages, 2200 copies printed to date, 1977.

“Systematic Criminal Justice Education,” with A.F. Brandstatter, *Journal of Criminal Justice*, Vol. 4, No. 1, Spring, 1976.

Police Educational Characteristics and Curricula, research monograph prepared for the National Institute of Law Enforcement and Criminal Justice, Law Enforcement Assistance Administration, published by the Government Printing Office, 82 pages, 13,400 copies printed to date, 1975.

“Alternatives to Teaching Internships,” *Liberal Education*, Vol. 60, No. 4, December, 1974.

“Problems of Planning-Programming-Budgeting Systems for Police Management,” *Journal of Police Science and Administration*, Vol. 2, No. 1, March, 1974; Reprinted as a chapter in *Classes, Conflict and Control: Studies in Criminal Justice Management* by Jim Munro, Anderson Publishing Company, 1977.

“Development of Law Enforcement Training Commissions in the United States,” with Dennis W. Catlin, *Journal of Criminal Justice*, Vol. 1, No. 4, December, 1973.

RESEARCH AND PROGRAM DEVELOPMENT

Criminal Research Information Management Evaluation System (CRIMES). Project Director. **CRIMES** is a comprehensive records management system for probation and police agencies. National Institute of Justice funding supported the integration of emergent technology components and demonstration of the system as an interoperability standard (two grants, one at \$200,000 and the second at \$100,000, 2000-2002). The Bureau of Justice Assistance supported additional development in 2005-2006 through the Houston METRO Police Department, \$300,000. Awarded Justice Assistance Grant from the Bureau of Justice Assistance, 2013, \$50,000. Annual operating budget exceeds \$1,500,000. 1995 – present.

Validation of Community Supervision Officer Certification Examination. Project Director. Contract with the Texas Department of Criminal Justice Community Justice Assistance Division. Completed a legally defensible methodology to establish the job relatedness of the 40 hour curriculum and derived examination. A total of 361 community supervision officers completed a task inventory composed of six sections: participant background characteristics, task statements, forms and reports, court process documents, sources of information, and knowledges, skills, and abilities. A parallel survey was completed by 91 directors of Community Supervision and Corrections Departments rating the consequences of inadequate performance of the enumerated tasks. Rewrote the certification examination, developing a test bank of 250 validated items organized as five 100 item examination versions. \$60,000. 2015 – 2016.

Critical Incident Management Information Analysis. Project Director. Contract with the Houston METRO Police Department (Houston’s Transit Police). Complementary project to the **CRIMES** endeavor described above. \$100,000. 2009-2010.

Texas Major City Research Initiative. Project Director. Funded by the Bill Blackwood Law Enforcement Management Institute of Texas (LEMITE), a legislatively funded endeavor of Sam Houston State University, the Initiative focuses upon the state’s “Big Six” police agencies – Austin, Dallas, El Paso, Fort Worth, Houston, and San Antonio. The research effort entails comparative data analysis and evaluation of specific crime reduction interventions among the participating departments, 2005 – 2013.

Geographic Information System Effects Upon Policing Efficacy, Project Director. Contract with UK National Policing Improvement Agency via George Mason University (USA Administering Agency). With Yan Zhang and Jihong Zhao. Campbell Collaborative Review. \$50,000, 2009-2010.

Cultural Diversity Training Evaluation, Project Director. Contract with the Houston Texas Police Department to assess multi-year training program for both officers and citizens. With Holly Miller. Funded by the Bureau of Justice Assistance. \$50,000, 2003-2005.

Law Enforcement Technology and Strategy Institute, Project Director. Contract with the National Institute of Justice working in partnership with Eastern Kentucky University, to develop models to optimize

the use of emergent technology to improve law enforcement effectiveness. Includes several components: development of research bulletins, construction of a searchable national data base of successful technology integration, workshops and symposia. \$250,000, 2000-2003.

School Resource Officer Curriculum Development, **Project Director**. Contract with Center for School Safety, Eastern Kentucky University, \$28,000, 1999-2000.

Evaluation of the PRISM Firearms Simulation Program, Project Director. Funded by National Institute of Justice through subcontract with Eastern Kentucky University, \$25,000, Jan.-Dec. 2000.

Texas Regional Community Policing Institute, Associate Project Director. The TRCPI was one of several institutes funded by the Office of Community Oriented Policing Services, Dept. of Justice. It sponsored an array of training and technical assistance programs. The development of technology and crime-specific approaches to strategy was one of the central endeavors. \$1 million annually, 1997-2000.

Advanced Technology Against Crime, Project Director. Contract with the National Institute of Justice, Office of Science and Technology to develop distance learning modules addressing the application of technology to policing. The endeavor involves identification of emergent technologies of greatest value to law enforcement, and subsequent development of distance learning packages addressing the employment of these technologies by police agencies. The effort involves the Consortium for the Future, a cooperative engagement of six organizations: Sam Houston State University, Eastern Kentucky University, Ohio State University, Policy Development Institute, Inc., University of Virginia, and Weber State University. Sam Houston State University was the lead institution. \$550,000, 1998-2001.

Texas Law Enforcement Management Institute, Project Director. Contract with the Texas Commission on Law Enforcement Officer Standards and Education to deliver instruction for a ten week police administration course, conduct ten to twelve Executive Issues Seminars annually, and conduct several research projects, including a citizen/police contact survey, administrative practices survey, and development of program evaluation packages. Contracts exceeded \$500,000 annually, program ultimately transferred to Sam Houston State University, 1989-1993.

Career Paths in Law Enforcement, Project Director. Series of contracts with the Texas Commission on Law Enforcement Officer Standards and Education to develop advanced certification standards for specialized police roles, 1990-1993.

Jail Officer Training Validation Assessment, Research Associate. Contract with the Texas Commission on Law Enforcement Officer Standards and Education to develop a content valid curriculum and licensing examination for all jail officers in Texas, funded by the National Institute of Corrections, 1982-1985.

Police Psychological Services Study, Project Director. University research grant to study the newly emerging role of psychological services units in police departments, 1984-1985.

Police Basic Training Validation Assessment, Research Associate. Contract with the Texas Commission on Law Enforcement Officer Standards and Education to develop a content valid curriculum and licensing examination relevant to required basic training in Texas, 1980-1983.

Selective Traffic Enforcement Evaluation, Project Director. Contract with the National Highway Traffic Safety Administration to develop administrative guidelines for selective enforcement programs based upon assessment of eight projects in Texas, 1981-1982.

Criminal Justice Human Resource Information System Project, Research Associate. Program funded by Law Enforcement Assistance Administration involving development of a data base accessible by remote computer terminal relevant to manpower allocation decisions, 1978-1981.

MICHIGAN STATE UNIVERSITY RESEARCH AND PROGRAM DEVELOPMENT (1973-1977)

Criminal Justice Curriculum Institute, Project Director, program funded by the Office of Education, Department of Health, Education and Welfare. Project involving development of a faculty institute for community college educators to formulate curriculum guidelines for criminal justice programming at the community college level, 1975-1976.

Criminal Justice Teaching Fellowship Program, Project Director, funding by Office of Education, Department of Health, Education and Welfare. Project involving development of a law enforcement program at Wayne County Community College in Detroit, Michigan, through utilization of M.S.U. graduate teaching fellows, 1974-1975.

Criminal Justice Graduate Education Development Program, Assistant Project Director, funded by Law Enforcement Assistance Administration. Project involving strengthening of graduate education at Michigan State University through development of research programs and consultative relationships with criminal justice agencies, 1974.

Graduate Research Fellow, National Institute of Law Enforcement and Criminal Justice, Law Enforcement Assistance Administration. Dissertation topic: "Police Recruit Educational Background Analysis". Project involving ascertainment of educational levels of police recruits from national sample, and determination of certain background characteristics and factors affecting their employment in a particular agency, 1973.

CONSULTING RESEARCH AND PROGRAM DEVELOPMENT

Illinois Law Enforcement Officer Training and Standards Board, Strategic Planning Assessment and Evaluation, 2007.

Illinois Law Enforcement Officer Training and Standards Board, Death Investigation Institute, Program Development Plan, 2006.

Illinois Law Enforcement Officer Training and Standards Board, revalidation of the county corrections officer basic training curriculum and certification examination, 2006.

Illinois Law Enforcement Officer Training and Standards Board, revalidation of the law enforcement basic training curriculum and certification examination, 2004.

Illinois Law Enforcement Officer Training and Standards Board, development of curriculum for Law Enforcement Executive Institute, 2002-2004.

Fort Worth Police Department, Operations Analysis, a multi-year \$1.2 million project with a research team of twelve persons, 2001-2003.

Illinois Law Enforcement Officer Training and Standards Board, evaluation of mobile training units, development of guidelines for response to racial profiling issues, development of guidelines for dealing with the mentally ill, 2000-2001.

Illinois Law Enforcement Officer Training and Standards Board, development of statewide pre-service basic training certification program, 1997-1999.

Illinois Law Enforcement Officer Training and Standards Board, development of police chief administrative guide and concomitant training program, 1997-present.

Michigan Department of Corrections, validation of corrections officers selection standards and training, 1996.

Illinois Law Enforcement Officer Training and Standards Board, development of statewide basic training distance learning program, 1996.

Illinois Motor Vehicle Theft Prevention Council, evaluation of auto theft training and related programs, 1994.

Illinois Law Enforcement Officer Training and Standards Board, revision and updating of State Certification Examination, 1991-1992.

State of Alaska, Division of Personnel, development of selection examination series for Alaska State Troopers and Division of Fish and Wildlife, 1988-1989.

State of New York, Division of Criminal Justice Services, Bureau for Municipal Police, validation of basic police officer training curriculum, involved administration of job inventory, task analysis, curriculum design, and development of licensing examinations, 1986-1988.

Illinois Law Enforcement Training and Standards Board, development of computer software program to score and analyze licensing examination, 1986-1987.

- Illinois Law Enforcement Training and Standards Board, validation of basic jail officer training curriculum, involved administration of job inventory, task analysis, curriculum design, and development of licensing exam. Funded by National Institute of Corrections, 1985-1986.
- Maine Criminal Justice Academy, validation of basic law enforcement training curriculum, involved task analysis and curriculum design, 1982.
- Illinois Law Enforcement Training and Standards Board, validation of basic law enforcement training curriculum, involved administration of job inventory, task analysis, curriculum design, and development of licensing examinations, 1981-1984.
- Waverly, Nebraska, City Government, assessment of police staffing needs, 1980.
- Jacksonville, Arkansas, Police Department, general management survey of agency operations, 1980.
- Huntsville, Texas, City Government, recommendations submitted relevant to determination of staffing needs, 1980.
- Kansas Bureau of Investigation, development of a case management system plan including case opening/closing criteria, caseload assessment, and operational productivity analysis, 1979.
- Western Interstate Commission on Higher Education (WICHE), authorship of a monograph describing major issues and program needs for criminal justice higher education, 1979.
- Bernalillo County New Mexico Sheriff's Department, development of a management information system plan, funded by the New Mexico Criminal Justice Planning Agency via LEAA, 1979.
- Washburn University Criminal Justice Training and Technical Assistance Program, funded by Law Enforcement Assistance Administration, teaching in workshops on planning and evaluation, serving on consulting teams providing evaluation technical assistance to agencies, 1978-1981.
- Public Management Service/Planning and Research Corporation. Review of criminal justice research proposals via contract with the National Institute of Law Enforcement and Criminal Justice, LEAA, 1975-1979.
- Michigan State Court Administrators Office. Formulation of an evaluation methodology relevant to continuing court and judicial training in Michigan, 1977.
- Law Enforcement Assistance Administration, Division of Education and Training proposal review committee, 1976; graduate research fellowship review committee, 1975.
- Colorado Division of Criminal Justice. Evaluation of the training program of the Colorado Law Enforcement Training Academy, 1976.
- Michigan Department of Education, review of criminal justice program proposals from community colleges, 1975.
- Police Foundation. Project involving the development of an appraisal methodology to evaluate the effect of education and training upon police performance, 1975.
- Lansing, Michigan, Police Department, Patrol Force Utilization Study. Public service project involving feasibility study to determine the most appropriate structure and deployment of the uniform patrol division. Under consideration were team policing, split-force patrol, tactical specialization, and patrol officer job enrichment, 1975.
- Alaska Criminal Justice Planning Agency, Law Enforcement Assistance Administration, Alaska Criminal Justice Education and Training Center Project. Project involving formulation of manpower development plan for Alaska, focused through a center at the University of Alaska. Particular responsibility for development of police components of the plan, 1973-1974, returned for evaluation follow-up, 1977.

EDITORIAL ACTIVITIES

- Manuscript Reviewer: *Police Quarterly*, 1998-present.
- Manuscript Reviewer: *Policing: An International Journal*, 1997-present.
- Manuscript Reviewer: *Journal of Criminal Justice*, 1975-present.
- Manuscript Reviewer: *Criminal Justice Policy Review*, 2010-present.

Manuscript Reviewer: *Justice Quarterly*, 2011-present.

Editorial Board: *Law Enforcement Executive Forum*, 2001-present.

Editorial Board: *American Journal of Police*, 1989-1997.

Book Review, "Chicago Police: An Inside View." Thomas J. Jurkanin with Terry G. Hillard, for "*Policing: An International Journal of Police Strategies and Management*." Vol. 29, No. 3, 2006.

Book Review: *Police: Street Corner Politicians* by William Muir, appeared in *Journal of Criminal Justice*, Vol. 5, No. 4, Winter, 1977.

Editorial Committee, *Michigan Police Officer*, published quarterly by the Michigan Professional Police Association, 1975-1977.

Reviewer: *Michigan Academician*, published by Michigan Academy of Science, Arts, and Letters, 1975.

ACADEMIC PAPERS / PRESENTATIONS

"Validation of the Texas Probation Officer Certification Examination" with Kadee Brinser, Academy of Criminal Justice Sciences, Denver, March 2016.

"Temporal Patterns of Criminal Investigations" with Seth Fallik, Academy of Criminal Justice Sciences, Denver, March 2016.

"Does Police Response Time Really Matter In Arrest Decision Of Domestic Violence Cases?" with Jae-Seung Lee, Academy of Criminal Justice Sciences, Denver, March 2016.

"Response to Domestic Violence: What Conditions Affect Police Response Time to Domestic Dispute Incidents?" with Jae-Seung Lee, Academy of Criminal Justice Sciences, Orlando, March 2015.

"Variation In Homicide Characteristics In Houston 'Super-Neighborhoods'" with Haerim Jin, Academy of Criminal Justice Sciences, Orlando, March 2015.

"Determinates of Organizational Commitment Among Police with Hee Sub Shim, Academy of Criminal Justice Sciences, Philadelphia, February 2014.

"A Multivariate Analysis of Law Enforcement Activity on Motor Vehicle Theft" with Kimberly Chism, Academy of Criminal Justice Sciences, Philadelphia, February 2014.

"The Journey to Crime and victimization" with Fei Lou and Yan Zhang, American Society of Criminology, November 2014.

"Temporal Analysis of Police Traffic Stops" with Xiaochen Hu, American Society of Criminology, November 2014.

"What We Don't Know About Hot Spot Interventions" Academy of Criminal Justice Sciences, Dallas, March 2013.

"Past Presidents' Perspective on the Future of the Academy of Criminal Justice Sciences" and "The Perspective of O.W. Wilson Award Winners on the Status of Police Research", Discussion Panels, Academy of Criminal Justice Sciences, March 2013.

"Stressors, Workplace Climate, and Police Stress in South Korea" with Hee Sub Shim and Youngho Jo, American Society of Criminology, Chicago, November 2012.

"The Effects of Community Characteristics and Response Time Upon Apprehension Probability" with Abdullah Cihan, Academy of Criminal Justice Sciences, New York, March 2012.

"Spatial Characteristics of Auto Theft" with Bora Lee and Jonathan Lee, Academy of Criminal Justice Sciences, New York, March 2012.

["The Effects of Community Characteristics on Police Response Time to Crime: A Multilevel Analysis"](#) with Abdullah Cihan, American Society of Criminology, Washington, D.C. November 2011.

["Using Variable Lengths of Directed Patrol Deployments in Hot Spots: Evaluating the Houston Enhanced Action Patrol Project"](#) with William Wells, Yan Zhang, Hoon Lee, American Society of Criminology, Washington, D.C. November 2011.

- ["Distribution of Obtrusive Crime and Disorder in Relation with Bus Stops in Houston"](#) with Chi-Fang Lily Tsai, American Society of Criminology, Washington, D.C. November 2011.
- "Dallas' Disruption Unit: Efficacy of Hot Spot Deployment," with Hyunseok Jang and Chang Bae Lee, Academy of Criminal Justice Sciences, Toronto, Ontario, March 2011.
- "Geographic Information Systems Effect on Crime Reduction: A Meta-Analysis," with Jihong Zhao and Yan Zhang, American Society of Criminology, San Francisco, November 2010.
- "Evaluation of Targeted Response in Dallas and Houston," Annual Meeting of the Texas Police Chiefs Association, The Woodlands, Texas, April 9, 2009.
- "Effect of Get Tough Policies on Age Specific Arrest Rates" with Hyunseok Jang and Brian Lawton, Academy of Criminal Justice Sciences, Boston, MA, March 2009.
- "Hot Spots and Edge Effects: An Examination of Crime Patterns across Contiguous Suburban Police Agencies" with Brian Lawton, American Society of Criminology, St. Louis, MO, November 2008.
- "Problem Oriented Policing and Compstat," Annual Problem Oriented Policing Conference, Madison Wisconsin, sponsored by the National Center for Problem Oriented Policing and the Office of Community Oriented Policing Services, D.O.J. September 2007.
- "Community Policing Never Was," Academy of Criminal Justice Sciences, Seattle, WA, March 2007.
- "Intervention Analysis of Compstat Policy on the Major Texas Cities" with Hyunseok Jang, Academy of Criminal Justice Sciences, Seattle, WA, March 2007.
- "Interpreting Racial Profiling Data," Integrity Driven Policing Symposium, sponsored by the Illinois Law Enforcement Executive Institute, Springfield, Illinois, January 30, 2006.
- "Compstat as a Strategy," Texas Police Association Annual Meeting, Odessa, Texas, June 7, 2005.
- "Deployment Density as an Explanation for Disproportionate Police Stops of Black Citizens," Academy of Criminal Justice Sciences, Las Vegas, NV, March 2004.
- "Neighborhood Deployment Strategies" with Won Jae Lee, Academy of Criminal Justice Sciences, Las Vegas, NV, March 2004.
- "The Effect of Auto Theft Task Forces" with R.L. Garner, Academy of Criminal Justice Sciences, Las Vegas, NV, March 2004.
- "Neighborhood Deployment Models," Academy of Criminal Justice Sciences, Boston, MA, March 2003.
- "Challenges to Local Law Enforcement in Homeland Security," Responses to International Terrorism Conference, Sam Houston State University, Huntsville, TX, February 2003.
- "Police Interaction with Persons with Mental Illness," Illinois Law Enforcement Summit on Mental Illness, Bloomington, Illinois, November 2002.
- "Technology on Patrol," Border Research Center Technology Conference, Del Rio, Texas, May 2001.
- "Managing Criminal Investigations," Academy of Criminal Justice Sciences, Washington, DC, April 2001.
- "Succeeding in Assessment Centers," Texas Women in Policing Conference, Houston, Texas, February 2001.
- "Responding to the Racial Profiling Issue," Illinois Chiefs of Police Annual Conference, Chicago, Illinois, January 2001.
- "Technology and Policing Strategies," Kansas and Missouri Regional Community Policing Institutes Annual Conference, Kansas City, MO, May 2000; Kentucky and Illinois Regional Community Policing Institutes Annual Conference, Chicago, Illinois, October 2000.
- "Police Strategy and Information Systems," Academy of Criminal Justice Sciences, New Orleans, Louisiana, March 2000.
- "The Concept of Beat Management," Academy of Criminal Justice Sciences, Orlando, Florida, March 1999.
- "The Future of Collective Bargaining in the Public Sector," National Association of Police Organizations, Portland, Oregon, July 1998.
- "Crime Specific Policing," Academy of Criminal Justice Sciences, Albuquerque, New Mexico, March 1998.

- “Law Enforcement and the Information Superhighway,” presentation at the Texas Police Planners Association, Dallas, Texas, May 1995.
- “Survival of a Police Chief,” presented at the Texas Police Chiefs Association Annual Meeting, Austin, Texas, April 1995.
- “Criminal Research, Information Management, and Evaluation System,” presented at the Academy of Criminal Justice Sciences Annual Meeting, Boston, Massachusetts, March 1995.
- “Total Quality Management for Small Businesses,” presentation for the SHSU Small Business Development Center, Huntsville, Texas, 1994.
- “Jumping Off the Community Policing Bandwagon,” plenary session address to the Texas Police Association Annual Meeting, Addison, Texas, June 1992.
- “Law Enforcement Career Paths,” plenary session address to the International Association of State Directors of Law Enforcement Standards and Training Annual Meeting, San Antonio, Texas, May, 1992.
- “Eight Reasons not to Implement Community Policing,” presented at an international symposium “Pros and Cons of Community Policing: A National Debate” sponsored by the Southwestern Law Enforcement Institute, Dallas, Texas, March 1991.
- “Training as a Career in Criminal Justice Education,” with William Pelfrey, presented at the Academy of Criminal Justice Sciences Annual Meeting, Nashville, Tennessee, March 1991.
- “Law Enforcement Labor Arbitration Simulation Workshop,” conducted with Joel D’Alba and Jack Clary, American Bar Association Annual Meeting, Honolulu, August, 1989; presented again at the Kent College of Law Annual Labor Relations Program, Chicago, Illinois, October 1990.
- “Law Enforcement Physical Agility Testing Techniques,” presented at the International Personnel Management Association Assessment Council annual meeting, Orlando, Florida, June 1989.
- “Management Rights in Public Safety Labor Negotiations,” presented to a special conference of the Texas Municipal League, Austin, Texas, May 1989.
- “A Differentiated Law Enforcement Advanced Certification Program: A Conceptual Overview,” presented at the Southwestern Association of Criminal Justice Educators Conference, October 1988.
- “Police Labor Relations Issues,” presented at the Texas Police Association Administration Conference, April 1987.
- “Program Evaluation in Corrections,” presented at the Texas Corrections Association Annual Convention, June 1986.
- “Current Labor Relations Issues,” presented at the Combined Law Enforcement Associations of Texas Annual Meeting, Austin, Texas, May 1985.
- “Police Patrol Role as Described by Job Task Analysis,” presented at the Academy of Criminal Justice Sciences Annual Meeting, Las Vegas, Nevada, March 1985.
- “Texas Criminal Justice Transfer Curriculum,” Roundtable Discussant at the Academy of Criminal Justice Sciences Annual Meeting, Las Vegas, Nevada, March 1985.
- “Criminal Justice Curricular Trends,” presented as keynote address at the Louisiana Association of Criminal Justice Educators Annual Meeting, Baton Rouge, Louisiana, February 1985.
- “Trends in Police Compensation,” presented at the National Association of Police Organizations (membership consists of non-affiliated police labor organizations), St. Louis, Missouri, August 1984.
- “Defending the Existence of Autonomous Criminal Justice Departments,” Academy of Criminal Justice Sciences Annual Convention, March 1984.
- “The Impact of Police Certification Examinations upon Academic Programs,” Academy of Criminal Justice Sciences Annual Convention, March 1984.
- “Public Contact with the Police in Texas,” Academy of Criminal Justice Sciences Annual Convention, March 1983.
- “Police Unionization: A New Look at the Evidence,” Texas Police Association Annual Convention, June 1982.

- “Principles of Learning for Correctional Trainers,” Workshop conducted with Mr. Dennis Lund, Texas Corrections Association, June 1982.
- “Police Training Validation in Texas,” Southwestern Association of Criminal Justice Educators Annual Convention, October 1981.
- “Grievance Clauses in Police Labor Contracts,” Academy of Criminal Justice Sciences Annual Convention, March 1981.
- “Research Funding in Criminal Justice,” Workshop conducted at Academy of Criminal Justice Sciences Annual Convention, March 1981.
- Panel Chair: “A Systems Approach to Criminal Justice Human Resources Planning,” Academy of Criminal Justice Sciences Annual Convention, March 1980.
- Panel Discussant: “Evaluation in Criminal Justice,” Academy of Criminal Justice Sciences Annual Convention, March 1980.
- “Justice in Micronesia,” presentation to Criminal Justice Center faculty and students, Faculty Colloquium Series, Spring 1980.
- Panel Discussant: “Criminal Violence, Criminal Justice,” with Charles Silberman, Annual Interagency Workshop, Criminal Justice Center, Huntsville, Texas, May 1980.
- Panel Chair: “Policing in the Eighties,” Annual Interagency Workshop, Criminal Justice Center, Huntsville, Texas, May 1980.
- “Criminal Justice Education in the Eighties,” Southwestern Association of Criminal Justice Educators Annual Convention, November 1979.
- Program Chairperson: “Effects of the Police Role on its Incumbents,” Academy of Criminal Justice Sciences Annual Convention, March 1979.
- “Development of Accreditation Standards in Criminal Justice,” American Society of Criminology Annual Convention, November 1977.
- “Designing Law-Focused Education Curriculum,” Ontario Business Education Association Annual Convention, Toronto, Ontario, April 1977.
- “Team Policing as a Management Style,” delivered at a conference sponsored by the Center for Criminal Justice and the Community, Fanshawe College, London, Ontario, June 1976.
- “Evaluating the Impact of Education upon Police Performance,” Academy of Criminal Justice Sciences Annual Convention, March 1976.
- “Perceptions of the Role of the Prosecutor,” delivered to Prosecuting Attorneys Association of Michigan, 1972.

PROFESSIONAL MEMBERSHIP, SERVICE AND DEVELOPMENT

Sam Houston State University/College of Criminal Justice, recent administrative and committee assignments have included:

University Distance Learning Committee, member, 2009-2015.

Chair, College’s Master of Science Review Committee, 2011-2013

U.S. Army Military Police Distance Learning Initiative, 2009-2012

Interim College Assistant Dean for Graduate Studies, 2008-2009

Chair, College’s Graduate Standards Committee, 2004-2005, 2009-2010;

Chair, College’s Curriculum Committee, 2005-2009;

Chair, College’s Faculty Search Committee, 2005-2006

Presentations to visiting international delegations to the Criminal Justice Center regarding American police strategy developments. Conducted for delegations from China, Italy, Korea, Poland, Saudi Arabia, 2000-2015.

Liaison to Department of Computer Science, Digital Forensic Initiative. 2006-2008

University Curriculum Committee, member, 2002-2008

University Distinguished Professor Committee, member, 2006-2007

University Excellence in Teaching Committee, member, 2004-2005

Terrorism Working Group, Member, 2002-2005

Presentation: "Targeted Response to Hot Spots," Annual Meeting, Miami, FL, April 2008.

Academy of Criminal Justice Sciences, Member 1973-present; The Academy is the leading organization of educators in criminal justice. Membership includes over 1500 persons representing more than 500 institutions of higher education. The Annual Meeting attracts over 1000 participants, and includes delivery of over 500 professional papers. The Academy sponsors three publications, the journals *Justice Quarterly*, and *Journal of Criminal Justice Education*, and *ACJS Today* newsletter.

President 1982-1983;

Police Section, Executive Board Member (elected position), 1998-2000

Nominations and Elections Committee, 1987-1988 and 1988-1989

Trustee, 1977-1980

Chairperson of Accreditation Committee, 1978-1980

Instructor in Professional Development Workshops, 1977-1978.

Information Technology Task Force, Member, Texas Commission on Judicial Efficiency, Supreme Court of Texas, 1996.

Elkins Lake Municipal Utility District, Board of Directors, Vice President, Huntsville, Texas. Publicly elected position to a constituted Texas political subdivision, 1985-1995.

Houston Police Department Command College Advisory Committee, Member, 1988-1989, Differential Response Task Force, 1990-1991.

Law Enforcement Management Institute Curriculum Advisory Committee, Member, Texas Commission on Law Enforcement Officer Standards and Education, 1988-1989.

Academic Certification Advisory Committee, Chairperson, Texas Commission on Law Enforcement Officer Standards and Education, 1987-1988.

Texas Corrections Association, Chairperson of Education and Training Committee, 1985-1986.

Texas Conference of University Criminal Justice Educators, President, 1985-1986.

Legislative testimony, assisted in preparation, provided testimony and prepared related documentation regarding Texas House Bill 1592, pertaining to strengthening police selection standards. Legislation enacted, 1985.

Texas Commission on Law Enforcement Officer Standards and Education, Semi-Annual Chiefs Administrative Conference, Faculty member, 1982 to present. Teach units pertaining to police role in society and police labor relations problems.

Texas College and University System Coordinating Board's Study Committee for Criminal Justice/Law Enforcement, member, 1982-1984. A committee of educators from throughout the state developed a transfer curriculum and articulation agreement between Texas public community/junior and senior colleges.

Law Focused Education, Inc., Vice President, 1982-1983. A subsidiary of the Texas Bar Association, Law Focused Education, Inc. works to enhance the teaching of law and justice related topics in Texas schools. The organization employs one full-time staff member. Activities include publication dissemination, newsletter circulation, and teacher workshops.

Federal Law Enforcement Training Center Advisory Committee, Conference presentation, "Local Law Enforcement Training Needs," Glynco, Georgia, October 1982.

National Association of State Directors of Law Enforcement Training, Workshop presentation, "Validation of Law Enforcement Training Curriculum," Quantico, Virginia, March 1981.

Texas State Senate Committee on Human Resources, Workshop presentation, "Police Role in Spouse Abuse," Austin, Texas, 1981.

Invited speaker at **Trust Territory of the Pacific Islands**, Justice Improvement Commission, “Convention to Study the Application of American Ideology to the Emerging Federated States of Micronesia Justice System,” February, 1980, Ponape, Caroline Islands.

Michigan Criminal Justice Educators Association: President, 1975-1976; Secretary, 1974-1975; Member of Executive Committee, 1976-1977, 1973-1974.

Training Advisory Committee, Michigan Department of Corrections, 1975-1977.