

## CURRICULUM VITAE

### PERSONAL DATA

Name: Damon Davis Camp, Jr.

Date and Place of Birth: July 7, 1949  
Atlanta, Georgia

Address: 319 Molly Way  
Winder, Georgia 30680

Home Phone: (770) 815-1246

Marital Status: Married, two children

### ACADEMIC CAREER

A.A. Georgia State University, Atlanta, Georgia  
1969 - Police Administration

B.S. Georgia State University, Atlanta, Georgia  
1971 - Urban Life/Criminal Justice

M.S. Georgia State University, Atlanta, Georgia  
1975 - Urban Life/Criminal Justice

Ph.D. Claremont Graduate School, Claremont, California, 1981  
Government. Major Areas: Law and Criminal Justice, and  
Politics and Urban Affairs. Minor Areas: Public  
Administration and Political Philosophy.

J.D. Georgia State University, Atlanta, Georgia 1993  
College of Law

### COURSES TAUGHT

#### Undergraduate Courses:

Administration of Criminal Justice, Constitutional Law,  
Management, Corrections, Correctional Institutions,  
Criminal Justice Personnel Administration, Criminology,  
Constitutional Law, Criminal Procedure, The Judicial  
System, The Juvenile Justice System, Topics in Criminal  
Justice (The Supreme Court, Current Problems in Criminal  
Justice Management), Domestic Terrorism and International  
Terrorism.

Graduate Courses:

The Criminal Justice System, Management, Constitutional Law, Legal Issues and Institutions, Domestic Terrorism, Philosophical Problems in Criminal Justice, Seminar in Juvenile Justice, Seminar in Criminal Justice Personnel Problems, Seminar in Offender Rehabilitation, Seminar in the Judicial System, Criminal Justice Policy Analysis..

SPONSORED RESEARCH/SERVICE EXPERIENCE

- 1969 Comparative study of State Police Organizations.
- 1970 Analysis of state legal proscriptions concerning abortions.  
Comparative study of state correctional systems.
- 1974 In-depth analysis of non traditional Criminal Justice Programs in eight southern states (Thesis).
- 1979 Two year analysis of LEAA Block Grant decision making at the local level (Dissertation).
- 1980 Analysis of solvability of burglary cases reported in Corpus Christi, Texas.
- 1981 Analysis of attitudes toward child abuse among Texas migrant workers statewide.  
Assisted in the preparation, supervision, and analysis of numerous local public opinion polls including: five political polls, a change of venue study, and two market research studies.
- 1984 Task analysis of State Correctional Officers for the Georgia POST Council.  
Analysis of needs assessment survey of Georgia Juvenile Justice professionals.
- 1985 Analysis of Police Management Training  
Survey of Peace Officer Firearms Training for the Georgia Academy Directors Association.  
Survey of Child Service Providers in Georgia.

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- 1986      Needs Assessment of Correctional Disciplinary Investigation Officers for the Georgia Department of Corrections.
- Analysis of Georgia Jail Standards Survey for the Georgia Department of Community Affairs.
- Task analysis of police chiefs in Georgia.
- 1987      Examination of extent of runaway incidents reported statewide.
- Task analysis of Georgia Sheriffs.
- Assessment of sanctioning practices of the Georgia Peace Officer Standards and Training Council.
- 1988      Study of reported runaway/missing children incidents in two Georgia counties.
- Major task analysis of Adult Probation Officers in the state.
- Task analysis for three correctional alternative programs in Georgia.
- 1993      Task Analysis of sergeants, lieutenants, and captains for the Metropolitan Atlanta Transit Authority Division of Police Services (MARTA).
- 1994      Designed and implemented a training-based promotional system for the selection of sergeants, lieutenants, and captains in the Metropolitan Atlanta Transit Authority Division of Police Services (MARTA).
- Task Analysis of sergeants, lieutenants, and captains employed by the East Point Police Department, East Point, Georgia.
- 1996      Designed and implemented programs (along with Robert Friedmann) a series of training related to the Community Policing Component of the Metro Atlanta Project PACT.
- 1997      Designed and implemented a second training-based promotional system for the selection of sergeants, lieutenants, and captains in the Metropolitan Atlanta Transit Authority Division of Police Services (MARTA).
- 1998      Task Analysis of sergeants, lieutenants, captains and majors employed by the Fulton County Sheriff's Department, Atlanta, Georgia.

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- 1999      Designed and implemented a third training-based promotional system for the selection of sergeants and lieutenants in the Metropolitan Atlanta Transit Authority Police Department (MARTA).
- Task Analysis of probation officers employed by the Georgia Department of Corrections.
- 2000      Task Analysis of sergeants and lieutenants for the Metropolitan Atlanta Transit Authority Police Department.
- 2001-2     Designed and implemented a fourth training-based promotional system for the selection of sergeants and lieutenants in the Metropolitan Atlanta Transit Authority Police Department (MARTA).
- 2003      Designed and implemented a fifth training-based promotional system for the selection of sergeants and lieutenants in the Metropolitan Atlanta Transit Authority Police Department (MARTA).
- 2005-06    Designed and implemented a sixth training-based promotional system for the selection of sergeants and lieutenants in the Metropolitan Atlanta Transit Authority Police Department (MARTA).
- 2008      Designed and implemented a seventh training-based promotional system for the selection of sergeants and lieutenants in the Metropolitan Atlanta Transit Authority Police Department (MARTA).
- 2010-11    Designed and implemented an eighth training-based promotional system for the selection of sergeants and lieutenants in the Metropolitan Atlanta Transit Authority Police Department (MARTA).
- 2012      Task Analysis of sergeants and lieutenants for the Metropolitan Atlanta Transit Authority Police Department.
- 2013      Designed and implemented the ninth training-based promotional system for the selection of sergeants in the Metropolitan Atlanta Transit Authority Police Department (MARTA).
- 2016-20    Designed and implemented the tenth training-based promotional system for the selection of sergeants in the Metropolitan Atlanta Transit Authority Police Department (MARTA).
- 2014-      Coordinate the activities of the Georgia State University related to the Atlanta Police Leadership Institute, a joint project between GSU, the Atlanta Police Department and the Atlanta Police Foundation.

## PUBLICATIONS

### Refereed Journals

- Camp, D. D. (1985). "Mandated Correctional Training: A Task Analysis Approach to Curriculum Design," *Criminal Justice Review*, Vol. 10, No. 2.
- Camp, D. D. (1991). "Shock Incarceration in Georgia: An Analysis of Task Performance and Training Needs." *Journal of Offender Rehabilitation*, Vol. 16, Nos. 3/4.
- Camp, D. D. (1993). "Out of the Quagmire After *Jacobson vs. United States*: Towards a More Balanced Entrapment Standard." *Journal of Criminal Law and Criminology*, Vol. 83, No. 4.
- Camp, D. D. (1999). "Linking Training and Promotion in a Police Agency" *Journal of Offender Rehabilitation*, Vol. 29, Nos. 3/4: 25-55.
- Damon, D.D., Auten, J. Fuller, F., Locklear, K., Locklear, H.T. (2013). Developing Competence, Confidence, and Cooperation in Law Enforcement Supervisors and Managers. *Policing*, Vol.8, No.1.

### Edited Works

- Camp, D. D., Linker, L. J. & Locklear, H. T. (1986). "Conference Proceedings, Redefining the Crime Debate: A Conference on Community Strategies for Fighting Crime in the Eighties, Atlanta, Georgia, March 6-8, 1986," *Criminal Justice Review*, Vol. 11, No. 1.
- Camp, D. D. (1987). *Criminal Justice Review*, Editor, Volume 11, No. 2 and Volume 12, No. 1.
- Camp, D. D. & Vaughn, M. S. (1996). "Recent Legal Developments: Law Enforcement Case Law." *Criminal Justice Review*, Vol. 21, No.1.
- Fuller, F. & Camp, D. D. (2010). *Readings in Comparative Politics, Criminal Justice, and Technology: Bridging the Gap* (pp. 2-39). Saarbrücken, Germany: Verlag Dr. Müller.

### Book Chapters

- Camp, D. D. (1994). "Diversion Center Operations: An Assessment of Staffing Needs." in C.B. Fields (Ed.), *Innovative Trends and Specialized Strategies in Community-Based Corrections*, New York: Garland Press.
- Camp, D. D. (2000). "Civil Liability: Executive Preparation" in W.G. Doerner & M.L. Dantzker (Eds.), *Contemporary Police Organization and Management: Issues and Trends* (pp. 115-142). Woburn, MA: Butterworth-Heinemann.

- Camp, D. D. (2000). "Civil Enforcement Measures " in J. Memory & R. Aragon (Eds.), *Patrol Officer Problem Solving and Solutions*. Durham, NC: Carolina Academic Press.
- Camp, D. D. (2000). "Domestic Terrorism" in B. Dent, E.H. Hendrix, & L.S. Turnbull (Eds.), *The Atlas of Crime* (pp. 162-170). New York: Oryx Press.
- Camp, D. D. (2000). "Hate Crimes" in B. Dent, E.H. Hendrix, & L.S. Turnbull (Eds.), *The Atlas of Crime* (pp. 171-178). New York: Oryx Press.
- Fuller, F., and Camp, D. D. (2009). "Terrorism, The Irgun, and the Israeli-Palestinian Conflict." In Frank Fuller, *Studies in Criminal Justice, Terrorism, and International Political Conflicts* (pp. 119-130). Boca Raton, FL: Universal Publishers.
- Camp, D. D., Spann, D. & Fuller, F. (2010). "Police Promotional Systems: Problems, Promises, and Suggestions." In Frank Fuller and Damon Camp (Eds), *Readings in Comparative Politics, Criminal Justice, and Technology: Bridging the Gap* (pp. 2-39). Saarbrucken, Germany: Verlag Dr. Muller.
- Camp, D. D., Spann, D., and Fuller, F. (2010). "An Appendix of EEOC Cases Covering Discriminatory Hiring Practices with Respect to Police Promotions: Recommendations for Assessment Categories." In Frank Fuller and Damon Camp (Eds), *Readings in Comparative Politics, Criminal Justice, and Technology: Bridging the Gap* (pp. 40-61). Saarbrucken, Germany: Verlag Dr. Muller.

### Book Reviews

- Camp, D. D. (1998). *Hate Crimes: New Social Movements and the Politics of Violence*. (New York: Walteer de Gruyter, Inc., 1997). Book review in *Criminal Justice Review*, Vol. 23, No. 2.
- Camp, D. D. (1989). *The New Right v. the Constitution* by Stephen Macedo. (Washington, DC: Cato Institute, 1988.) Book Review in *Criminal Justice Review*, Vol. 14, No. 2.
- Camp, D. D. (2000). *Critical Issues in Police Liability* by Victor E. Kappeler. (Prospect Heights, Illinois: Waveland Press, Inc., 1994.) Book review in *American Journal of Police*, Vol. 13, No. 2.

### Other Publications

- State Policy Survey, 1969*. (Atlanta, Georgia: Georgia State College, 1970).
- "Abortion and the Law," *Georgia Peace Officer*. (January/February, 1971).

"Child Abuse and Neglect and the Mexican American Migrant Worker," (with Fred Cervantes), *Child Abuse and Neglect, Proceedings of the First Annual Conference*. (Laredo, Texas: Texas Migrant Council, 1981).

*Correctional Officer Task Analysis: Summary Report*, prepared for the Georgia Peace Officer Standards and Training Council. (Atlanta, Georgia: Department of Criminal Justice, June, 1980).

"Management Training in the United States" (with John Truitt and Jack Enter). *Proceedings of the Seventh International Course of Higher Specialization for Police Forces*. (Madrid, Spain: Ministry of Interior, 1985).

*Report to the General Assembly: 1985 Survey of Georgia's Child Service Providers*. (Atlanta, Georgia: Georgia State Senate, 1985) [with Larry Linker and Robert Croom].

*Georgia Probation Officer Task Analysis: Final Report*. (Atlanta, Georgia: Department of Criminal Justice, Georgia State University, 1988.)

*Runaways in Georgia: A Study of Two Jurisdictions*. (Atlanta, Georgia: Department of Criminal Justice, Georgia State University, 1988.) [With John Speir and Art Williams.]

*Correctional Tri Analysis: Final Report*. (Atlanta, Georgia, Department of Criminal Justice, Georgia State University, 1988).

*Correctional Tri-Analysis: Summary Reports on Community Service, Diversion Centers, and Special Alternative Incarceration*. (Atlanta, Georgia, Department of Criminal Justice, Georgia State University, 1989. This entailed three separate manuscripts.)

*Interim Report: Job Task Analysis*. (Atlanta, Georgia: MARTA - Georgia State University Joint Project on Training-Based Promotion of Police Personnel, 1993).

*MARTA/Georgia State University Joint Project on Training-Based Promotion of Police Personnel: Training Program for Prospective Sergeants – Participant's Notebook*. (Atlanta, Georgia: MARTA - Georgia State University Joint Project on Training-Based Promotion of Police Personnel, 1994).

*MARTA/Georgia State University Joint Project on Training-Based Promotion of Police Personnel: Training Program for Prospective Lieutenants & Captains – Participant's Notebook*. (Atlanta, Georgia: MARTA - Georgia State University Joint Project on Training-Based Promotion of Police Personnel, 1994).

*East Point Police Department/Georgia State University Joint Task Analysis of Sergeants, Lieutenants and Captains: Summary Report*. (Atlanta, Georgia: Georgia State University, 1994).

*Metropolitan Atlanta Comprehensive Communities Program, Community Policing Training Program, TRAINER'S MANUAL.* (Atlanta, Georgia: Georgia State University, 1995). [With Robert R. Friedmann.]

*Metropolitan Atlanta Comprehensive Communities Program, Community Policing Training Program, PARTICIPANT'S MANUAL.* (Atlanta, Georgia: Georgia State University, 1995). [With Robert R. Friedmann.]

*MARTA/Georgia State University Joint Project on Training-Based Promotion of Police Personnel - Training Program for Prospective Sergeants: Participant's Notebook.* (Atlanta, Georgia: MARTA - Georgia State University Joint Project on Training-Based Promotion of Police Personnel, 1997).

*MARTA/Georgia State University Joint Project on Training-Based Promotion of Police Personnel - Training Program for Prospective Lieutenants and Captains: Participant's Notebook.* (Atlanta, Georgia: MARTA - Georgia State University Joint Project on Training-Based Promotion of Police Personnel, 1997).

*An Empirical Analysis of the Atlanta Municipal Court Processing of Quality of Life Cases: January 1 - March 31, 1997.* (Atlanta, GA: Statistical Analysis Bureau, Georgia State University, 1997). [With Robert R. Friedmann, Jack F. Williams, & Jennifer M. Yates.]

*Joint Task Analysis Project: Fulton County Sheriff's Department.* (Atlanta, Georgia: Georgia State University, 1998).

*Metropolitan Atlanta Rapid Transit Authority Georgia State University Joint Project on Training-Based Promotion of Police Personnel Training Program for Prospective Sergeants: Participant's Notebook.* (Atlanta, Georgia: MARTA - Georgia State University Joint Project on Training-Based Promotion of Police Personnel, 1999).

*Metropolitan Atlanta Rapid Transit Authority Georgia State University Joint Project on Training-Based Promotion of Police Personnel Training Program for Prospective Lieutenants: Participant's Notebook.* (Atlanta, Georgia: MARTA - Georgia State University Joint Project on Training-Based Promotion of Police Personnel, 1999).

*1999 Probation Officer Task Analysis, Final Report.* (Atlanta, Georgia: Georgia State University, 2000).

*MARTA Police Department: Job Task Analysis of Sergeants & Lieutenants.* (Atlanta, Georgia: MARTA - Georgia State University Joint Project on Training-Based Promotion of Police Personnel, 2001).



*Metropolitan Atlanta Rapid Transit Authority Georgia State University Joint Project on Training-Based Promotion of Police Personnel Training Program for Prospective Sergeants: Participant's Notebook.* (Atlanta, Georgia: MARTA - Georgia State University Joint Project on Training-Based Promotion of Police Personnel, 2001).

*A National Survey of School Safety Issues.* With Sarah L. Eschholz, Robert R. Friedmann,, Kimberly H. Martin and Christine J. Gonzales (Atlanta, GA: GSU Statistical Analysis Bureau, 2001).

*Metropolitan Atlanta Rapid Transit Authority Georgia State University Joint Project on Training-Based Promotion of Police Personnel Training Program for Prospective Lieutenants: Participant's Notebook.* (Atlanta, Georgia: MARTA - Georgia State University Joint Project on Training-Based Promotion of Police Personnel, 2002).

*Metropolitan Atlanta Rapid Transit Authority Georgia State University Joint Project on Training-Based Promotion of Police Personnel Training Program for Prospective Sergeants: Participant's Notebook.* (Atlanta, Georgia: MARTA - Georgia State University Joint Project on Training-Based Promotion of Police Personnel, 2003).

*Metropolitan Atlanta Rapid Transit Authority Georgia State University Joint Project on Training-Based Promotion of Police Personnel Training Program for Prospective Sergeants: Participant's Notebook.* (Atlanta, Georgia: MARTA - Georgia State University Joint Project on Training-Based Promotion of Police Personnel, 2005).

*Metropolitan Atlanta Rapid Transit Authority Georgia State University Joint Project on Training-Based Promotion of Police Personnel Training Program for Prospective Lieutenants: Participant's Notebook.* (Atlanta, Georgia: MARTA - Georgia State University Joint Project on Training-Based Promotion of Police Personnel, 2006).

*Metropolitan Atlanta Rapid Transit Authority Georgia State University Joint Project on Training-Based Promotion of Police Personnel Training Program for Prospective Sergeants: Participant's Notebook.* (Atlanta, Georgia: MARTA - Georgia State University Joint Project on Training-Based Promotion of Police Personnel, 2008).

*Metropolitan Atlanta Rapid Transit Authority Georgia State University Joint Project on Training-Based Promotion of Police Personnel Training Program for Prospective Lieutenants: Participant's Notebook.* (Atlanta, Georgia: MARTA - Georgia State University Joint Project on Training-Based Promotion of Police Personnel, 2008).

*Metropolitan Atlanta Rapid Transit Authority Georgia State University Joint Project on Training-Based Promotion of Police Personnel Training Program for Prospective Lieutenants: Participant's Notebook.* (Atlanta, Georgia: MARTA - Georgia State University Joint Project on Training-Based Promotion of Police Personnel, 2010).

*Metropolitan Atlanta Rapid Transit Authority Georgia State University Joint Project on Training-Based Promotion of Police Personnel Training Program for Prospective Sergeants: Participant's Notebook.* (Atlanta, Georgia: MARTA - Georgia State University Joint Project on Training-Based Promotion of Police Personnel, 2011).

*MARTA Police Department: Job Task Analysis of Sergeants & Lieutenants.* (Atlanta, Georgia: MARTA - Georgia State University Joint Project on Training-Based Promotion of Police Personnel, 2012).

*Metropolitan Atlanta Rapid Transit Authority Georgia State University Joint Project on Training-Based Promotion of Police Personnel Training Program for Prospective Sergeants: Participant's Notebook.* (Atlanta, Georgia: MARTA - Georgia State University Joint Project on Training-Based Promotion of Police Personnel, 2013).

*Metropolitan Atlanta Rapid Transit Authority Georgia State University Joint Project on Training-Based Promotion of Police Personnel Training Program for Prospective Sergeants: Participant's Notebook.* (Atlanta, Georgia: MARTA - Georgia State University Joint Project on Training-Based Promotion of Police Personnel, 2016).

*Metropolitan Atlanta Rapid Transit Authority Georgia State University Joint Project on Training-Based Promotion of Police Personnel Training Program for Prospective Sergeants: Participant's Notebook.* (Atlanta, Georgia: MARTA - Georgia State University Joint Project on Training-Based Promotion of Police Personnel, 2017).

*Metropolitan Atlanta Rapid Transit Authority Georgia State University Joint Project on Training-Based Promotion of Police Personnel Training Program for Prospective Lieutenants: Participant's Notebook.* (Atlanta, Georgia: MARTA - Georgia State University Joint Project on Training-Based Promotion of Police Personnel, 2017).

#### PAPERS PRESENTED

- 1981 "Child Abuse Among Texas Migrants: A Preliminary Report," presented to the 1st Annual Conference: Issues on Child Abuse and Neglect in the Mexican American Community, Laredo, Texas, May.
- 1982 "Attitudes Toward Child Abuse Among Texas Migrant Families," presented at the annual meeting of the Academy of Criminal Justice Sciences, March.
- 1984 "Criminal Justice Training: Bridging the Gap between the University and the Academy," presented at the annual meeting of the Southern Association of Criminal Justice Educators, Orlando, Florida, October.

- 1985 "Mandated Correctional Training: A Task Analysis Approach to Curriculum Design, presented at the annual meeting of the Academy of Criminal Justice Sciences, Las Vegas, Nevada, March.
- 1986 "The Police Chief in Georgia: A Task Analysis of Role and Function," presented at the annual meeting of the Academy of Criminal Justice Sciences, Orlando, Florida, March.
- 1987 "Domestic Terrorism," presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Saint Louis, Missouri, March.
- 1988 "Sanctioning Certified Peace Officers in Georgia," presented at the Annual Meeting of the Academy of Criminal Justice Sciences, San Francisco, California, March (with Larry Linker and Terry Norris).
- "The Georgia Sheriff: A Profile of Activities and Training Needs," presented at the Annual Meeting of the Academy of Criminal Justice Sciences, San Francisco, March (with Larry Linker).
- "The Georgia Probation Officer Task Analysis," presented at the Annual Meeting of the Southern Association of Criminal Justice Educators, Asheville, North Carolina, October.
- 1989 "Alternatives to Incarceration: An Analysis of Three Georgia Programs," presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Washington, D.C., March.
- "Probation Officer Workloads and Task Performance: An Analysis of Variations," presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Washington, D.C., March.
- "Shock Incarceration in Georgia: An Analysis of Task Performance and Training Needs," presented at the 14th Annual Training Institute of the American Probation and Parole Association, Milwaukee, Wisconsin, August.
- "Community Service in Georgia: A Case of Diversity," presented at the Annual Meeting of the Southern Criminal Justice Association, Atlantic Beach, Florida, October.
- 1990 "Diversion Center Operations: A Case of Commonality," presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Denver, Colorado, March.

- "Domestic Terror: The Impact of Anti-Hate Group Legislation," presented at the Annual Meeting of the Southern Criminal Justice Association, New Orleans, Louisiana, October.
- 1991 "The Reverse Sting and Entrapment: A Preliminary View" presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Nashville. Tennessee, March.
- "Entrapment and the Reverse Sting: An Examination of Federal and State Issues," presented at the Annual Meeting of the Southern Criminal Justice Association, Montgomery, Alabama, October.
- 1992 "Domestic Terror: An Assessment of Current Activities," presented at the Annual Meeting of the Southern Criminal Justice Association, Gatlinburg, Tennessee, October.
- 1993 "Shifting the Burden for the Disabled: Shrewd Planning or Criminal Fraud," presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Kansas City, Missouri, March.
- "An Assessment of Training Needs of Mass Transit Law Enforcement Supervisors," presented at the annual meeting of the Southern Association of Criminal Justice, Charleston, South Carolina, October.
- 1994 "Domestic Terror: An Assessment of Current Activities," presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Chicago, Illinois - March, 1994
- "Training-Based Promotion in Law Enforcement: The MARTA Experience." presented at the Annual Meeting of the Southern Criminal Justice Association, Memphis, Tennessee, October 6.
- 1995 "Georgia's New Offender Management System: A Preliminary Examination" presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Boston, Massachusetts, March 8.
- "Police Promotional Systems: Problems & Promises" presented at the Annual Meeting of the Southern Criminal Justice Association, Gatlinburg, Tennessee, September 28.
- 1996 "Home Health Care Fraud: An Analysis of the Issues" presented at the Annual Meeting of the Academy of Criminal Justice Sciences, March 8.

- “Police Executive Liability: A review of the Issues” presented at the Annual Meeting of the Southern Criminal Justice Association Savannah, Georgia, September 26.
- 1997 “Fraud In The Defense Industry: An Examination of Procurement Contract Fraud and Abuse,” with Nicole L. Beebe, presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Louisville, Kentucky: March 15.
- “Managing Correctional Facilities: A Model for the Future,” with Jennifer Yates, presented at the Annual Meeting of the Southern Criminal Justice Association, Richmond, Virginia, October 3.
- 1998 “Training-Based Promotion in Police Agencies: The MARTA Experience,” with Joe Auten and Tim Callahan, presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Albuquerque, New Mexico, March 13.
- “Assessing the Management of a Large Sheriff’s Department” with Shernita Alston, Chad Munn, Pamela Rouse, John Taylor and Mihei Yun, presented at the Annual Meeting of the Southern Criminal Justice Association, Biloxi, MS, October 3.
- 1999 “Evaluating Supervisory Performance: An Assessment of Promotional Techniques,” with Damaris Feleke and Shawn Stallo. Presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Orlando, Florida, March 7.
- “Probation Officer Activities in Georgia: A Preliminary Analysis” Presented at the Annual Meeting of the Southern Criminal Justice Association, Chattanooga, Tennessee, October 1.
- “The Use of Civil Law to Control Criminal Behavior: An Examination of the Issues.” Presented at the Annual Meeting of the American Society of Criminology, Toronto, Ontario, Canada, November 17.
- 2000 “Probation Officer Activity and Attitudes Toward Task Performance: A Critical Review.” Presented at the Annual Meeting for the Academy of Criminal Justice Sciences, New Orleans, Louisiana, March 24.
- “Analyzing Supervisory Performance: An Overview of the MARTA Job-Task Analysis” with Joseph Auten and H. Todd Locklear, Presented at the Annual Meeting of the Southern Criminal Justice Association, Charleston, South Carolina, October 6.
- “Domestic Terrorism in the New Millennium: A Critical Review of Violent Extremism.” Presented at the Annual Meeting of the American Society of Criminology, San Francisco, California, November 15.

- 2001 “A Job-Task Analysis of Law Enforcement Management.” Presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Washington, DC – April 7.
- “Training-Based Promotion of Police Sergeants: The MARTA Project” with Joseph Auten and H. Todd Locklear. Presented at the Annual Meeting of the Southern Criminal Justice Association, Baton Rouge, Louisiana, September 26.
- 2002 “Developing Competence, Confidence and Cooperation in Law Enforcement Supervisors and Managers” with Joseph Auten and H. Todd Locklear. Presented at the Annual Meeting of the Southern Criminal Justice Association, Clearwater Beech, Florida, September 26.
- “Responding to School Violence: An Analysis of Legal Remedies” with Sarah L. Eschholz, Robert R. Friedmann, Kimberly H. Martin and Christine J. Gonzales. Presented and the Annual Meeting of the American Society of Criminology, Chicago, Illinois, November 6.
- 2003 “Citizen Attitudes Toward a Large Southern Sheriff’s Office: What’s Working?” with Kimberly H. Martin and Christine J. Gonzales, Janette M. Gagnon and Michael S. Vaughn. Presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Boston, Massachusetts, March 6.
- “Addressing Gender in Juvenile Coed Treatment Programs” with Karen Locklear. Presented at the Annual Meeting of the Southern Criminal Justice Association, Nashville, Tennessee, September 24.
- “Assessing the Special Needs of Adolescent Girls in Educational Treatment Programs” with Karen Locklear. Presented at the Annual Meeting of the American Society of Criminology, Denver, Colorado, November 19.
- 2004 “Using Civil Law to Control Criminal Behavior: A Critical Evaluation.” Presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Las Vegas, Nevada, March 13.
- “East Asian Gangs: Common Themes and Predictable Indicators” with Frank Fuller. Presented at the Annual Meeting of the Southern Criminal Justice Association, Raleigh, North Carolina, September 24.
- 2005 “Dissecting Terrorism: A Critical Analysis of the Problem” with Frank Fuller. Presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Boston, Massachusetts, March 18.
- “Law Enforcement Promotional Systems: Issues and Trends” with Frank Fuller. Paper presented at the Annual Meeting of the Southern Criminal Justice Association, Jacksonville, Florida, September 30.

- “Terrorism and the Birth of Israel” with Frank Fuller, Todd Locklear and Joe Auten. Paper presented at the Annual Meeting of the American Society of Criminology, Toronto, Canada, November, 18.
- 2006 “Domestic Terrorism and Violent Extremism: A Critical Review.” Presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Baltimore, Maryland, March 1.
- “Training-Based Promotion of Police Supervisors” with Joe Auten, Frank Fuller, Karen Locklear, and Todd Locklear. Paper presented at the Annual Meeting of the Southern Criminal Justice Association. Charleston, South Carolina, September 22.
- 2007 “Police Training and Distance Learning: An Analysis of the Issues” with Karen Locklear, and Todd Locklear. Presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Seattle, Washington, March 16.
- 2012 “Training-Based Promotion of Police Supervisors: The MARTA Project” with Debbie Turner. Poster presented at the Annual Meeting of the Academy of Criminal Justice Sciences, New York, New York, March 16.
- “The Command College of South Carolina.” Poster presented at the Annual Meeting of the Southern Criminal Justice Association, Atlantic Beach, Florida, September 26.
- 2013 “The Command College of SC - Challenges of Hybrid Graduate Education.” Poster presented at the Annual Meeting of the Southern Criminal Justice Association, Virginia Beach, Virginia, September 25.
- 2014 “The Atlanta Police Leadership Institute” with Dabney, & Sue Carter Collins, Georgia State University. Poster presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Philadelphia, Pennsylvania. February 21.
- “Criminal Justice Leadership Development & Higher Education: A Comparative Analysis.” Poster presented at the Annual Meeting of the Southern Criminal Justice Association, Clearwater Beach, Florida, September 27.
- 2015 “Developing Leadership in Criminal Justice: A Review of Current Approaches” with Dabney, Georgia State University. Panel presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Orlando, Florida. March 6.
- “Applying Policy Analysis to Solving Practical Problems in Law Enforcement” with Tim Turner, Anderson University. Poster presented at the Annual Meeting of the Southern Criminal Justice Association, Charleston, South Carolina. September 7.

- 2016 “Leadership Partnerships in Criminal Justice: Dealing With the Tough Issues” moderated with Dabney, Georgia State University. Roundtable presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Denver, Colorado. March 30.
- “Handling Mental Health Calls for Service: A Police Chief’s Nightmare” presented with Keith Morton. Panel presentation at the Annual Meeting of the Southern Criminal Justice Association, Savannah, Georgia. September 7.
- 2017 “Leadership Partnerships in Criminal Justice: Changing the Culture” moderated with Dabney, Georgia State University. Roundtable presented at the Annual Meeting of the Academy of Criminal Justice Sciences, Kansas City, Missouri. March 22.
- “A Little Help from My Friends: Dealing with Work-Related Trauma in Law Enforcement” presented with James Beaver. Panel presentation at the Annual Meeting of the Southern Criminal Justice Association, New Orleans, Louisiana. September 27.
- 2018 “Leadership Partnerships: Dealing with the Shrinking Applicant Pool.” moderated with Dabney, Georgia State University. Roundtable presented at the Annual Meeting of the Academy of Criminal Justice Sciences, New Orleans, Louisiana. February 16.
- “Bringing Reality into the Classroom: An Exploration of Alternatives” presented with David Williams, Anderson University. Panel presentation at the Annual Meeting of the Southern Criminal Justice Association, Pensacola Beach, Florida, September 13.

### VOCATIONAL EXPERIENCE

- Present Positions: Georgia State University, Atlanta, Georgia, Coordinator, Atlanta Police Leadership Institute, 2013 – present; Part-time Instructor of Criminal Justice, 2008 – the present: Directing the Metropolitan Atlanta Rapid Transit Authority/Georgia State University Joint Training-Based Promotion Project for the MARTA Police Department, 1994 to 2020.
- Anderson University, Anderson, South Carolina, Adjunct Professor of Criminal Justice: teach graduate courses, 2009 – present.
- 2009 - 2012 Georgia Gwinnett College, Lawrenceville, Georgia, Adjunct Professor of Criminal Justice: Taught introductory level courses in criminal justice.



- May, 2007 Retired – Georgia State University, Atlanta, Georgia, College of Health and Human Services, Department of Criminal Justice, Emeritus Associate Professor of Criminal Justice.
- August 1988 – Georgia State University, Atlanta, Georgia, College of Health and Human Sciences, Department of Criminal Justice: Associate Professor. Duties include: Teaching graduate and undergraduate courses, conducting research, College committee participation: Training, and community service.
- May, 2007
- July 1982 - August 1988 Georgia State University, Atlanta, Georgia, College of Public and Urban Affairs: Chairman, Department of Criminal Justice and Associate Professor. Duties included: Teaching graduate and undergraduate courses in criminal justice; fiscal and personnel administration for department of eight full time, five joint/appointed and ten part time faculty members; student advisement; college committee participation; community service; and research activities.
- September 1986 - January 1988 Executive Editor, Criminal Justice Review, a refereed journal published biannually by the College of Public and Urban Affairs. Responsible for screening manuscripts for review and supervising all aspects of the production of the journal.
- September 1975 - July 1982 Texas A & M University at Corpus Christi (formally, Corpus Christi State University), Corpus Christi, Texas, College of Arts and Humanities: Instructor, Assistant Professor, and Associate Professor of Criminal Justice. Duties included: teaching undergraduate and graduate courses in criminal justice; undergraduate and graduate advisement; college and university committee participation; and community service including the development and maintenance of contacts in the criminal justice community.
- May 1973 - July 1975 Georgia State University, Atlanta, Georgia, School of Urban Life: Assistant to the Dean, Office of Field Instruction, Job Placement and Alumni Affairs. Duties included: coordinating field instruction internships for approximately five graduate interns per quarter and approximately 75 undergraduate interns per quarter (300 per year); coordinating other internship programs and readings courses for urban life students; coordinating job placement activities for urban life students and graduates; supervising records system on all urban life alumni; academic advisement of 110 undergraduate students.

- April 1971 - Georgia State University, Atlanta, Georgia, School of Urban Life:  
April 1973 Public Service Specialist/Criminal Justice Conference Coordinator. Duties included: coordinating all activities related to criminal justice public service conferences. This coordination included program planning, preparation and implementation of conference logistics and participation in criminal justice conferences.
- June 1970 - Georgia State University, Atlanta, Georgia, College of Urban Life:  
March 1971 Logistics Coordinator. Duties included: operation of all printing equipment including A. B. Dick 369 offset press and coordination of college office supply and copy systems.
- January 1970 - U. S. Department of Justice, Bureau of Prisons, Community Treatment  
May 1970 Center, Atlanta, Georgia: Counselor. Duties included: supervision and counseling of federal offenders in a community based institutional treatment program.

#### PROFESSIONAL ORGANIZATIONS

- Active member, Academy of Criminal Justice Sciences, 1973-  
Chairman, Constitutional Revision Committee, 1974  
Chairman, Membership Committee, 1975 and 1976  
Member, Nominations Committee, 1975, 1977, 1978, 1979, 1981, and 1986  
Parliamentarian, 1976, 1977, 1979, 1980 and 1981  
Member, Constitution & Bylaws committee, 2003-2007
- Past Member, Southwestern Association of Criminal Justice Educators  
Vice President, 1979-80; President, 1980-81
- Past Member, Texas Conference of University Criminal Justice Educators  
Vice President, 1980-81; President, 1981-82
- Active Member, Southern Criminal Justice Association, 1968-  
Secretary/Treasurer, 1984-85  
Vice President, 1987-88  
President, 1988-89  
Chair, Constitution and By-Laws Committee, 1992-97, 2001-2005  
Audit Committee, 1991-94; 1999-2002  
Parliamentarian, 2000-2008
- Past member, Georgia Association of Criminal Justice Educators, 1983-  
Vice President, 1984-85; President 1985-86

Past member, Georgia Association of Chiefs of Police, 1986  
Member, Training Committee, 1986

### UNIVERSITY ACTIVITIES

Texas A & M University at Corpus Christi (formally, Corpus Christi State University):

College of Arts and Humanities Evaluation & Analysis Committee, 1975-76

Arts & Humanities Curriculum Committee, 1976, 1977, 1978, 1979 and 1981  
Chair, 1977 and 1981

Safety Committee, 1977-1982

Arts & Humanities Graduate Studies Committee, 1977, 1978, and 1979

University Ad Hoc Committee on English Proficiency, 1978-79

University Self Study Committee on Standard IX, Special Activities,  
Chair, 1978-79

Arts & Humanities Policy Committee, 1979-80

Criminal Justice Self Study Accreditation Committee, 1979-80, Chairman (Accreditation was awarded to the Criminal Justice program in 1980 by the Criminal Justice Accreditation Council of the Academy of Criminal Justice Sciences)

College of Education Self Study Committee on Curriculum, Texas Education Agency Accreditation, 1980-81

University Undergraduate Committee, 1981-82

University Scholarship Committee, 1981

Georgia State University:

University Gerontology Faculty, 1983-89

Member, Gerontology Continuing Education Committee, 1984-85

Member, University Graduate Board, 1985-87

Member, Search Committee for University Director of Police Services, 1995-96

Member, College Faculty Appeals Committee, 1985-87, 1998-2000.

Elected Member, University Senate, 1988-1990; 1999-present.

Member, College Tenure & Promotion Committee, 1988-89, 1992-94

Member, College Curriculum Committee, 1992-95, Chair, 1993

Member, College Research & Continuing Education Committee, 1995-, Chair, 1995-96

Member, College Faculty Appeals Committee, 2002-2007

Parliamentarian, College of Health and Human Sciences, Fall, 1999-2007.

### SPECIAL PROJECTS

Contract with the Georgia Police Academy to develop a joint training program for law enforcement supervisors, managers, and chief executives, 1984 through 1989.

Contract with the City of Forest Park to deliver special management training, 1984.

Grant from the Georgia Department of Community Affairs to provide technical assistance to the Georgia Legislature in juvenile justice related matters, 1984.

Contract with the Georgia Peace Officer Standards and Training Council to analyze job task inventory of state correctional officers, 1984.

Contract with the Georgia Sheriffs' Association to develop training curriculum package for jail officers, 1985.

Contract with the Office of the Speaker, Georgia House of Representatives to conduct a survey of child service providers in Georgia, 1985.

Contract with the Georgia Association of Chiefs of Police to conduct a task analysis of Georgia chiefs, 1985.

Grant from the U.S. National Institute of Corrections (through the Georgia Department of Corrections) to develop a training program for correctional officers who conduct disciplinary investigation, 1986.

Grant from the U.S. National Institute of Corrections (through the Georgia Peace Officer Standards and Training Council) to conduct a task analysis of Georgia Probation Officers, 1987-88.

Grant from the Georgia Juvenile Justice Coordinating Council to study runaways in Georgia, 1988.

Contract with the Georgia Department of Corrections to conduct a task analysis of three institutional alternative programs, 1988.

Contract with Peachtree City, Georgia to conduct interpersonal management skills training for city police officers, 1988.

Contract with the Metropolitan Atlanta Rapid Transit Authority to conduct interpersonal management skills training for police officers, 1988.

Contract with the City of Atlanta to conduct sensitivity training for police officers at the Democratic National Convention, 1988.

Contract with the Georgia Department of Corrections to develop advanced management training, 1989.

Contract with the Metropolitan Atlanta Rapid Transit Authority to conduct a job task analysis for supervisory officers, 1993, 2000 & 2010.

Contract with the Fulton County Sheriff's Department to conduct a task analysis of supervisors, 1998.

Contract with the Georgia Department of Corrections to conduct a task analysis of probation officers, 1998.

Member of Southern Association of Colleges and Schools (SACS) accreditation site visit team to Florida International University, Miami, Florida, November, 1998.

Member of American Council of Education (ACE) site visit team to the Federal Law Enforcement Training Center, Glencoe, Georgia, July, 1993; Nonproliferation and National Security Institute, Albuquerque, New Mexico, May, 2000; Wackenhut Services, Incorporated – Savannah River Site, October, 2001 and September, 2004; Virginia State Police Academy, October, 2004; U.S. Department of Energy, April, 2006; Penn Foster University, June, 2007; Prometric Institute, December, 2008; North Carolina Justice Academy, April, 2009; Virginia State Police Academy, May, 2009; Defense Threat Reduction University, August, 2009; Virginia State Police Academy, July, 2012; Penn Foster College, October, 2012; Joint Forces Staff College Review, 2013; Virginia State Police Academy, August, 2015.

Member of Distance Education and Training Council (DETC) site visit team to Columbia Southern University, March, 1999; National Institute for Paralegal Arts and Sciences, June, 1999; LaSalle University, April, 2000; and Professional Career Development Institute/Ashworth College, August, 2000, St. John's University, 2003, Southern California University for Professional Studies, 2004; ParalegalTech, November, 2006;

California Mirimar University (Chair), April, 2007, Andrew Jackson University, September, 2007; University of Atlanta, October, 2007; Henley-Putnam University, March, 2008; Allied American University, April, 2008; Southwest University October, 2008; Holmes Institute, October, 2008; ChildCare Education Institute, March, 2009; Allied American University, July, 2009; Penn Foster, October, 2010; Henley-Putnam University, February, 2010; Sonoran Desert Institute, October, 2010.

Consultant, Florida Metropolitan University, Tampa College, in developing a Masters program in Criminal Justice, 1997.

Contract with the Metropolitan Atlanta Rapid Transit Authority to conduct a training-based promotional system for the selection of sergeants and lieutenants, 1994, 1997, 1999, 2001, 2002, 2003, 2005, 2007, 2010, 2011, 2012, 2016 and 2016 (Total funding over \$550,000).

University internal Freshman Learning Community (FLC) Integrated Course Development Faculty grant to adapt CRJU 1100/3100 for the FLC program. Grant funded (\$2,000) and shared with Dr. Sarah Eschholz and Dr. Dean Dabney.

University internal Web-Course Development Assistance grant to adapt International Terrorism course for WebCT. Grant funded (\$6,000) in 2004.

Consultant, Anderson University in developing a Command college/Masters program in Criminal Justice, 2009.

Consultant, Georgia Gwinnett College in developing a baccalaureate program in Criminal Justice, 2009.

#### AWARDS AND SPECIAL SERVICE ACTIVITIES

Selected as a Distinguished Alumni on the Tenth Anniversary of the College of Urban Life, Georgia State University, 1978.

Awarded Tenure, Texas A & M University at Corpus Christi, 1981.

Certificate of Appreciation, College of Arts and Humanities, Texas A & M University at Corpus Christi, 1981.

Appointed, Member of the Editorial Board, Criminal Justice Review, 1982-87.

Awarded Associate Instructor Certificate, Georgia Peace Officer Standards and Training Council, 1984-present.

Appointed, Member of the Editorial Board, American Journal of Criminal Justice, 1984-1990, 1998-2004.

Certificate of Appreciation, Georgia Peace Officer Standards and Training Council, 1985.

Appointed, Advisory Member, Georgia Peace Officer Standards and Training Council, 1985-1987, 1996-2008.

Invited (and attended) "8th International Course of Higher Specialization for Police Forces" as a U. S. Delegate. Messina, Italy, October, 1985.

Awarded Tenure, Georgia State University, 1986.

Admitted to the State Bar of Georgia, 1993.

Initiated into the University Chapter of Phi Kappa Phi, 1990, Treasurer, 1994-2007.

Appointed Emeritus Associate Professor of Criminal Justice by the Georgia Board of Regents, May, 2007.

Received the Southern Criminal Justice Association *Richter H. Moore, Jr. Founder's Award*, October, 2010.

REFERENCES (Upon request)

November 2020