CURRICULUM VITAE

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Probation Officer | Administrator | Educator | Intelligence Analyst

A leader who has enabled exceptional collaboration among cross-functional colleagues by establishing a safe and productive environment fueled by open communication and intentional relationship building. A veteran of the U.S. Intelligence Community and Federal Bureau of Investigation with over 30 years of experience in leadership, intelligence and law enforcement operations, analytics and research, criminal justice, national security, and intelligence analysis, including homeland security, financial crimes, anti-money laundering, and counterterrorism. Cybersecurity professional and training include Digital Forensics, Incident Response, Threat Hunting, Security+, CEH, and Splunk Core Users. Trained professional, gained expertise in identifying valuable benefits to the business and IT lifecycle, formulating principles for continuous integration, delivery, testing, and security—developed expertise in providing the necessary education and hands-on expertise needed to build the DevOps vocabulary. Successfully driving change, reorganization, and risk management frameworks and practices by identifying various control types and risk reduction policies to ensure risk prevention.

Genuine interest in students as people prioritizes time for students and supports students as they develop. Expertise in improving workflows, communication, and feedback loops by following best practices and driving automation using deployment pipelines and DevOps toolchains. Demonstrated knowledge of Risk Management Framework (RMF) Package, Artifacts, SOPs, FISMA Compliance, NIST SP 800-53 Controls, and Cloud security. Brings subject matter expertise in research methodology, intelligence analysis, counterterrorism, and financial fraud investigations. Recognized for implementing intelligence tradecraft and capabilities in all aspects of work in Intelligence and law enforcement operations.

Statement of Teaching Philosophy

My teaching philosophy is to create an environment that facilitates student-centric exploration. The most significant learning occurs in both meaningful and realistic situations. For situated learning to occur, access to the domain where the skills and knowledge will eventually be used must be given to the student. The relevant setting is the key to success. It allows the student to integrate knowledge into a helpful framework and provides emotional resonance to the learning process. In addition, the environment must be realistic enough so that the knowledge and skills the student is learning apply to similar real-world situations in the future.

I follow this philosophy throughout the various levels of teaching and instruction. I have a genuine interest in my students as people, and I will always prioritize my students first to help them develop. Students who are first entering the world of criminal justice, homeland security, intelligence, and counterterrorism must lay their tradecraft foundations. While scholarship is critically essential, practitioner foundations are vital. They are taught the relevant basics of criminal justice theory and concept, homeland security organization and policy, intelligence tradecraft, the expertise required for a counterterrorism specialist, their specialties, and how to identify knowledge deficits and resources to address their learning needs. Teaching individuals about national security issues or criminal justice concepts; such as complex financial crimes, including fraud, a constructivist approach to learning requires a constant needs assessment to identify the knowledge base of the student(s) and continuing evaluation of the student's education; including establishing well-reasoned and specific goals and objectives for each stage of training and a willingness to be flexible when necessary to meet the individual student's needs. I hope to instill a passion for lifelong learning in my students through these approaches.

Personal Attributes

Higher education (traditional classroom, online, and e-learning) professional with over a decade of experience in online instruction at the doctoral, graduate, and undergraduate levels. I retired from the U.S. Intelligence Community and Federal Bureau of Investigation Intelligence Analyst with 30-plus years

of experience developing cases for disruption, indictment, and prosecution. Developed and ran Confidential Human Sources for US Law Enforcement (Local, state, and federal).

*A highly effective, qualified, and passionate higher learning administrator (former University Associate Dean) and educator with over 30 years of analytical tradecraft and methodology teaching experience with many students and institutions.

*A detail-oriented professional with structured solid analytic techniques, research methodology, advanced analytics, and technical writing skills.

*A lauded subject matter expert in research methodology, analytic writing, analysis, counterterrorism, and financial fraud and cyber investigations.

*Motivated and continually driven to enhance my analytical knowledge, skills, and abilities.

*I am recognized for applying intelligence tradecraft and capabilities in all aspects of work in Intelligence operations.

*Efficiently and creatively use my experience to identify ways to learn and discuss the material in educational settings.

*Consistently demonstrate the ability to acquire technical knowledge and skills rapidly.

*I possess exceptional oral and written communication and critical thinking skills.

2022-2025: Program Advisory Board Member, National American University, Henley-Putnam School of Strategic Security.
The objectives of the Program Advisory Board are the following:
- Answer timely and critical questions regarding program sustainability
- Provide an opportunity to address critical questions in all areas of academic excellence
- Ensure diversity of experience, perspective, and insight is applied to each program review
- Summarize initial conclusions based on the review of the data gathered for the program review
- Serve as external evaluators of the draft report
- Recommend revisions to the program review and continuous improvement process

Doctoral Dissertation and Thesis Committees Experience
Since 2018, I had the honor and pleasure of serving as a member and chair for doctoral and master's thesis students at several universities (Touro Worldwide, National American University, and American Military University). As a committee member and chair, I was responsible for promptly reviewing thesis and dissertation drafts, providing feedback, and working with Institutional Review Board (IRB) submissions. In addition, I have successfully mentored 75 doctoral and thesis students on topics ranging from psychology to criminal justice and intelligence (national security). I have been selected due to being a methodologist, Quantitative and Qualitative research designs, and their aligned methodologies.

Touro University
Dissertation Chair (3) and committee member (5): Guided the Ph.D. candidate to produce doctoral-level, original scholarship in their proposed topic area—Institutional Review Board preparation and approval. Successful Published Candidate, July 2019; two Doctoral Candidates in Dissertation as of September 2019. Committee member for four additional dissertation candidates in 2020.

National American University: As of 2022 (June), I have served as a committee member for three students. As of Jan 2023, I am the committee member as the Subject Matter Expert on a second doctoral candidate.

Journal Reviewer
2021-Present, reviewed journal manuscript articles for Policing and Oxford University Press academic journals.

Certifications

Certified Juvenile Probation Officer (Texas Juvenile Justice Department) November 2023

Intelligence Fundamentals Professional Certification (Department of Defense)   August 2022

Intelligence Community Advanced Analyst Program (Office, Director of National Intelligence)   June 2016

Teaching Experience

Adjunct Instructor
American College of Education   September 2022 – Present
Department of Leadership and Administration

RES6013 Research Methods
This course provides learners with the foundation and practical application of research methods and designs. Emphasis will be placed on evaluating research literature and aligning the components of qualitative and quantitative methods and designs. Students will explore theoretical frameworks for research studies and dissertations. Ethical research practices will also be explored.

Associate Instructor, Cybersecurity (Part-time)   September 2022 – Present
ThriveDX
Instructor - Cybersecurity Professional Program for Cal State Univ Long Beach
Instructor - Cybersecurity Professional Program for Kansas State University
Instructor - Cybersecurity Professional Program for NEXUS University of Michigan
Instructor - Cybersecurity Professional Program for North Carolina State University
Instructor - Cybersecurity Professional Program for University of Wisconsin-Madison
Lecturer - Cybersecurity Professional Program for University of Colorado at Boulder
Program Instructor - Cybersecurity Professional Program for New York University School of Professional Studies
Adjunct Instructor - Cybersecurity Professional Program for Loyola University
Adjunct Instructor - Cybersecurity Professional Program for New Jersey Institute of Technology
Adjunct Instructor - Cybersecurity Professional Program for Old Dominion University
Adjunct Instructor - Cybersecurity Professional Program for University of Central Florida
Adjunct Instructor - Cybersecurity Professional Program for University of Miami

Developed and used effective teaching strategies to educate students of abilities about cybersecurity, including Cloud Security, etc. Student learning impact of 100% passing of course.

Computer Networking Fundamentals
This course offers a comprehensive introduction to computer networking, providing practical experience in configuring and managing network devices for optimal performance and security. Learners will gain an understanding of network architectures, protocols, and security while honing their device configuration and troubleshooting skills. Through hands-on activities, they will apply critical thinking and problem-solving skills to address common networking challenges.

Microsoft Security System Administration
This course offers hands-on training focused on securing Microsoft Windows environments, providing learners with the practical knowledge and skills needed to implement security features and tools, including Microsoft Defender, BitLocker, and Windows Firewall. They will also be able to configure and manage networks to ensure security and stability using system admin tools. By the end of the course, participants will understand the basics of Microsoft's infrastructure and be able to implement and maintain secure Windows environments in various professional roles.

Microsoft Security
This course teaches how to manage and operate a Microsoft domain environment that includes Windows Server 2016 operating systems—the most common data center system in use today. Course participants will learn the differences between newer OS versions, such as Windows Server 2019. This course also covers security aspects and the hardening of the Windows environment and systems.

Digital Forensics and Incident Response & Threat Hunting
This course covers digital forensics and incident response (DFIR). The curriculum prepares you for the CompTIA Security+, CompTIA CySA+, and (ISC)2 SSCP certification exams. You will learn how to conduct successful threat-hunting procedures, how to identify elusive threats that evade existing security countermeasures, how to handle cyberattacks as they occur, and the dynamics of working on a security operations center (SOC) team. Throughout this course, you will study advanced threat-hunting techniques such as machine learning, situational awareness, user behavior analytics, and intelligence. The curriculum provides you with comprehensive familiarity with the role of SOC teams in various organizations and how to prepare for and manage attacks in real-time. You will also conduct an in-depth study of digital forensics and learn to investigate network and host attacks and reverse-engineer malware to understand its purpose and execution on vulnerable systems.

Game Theory Strategy in Cybersecurity
This course introduces the fundamentals of Game Theory, a tool essential to understanding how players interact, the rational (or irrational) thinking of attackers, and thinking out of the box regarding securing networks. The course material broadens learners' perspectives on many strategic topics, teaches them how to use Game Theory to model real-world scenarios, and provides them with the knowledge necessary to apply Game Theory methods to find creative solutions for organizational defense.

Full-Time Instructor
Columbia Southern University   February 2019 – Present
College of Safety & Emergency Services
Currently teaching undergraduate and graduate Criminal Justice and Homeland Security courses. Course curriculum developer, course writer, and instructional designer.

Academic Program Review Committee Chair (2020-2021 & 2022). The Academic Program Review Committee (APRC) coordinates the continuous review of all colleges' academic programs within the University. For continuous improvement and planning, the Committee directs the creation of the annual report of educational programs. In addition, it summarizes findings and recommendations for improvement to the Office of the Provost and Office of Academic Affairs via the Faculty Advisory Committee (FAC).

Academic and Student Affairs Policy Committee (2021-2022). The committee is responsible for the review of new, modified, and discontinued policies and procedures submitted through Track I of the Institutional Decision Procedures. Responsibilities included the review and advice of Administratively Responsible Persons (ARPs) of submitted policies and procedures. Draw upon the expertise and knowledge of university faculty and staff as needed. Uphold the university mission, service to students, and Track I process carefully, considering all policies and procedures. Vote on all submissions and communicate appropriately. Preserve decisions in meeting minutes. As the Track I process outlines, provide recommendation(s) to academic and student affairs leadership.

Chapter Coordinator for the Order of the Sword and Shield since June 2020. Over 90 new inductees since July 2021 and over 225 active and alums members.

Graduate Courses Taught:
INT 3309 – Espionage and Counterespionage
Provides a historical overview of espionage techniques both domestically and globally and how these techniques have assisted intelligence operations. Topics covered include how espionage and counterespionage impact decision-making within the intelligence community and the effects on national security when mistakes are made within intelligence collection. This course highlights key elements and oversight methods of espionage within the US intelligence community and explains the role of the 1917 Espionage Act. Students assess changes within the intelligence community over time and how this has. It resulted in evolving espionage methods and priorities. Students also analyze emerging technologies that assist with current day counterespionage practices and explore how economic espionage impacts national and international interests.

MCJ 6374 – Special Topics in Criminology and Criminal Justice
Introduces contemporary criminology and criminal justice issues, developed around the writings of leading criminal justice researchers and specialists while exploring the current issues surrounding cybercrime and cyberterrorism. Students study criminal justice agencies, institutions, processes, strategies, threats, and personnel working with cybercrimes and globalization's impact on cybercrime and terrorism.

CMJ5301 – Theory of Crime and Criminology
Historical explanations of crime and criminal behavior address the social impact of crime, crime prevention, and research into current issues.

CMJ6304 – Global Terrorism
The evolution of new laws creates a cooperative environment coordinating training and action measures between local, state, and federal agencies to singularly respond to and prevent terrorist threats and incidents.

BCJ4301 – Management and Supervision in Criminal Justice
An overview of supervisor and middle management roles in criminal justice agencies emphasizes the importance of interpersonal skills, co-worker relations, and various leadership styles' positive and negative aspects.

BCJ4701 – Criminal Justice Organization and Administration
Defines and analyzes criminal justice system organizations, including human resources planning and management, research studies, environmental factors, centralized authority, and other issues.

MCJ5532 – Research Methods in Criminal Justice
Examines research and methodology specifically designed for criminal justice applications to develop and implement basic research.

HLS4304 – Intelligence Process
Provides an in-depth analysis of the concepts and theoretical underpinnings of the United States intelligence process. Students analyze intelligence cycles and processes, collect intelligence information and data, and participate in simulations examining the student's role in real-world scenarios linked to various U.S. Intelligence agencies.

CMJ6303 – Forensics Criminal Intelligence Analysis
Examines the historical timeline of forensic science in the field of criminal justice. Forensics, as it relates to current laws and legislation, is also presented. Students also describe current trends and issues within forensics and create professional career strategies for criminal justice agencies.

OPS2302 – Military Logistics
This course examines military logistics in support of combat theater operations and disasters. During this course, students will explore and analyze the concepts and theories regarding logistics and operational support principles. Students will examine the basic concepts of military logistics and operations and active support through the course readings and individualized research.

BCJ3801 – Criminal Evidence and Legal Issues
This course examines the laws governing proof of facts and evidence presented in trials and common law. Students study the practical application of the rules of criminal procedure regarding evidence, the burden of proof, presumptions, judicial notice, and the essential functions of courts as the third facet of the criminal justice system.

Courses Developed/Revised:
INT3301 – Introduction to Intelligence
Introduces students to the primary intelligence disciplines used by the United States Intelligence Community (USIC) enterprise for national and homeland security and provides an examination of intelligence as a function, process, and product. Students explore the intelligence cycle, the analytical standards, and analysis concepts using structured analytical techniques. Specific emphasis is placed on developing skills related to the intelligence cadre's critical thinking, analytic writing, and analysis techniques.

HLS5301 – Advanced Seminar of Weapons of Mass Destruction
Presents a balanced approach and detailed description of the security environment while illuminating the multidimensional nature of weapons of mass destruction and terrorism. Explores technical aspects of threats, terrorist capabilities, and risk assessments form the basis for strategic decisions.

HLS4304 – Intelligence Process

Provides an in-depth analysis of the concepts and theoretical underpinnings of the United States intelligence process. Students analyze intelligence cycles and processes, collect intelligence information and data, and participate in simulations examining the student's role in real-world scenarios linked to various U.S. Intelligence agencies.

MCJ5135 – Theory of Crime and Criminology
Historical and theoretical explanations of crime and criminal behavior address the social impact of crime, crime prevention, and research into current issues.

CMJ6309 – Forensics Criminal Intelligence Analysis
Examines the historical timeline of forensic science in the field of criminal justice. Forensics, as it relates to current laws and legislation, is also presented. Students also describe current trends and issues within forensics and create professional career strategies for criminal justice agencies.

OPS2302 – Foundations of Military Logistics
This course examines military logistics in support of combat theater operations and disasters. During this course, students will explore and analyze the concepts and theories regarding logistics and operational support principles. In addition, students will examine through the course readings and individualized research the basic concepts of military logistics and operations and active support.

Instructor (Doctoral) – Adjunct   December 2021 – Present
St. John's University, New York
College of Professional Studies
Instruct doctoral and graduate-level studies for homeland security and criminal justice curriculum.

Courses Taught:
HLS 314 – Leadership in Public Administration
This course examines the field of public administration with specific emphasis placed on the executive and leadership responsibilities of criminal justice and homeland security administrators. Students review the literature in the area presented by scholars and practitioners and examine the socio-economic, political, and technological environment in which the current criminal justice and homeland security leaders operate. Seminal works in the field of public administration are analyzed, including Woodrow Wilson's "The Study of Public Administration" and Chester I. Barnard's "The Function of the Executive." A thorough examination of the various paradigms in administration is undertaken in this course.

HLS 108 – Enterprise Risk Management
An analysis of the role that enterprise risk management plays in managerial and leadership decision-making within homeland security organizational environments is performed through this course. Students will identify and analyze risks faced by upper-echelon managers and the strategic decision-making steps needed to acquire an appropriate risk appetite. In addition, enterprise risk topics such as constructing frameworks for managing strategic and operational risks and strategies to outsource risks will be discussed.

English Literature – Teacher   August 2022 – July 2023
Poetry Community Christian School, Poetry, TX
Instructed students in grades 9 through 12, imparting knowledge of literary works, themes, history, and English. Encouraged critical thinking, fostered a love for literature, and ensured students attained the literacy skills necessary for college and career readiness. 11th and 12 Grade courses were Advanced Placement/College Dual Credit.

Instructor - Adjunct   August 2014 – August 2022
American Military University, Charles Town, WV
Instruct and facilitate graduate-level Intelligence courses in the School of Global Security Studies to mentor the Master Thesis Capstone students (methodologists).

2021-2022 – Curriculum Committee member for the American Public University System.

*2021 - Mary Kim Ward Award Reviewer.
*School Curriculum Committee Faculty Representative: 2020-2021. As a faculty member, I play an integral role as a subject matter expert and vote on the curriculum committee. Additionally, I assisted in creating and evaluating current programs of study and proposing revisions to the curriculum to ensure students are consistently offered relevant course content to develop skills necessary in a global society.

*I have conducted course curriculum revisions for several courses. In addition, since 2008, I have acted as a university ambassador for prospective students.

Courses Taught:
INT623 - Human Intelligence
This course provides an overview of HUMINT operations, including mission-target analysis, operational planning, execution and evaluation, cover, security and communications, collection and reporting, and financial management. Students will be expected to demonstrate the ability to assess, articulate, and defend the soundness of operational concepts, plans, and budgets.

INTL616 - Ethical Challenges in the Intelligence Community
This course examines issues of ethics, morality, and legal principles in the context of Intelligence through an in-depth critical analysis of the primary ethical philosophies and legal doctrines as they apply to contemporary U.S. Intelligence. In addition, students will research moral, psychological, and legal issues about various topics. Finally, the course evaluates a problem related to ethical-moral and legal choices within the intelligence community.

INTL508 - Intelligence Analysis
This course studies intelligence analysis and its relationship to military, political, and economic security threats. It focuses on a variety of aspects related to both U.S. and foreign research and the analytical process, including the evolution of the intelligence process, its application in responses to threats, perspectives on intelligence action since World War II, principles of analysis and response, and assessments of successes and failures of such actions. The student will develop a foundation to understand and conduct critical research based on the collection. Students will develop a case study of a current or historical threat vector to national economic, political, or military security and participate in a simulation that analyzes a threat.

INTL507 - Intelligence Operations
This graduate-level course introduces the theory and practice of intelligence operations. The course will focus on the intellectual resources necessary to carry out the full range of intelligence operations using intelligence agencies' tools, techniques, and resources.

INTL604 - Interagency Operations
Learn how to improve interagency relationships among security, defense, and intelligence agencies. This course introduces the student to theoretical and practical material for understanding individual organizations' behavior and what can be done to make organizations work more closely together at the federal, state, and local levels. Students are introduced to theoretical material on organizational cultures, bureaucracy, social trust; individual, group, organizational decision-making; and interagency collaboration. Emphasis is placed on explaining why organizations act the way they do and how to improve interagency coordination.

INTL610 - Counterintelligence
This course focuses on both U.S. and foreign aspects of counterintelligence, including the history and evolution of counterintelligence, the differences between passive and active CI measures, principles and processes of counterintelligence and its relationship to covert action, the ethics of counterintelligence, and the evaluation of CI successes and an estimate of the damage caused by failures. The student will develop a comprehensive knowledge of counterintelligence's use and practices, especially in protecting homeland security and national security interests against foreign adversaries. Additionally, the collection process and future changes in CI technology will be discussed.

INTL635 - Indications and Warnings
This course provides insight into information gathering and the need for indications and warnings on priority issues, including natural disasters, terrorism, critical infrastructure threats, and other vital events that potentially affect the United States' national security. Through a series of readings and discussions, students learn about various intelligence indicators and vulnerabilities to the I&W system. In addition, students examine case studies to assess strategic surprise to understand best the relationship between early warning, operations planning, and information sharing.

INTL501 - Strategic Intelligence
This course examines the current structure, function, capabilities, and contributions of individual U.S. national intelligence community members. Students appraise the intelligence cycle by overviewing the intelligence planning, collection, exploitation, analysis, production, and dissemination phases. The course

also evaluates the intelligence oversight system, the restrictions on national intelligence community activities prescribed by federal law, and executive and agency directives.

INTL653 - Deception, Propaganda, and Disinformation
This course provides an overview of deceptive techniques, how they work, and how they can be defeated. It begins by understanding fundamental psychological principles and practices and then looks at crucial information practices. Finally, we look at how they developed from WWI to the present. Students will be exposed to and analyze deception and other persuasion techniques throughout the course. These deceptive techniques are illustrated with historical and current case studies, scenarios, and interactive simulations. This course focuses on specialized area knowledge related to persuasion, focusing on deception and related efforts to achieve strategic objectives of a state or near-state. This includes deception, disinformation, and propaganda. Students will engage in a specialized, task-based assignment, produce several short papers, and apply what they've learned in a practical project.

INTL699 - Intelligence Studies Capstone
The Master's Capstone in Intelligence Studies is a capstone course for graduate programs in Intelligence Studies. As thesis advisor, I serve as the chair of the student's Master's Thesis Committee and assist and guide the student through the process of thesis production, from the selection of the thesis topic and the members of the thesis committee, study design, proposal preparation, submission of IRB proposal, preparation for the experiment, data collection, data analysis and interpretation, and thesis writing, As the thesis advisor, I also check that the student meets all coursework requirements before accepting their final thesis.

INTL502 – Collection
This course is a study of intelligence collection and information gathering. It focuses on various collection issues on how Intelligence is gathered and processed. This course will cover intelligence collection disciplines and concepts. The focus of the class is threefold:
1. The course focuses on collection management, especially in a joint and interagency environment.
2. It centers on the intelligence collection disciplines: Human Intelligence (HUMINT), counterintelligence (CI), open-source intelligence (OSINT), signals intelligence (SIGINT), measurement and signature intelligence (MASINT), and geospatial intelligence (GEOINT) while examining their strengths and limitations and the various domains (space, air, ground, maritime, and cyber).
3. The course concludes by examining the future of Intelligence Collection in the 21st Century and some of the challenges and opportunities ahead.

INTL401 - Critical Analysis
This course introduces critical thinking, intelligence analysis, and structured methodologies. Functions associated with information processing, including perception, memory, and information evaluation, are examined. Cognitive biases (conscious and unconscious) and strategies to mitigate their impact are also assessed. Students will also conduct a detailed assessment of the consequences of faulty analysis.

CRMJ401 - Human Trafficking
Human Trafficking is an upper-level undergraduate course designed to help students understand contemporary human trafficking and modern-day slavery. In this course, students will assess the different legal frameworks used to combat human trafficking worldwide and analyze the other discourses used to discuss the trafficking phenomena. Students will learn important terminology in this field, the different types of human trafficking, and an understanding of the problem's scope domestically and globally. The course will also explore the physical, emotional, psychological, and spiritual trauma experienced by victims of human trafficking and the methods used to recruit and control them. The government's roles, the criminal justice system, the media, faith-based organizations, organized crime, and culture play in this thorny human rights and social justice issue.

INTL402 - Intelligence Analysis
This course builds upon the foundations of critical analysis taught in INTL401, expanding the student's repertoire of analytical techniques. Students explore creative analysis techniques, including hypothesis generation, red-teaming, and adversarial collaboration. In addition, students focus on Intelligence as a service to decision-makers, including principles of customer-focused writing and techniques for analytic problems designed to provide tactical, operational, or strategic support.

INTL443 - Foreign Intelligence Organizations

This course introduces students to several foreign intelligence organizations that play a significant role in U.S. strategic intelligence, foreign policy, and national security strategy planning. Each country's organizational structure, collection methods, operational strengths, and weaknesses will be assessed to evaluate its overall relative effectiveness.

INTL446 – Intelligence and Narcotics
This course surveys the role of narcotics and the illicit drug trade as risks to national security, international development, and progress. The purpose is to assess domestic and foreign intelligence gathering and analysis, emphasizing counter-narcotics policies and strategies. Students will be able to analyze critically, strategically assess effective intelligence collection, and evaluate the impact of current drug interdiction efforts by federal, domestic, and international agencies.

HLSS498 - Senior Homeland Security Seminar
This senior capstone course allows students majoring in homeland security to analyze specific program-related issues and problems using the knowledge and understanding gained by completing the required studies in the program and a significant number of the major courses. This capstone course will be taken after all other English courses have been satisfactorily completed.

Courses Revised:
INTL409 - Counterintelligence
This course introduces students to counterintelligence analysis of foreign intelligence entities. Students will learn and apply counterintelligence basic principles, concepts, core competencies, functions, and missions outlined in the U.S. National Counterintelligence Strategy. In addition, students will be instructed in the analytical process, denial and deception identification, analytical techniques, threat profiling procedures, and analytical tools and databases.

SCMT498 - Senior Seminar in Security Management
The Capstone course is a senior-level course designed to allow the student to review, analyze, and integrate the student's work toward a degree in Security Management. The student will complete an approved academic project or paper demonstrating mastery of their study program in a meaningful culmination of their learning and assess their mastery of the stated outcomes of their degree requirements. NOTE: All required core and major courses must be completed before enrollment in this course. The student must have SENIOR standing to register.

SCMT371 - Legal and Ethical Issues in Security Management
This course assesses legal and ethical issues that inevitably affect security managers. It examines security management dimensions, including pertinent points of civil and criminal law, personnel law and obligations, negotiations, contract management, individuals' constitutional rights, legal compliance, liability, ethical standards and dilemmas, and decision-making.

Adjunct Instructor (online)
Quincy College, Quincy Massachusetts
Department of Criminal Justice (April 2021 – April 2022)
Instruct undergrad-level Criminal Justice courses.

CJS 103 – Criminology
The nature and cause of criminal behavior in contemporary America, the social forces involved, the significant causes of lawbreaking, and the analysis of social responses to criminals, including the workings of the police, courts, laws, and prisons, are studied.

CJS 105 - Criminal Evidence & Investigation
An examination of the kinds and degrees of evidence and the rules governing the admissibility of evidence in court. The student will study the fundamentals of investigation, crime scene search and recording, collection and preservation of physical evidence, source of information, interviews, interrogation, follow-up, and case preparation.

Associate Dean of Intelligence Management and Foreign Languages
National American University
Henley-Putnam School of Strategic Security January 2019 – March 2020

Oversaw the design, implementation, and support of the Intelligence Management Studies graduate and undergraduate programs. As Associate Dean, I provided system-wide leadership and facilitation for

design implementation and improvement of Intelligence Management education. Works collaboratively with other deans to offer superior student academic support. Collaborates with faculty throughout the system to ensure excellence in teaching-learning and assessment—provided leadership in creativity for course delivery.

*Responsible for overseeing and facilitating curriculum assessments per Higher Learning Commission recommendations for accreditation.
*Worked directly with Enrollment and Success Counselors regarding all student issues.
Evaluation of faculty performance and works with the faculty for improvement. Facilitates the hiring and administration of faculty and subject matter experts for instruction/course curriculum.
Represents NAU with the highest level of integrity and professionalism. Creates and delivers workshops and seminars to meet the needs of all faculty members teaching. Facilitating ongoing evaluation and improvement of curricula, learning outcomes, and competencies supports student success and learning outcomes. Conducts outreach with associations, U.S. government entities, etc., to further academic partnerships and alliances.

*Served on the Undergraduate Academic Affairs Council, New Product Committee, Faculty Quality Review, Rubric Development Committee, Branding, and Marketing Initiatives and participated in networking and development efforts as necessary.

Adjunct Instructor
National American University September 2016 – January 2019
Instructed undergraduate and graduate-level Intelligence Management and Counterterrorism Courses. Member of Graduate studies ePortfolio oral presentations.

Graduate Courses Taught:
INT502 - Vetting
The word vetting is a technical term used in agent authentication. The vetting process tests and examines agents to determine their reliability and truthfulness in reporting information. It is designed to weed out fabricators and double agents. In addition, the vetting process considers the possible willful dishonesty of agents/sources and their limitations in accurately remembering and reporting information. This course teaches how vetting is conducted and how the reliability of a source is established, quantified, reported, and verified.

INT609 - Case Studies in Covert Operations
This course is a graduate-level seminar where students study and evaluate various declassified covert operations in light of their goals, planning, execution, success or failure, and the fallout that may have resulted. Students will use these case studies to plan, run, and terminate covert operations for maximum benefit and minimal negative fallout while maintaining the necessary degree of deniability.

INT552 - Counterespionage
Counterespionage is that aspect of counterintelligence designed to detect, destroy, neutralize, exploit, or prevent espionage activities through identification, penetration, manipulation, deception, and repression of individuals, groups, or organizations conducting or suspected of conducting espionage activities. Several infamous spies have been uncovered through one method or another. The military, FBI, and CIA have all been affected. This course will look at counterespionage organizations and the spies that have been exposed.

INT595 - Advanced Intelligence Operations
This course is designed to familiarize graduate students from diverse backgrounds with the principles, practices, and vernacular intelligence operations. Students will study the history and current makeup of the U.S. Intelligence Community (I.C.). The course distinguishes positive or foreign intelligence collection operations from paramilitary or covert operations and counterintelligence operations.

TCT595 - Advanced Counterterrorism Operations
This course will define terrorism and its genesis, stages, and characteristic features. Students will identify and explain the aims and characteristics of various types of terrorism. Students will differentiate between military and law enforcement tools to counter terrorism and the appropriate applications of each. Demonstrate how to formulate national, political, and diplomatic policies to engage terrorists effectively. Students will also develop a broad-based counterterrorism operations directive based on known case studies.

TCT596 - Advanced Terrorism Studies
This course is designed to introduce the subject of terrorism, both international and domestic. It explores, explains, and clarifies key definitions and conceptual issues, describes terrorists (including the sociological and psychological characteristics of both leaders and members) and identifies their methods, including organizational structures, target selection criteria, operational tradecraft, and weaponry. In addition, this course surveys a wide range of existing terrorist groups, examines specific high-profile themes (e.g., CBRN terrorism, suicide terrorism), and assesses the nature of the threat terrorists pose to global security.

Assistant Professor - Adjunct   June 2013 – September 2019
Colorado Technical University, Colorado Springs, CO
Teach undergraduate and graduate Criminal Justice, Homeland Security, and Cybersecurity Management courses for the Center for Security Studies Degree program and the School of Economics and Finance.
        Revision Committee – CJUS 141 Introduction to Criminal Justice
I am certified as an Assessment Officer – in April 2018. Since then, I have completed several assessments.
Faculty Handbook Revision Subcommittee – Student Escalation (May 2018)

Undergraduate Courses Taught:
CJUS254 Introduction to Homeland Security
The course introduced the theory and practice of homeland security in public and private sectors at the national, regional, state, and local levels. Provided an overview of the administrative, legislative, and operational elements of homeland security programs and processes (including a review of homeland security history, policies, and programs). The course instruction also touched on sub-disciplines within the enterprise: counterterrorism, emergency management, public health, transportation security, maritime security, border security, and critical infrastructure protection, as well as the agencies, organizations, and institutions involved in these fields.

HLS 410 Psychology of Fear Management and Terrorism
The course examined the motivations of terrorist groups and the psychological impact of terrorist attacks. Additionally, it aids in understanding the role of government and the media in shaping the public perception of and response to terrorist events. Finally, I have applied the knowledge gained to broaden my understanding of approaching complex problems.

HLS 360 Counterintelligence (CI)
The course introduced students to the foundations of counterintelligence concepts, such as CI basic principles, concepts, missions, and functions, and basic tradecraft. Additionally, I taught CI operations and techniques, history, and evolution in the United States.

CJUS 253 Homeland Security
The course introduced the changing dynamics of homeland security at national and state levels. It explored the various dynamics of protecting different environments. The history and dynamic future of terrorism were also examined globally.

CJUS 275 Security Management
This course provides an overview of principles and issues in business and organizational security management. Students can examine the challenges of various security aspects, such as personnel, facility, and information. Principles of loss prevention and the protection of assets are also covered.

HLS 300 HR and Administrative Issues in Homeland Security and Emergency Management
This course introduces the student to the many human resources and administrative issues related to Homeland Security and Emergency Management. In addition, the student will learn about diversity in the Homeland Security workplace and how diversity impacts how homeland security and emergency management personnel do their jobs.

HLS 460 Advanced Application of Intelligence in Homeland Security
This course looked at local law enforcement and the United States Intelligence Community. It introduced the student to state and local intelligence activities and discussed policing and actionable intelligence. The student was exposed to the Patriot Act's policy and legal issues, wire-tapping, advanced interrogation techniques, and other cultural/legal issues associated with collecting information on U.S. citizens. By the end of the course, the student evaluated the impact of local policies and strategies on collecting, sharing,

coordinating, and analyzing intelligence. Additionally, accurately describe and discuss the challenges in collecting intelligence for local law enforcement and national security and local law enforcement's relationship to the intelligence fusion centers.

HLS 350 Introduction to Intelligence
This course introduces the student to the principles of intelligence, the different intelligence disciplines, the intelligence cycles, and the intelligence community.

HLS 315 Interagency Relationships in Homeland Security
This course introduces the student to the relationships between various Homeland Security and Emergency Management agencies. Federal, state, and local agencies all play a role in Homeland Security and Emergency Management. This course helps the student understand how the various agencies interact and work together to protect them from hazards and threats. Students will also develop leadership skills vital to communicating and coordinating with other agencies.

HLS 325 Research Methodology and Policy
Understanding the role of research and policy analysis in homeland security and emergency management is incredibly critical. Students will learn and demonstrate research methodology within the homeland security and emergency management system and become familiar with the range and scope of quantitative and qualitative tools available to criminal justice researchers. This course will assess the homeland security and emergency management system, including research theory, inquiry structure, observation modes, data interpretation, program evaluation, and policy analysis. This course is designed to give the student a fundamental understanding of statistical analysis, developing and constructing a research plan, and evaluating the research results in the context of Homeland Security and Emergency Management.

Graduate Courses Taught:
HLS 610T Dynamics of Terrorism
The purpose of this course is to provide an introduction to the operational and organizational dynamics of terrorism. It considers those who act as individuals in small groups or large organizations. It also finds indigenous actors and those who come to the United States to raise money, recruit or commit their acts of violence. In every instance, its focus is on violent, clandestine activity that has a political purpose or effect, whatever its motivation. The course addresses such specific topics as suicide terrorism, the role of the media, innovation and technology acquisition, the decline of terrorism, and ways of measuring the effect of counterterrorism policies and strategies. The course also looks briefly at sabotage. By the end of the period, students should design effective countering measures and respond to terrorism based on understanding its organizational and operational dynamics.

HLS 640T Vulnerability Analysis and Protection
The course begins with an overview of risk, its definition, and its application to critical infrastructures related to the National Infrastructure Protection Plan (NIPP). We then investigate measures, tools, and techniques for CIP assessment. The course develops a network theory of vulnerability analysis and risk assessment called Model-Based Risk Assessment (MBRA) used to extract the critical nodes from each sector, model the nodes' vulnerabilities by representing them in the form of a fault tree, and then apply fault and financial risk reduction techniques to derive the optimal strategy for protection of each sector. Students will also apply Project Management methodologies to approaching challenges in the critical infrastructure sectors. The sectors are studied to learn how they are structured, how regulatory policy influences protection strategies, and how to identify specific vulnerabilities inherent to each industry and its components. After the course, students will apply CIP techniques (MBRA and others) to any critical infrastructure within their multi-jurisdictional region and derive optimal strategies. Draft policies to prevent future terrorist attacks or natural disasters. The course also looks at public-private partnerships and the more significant role of the private sector in homeland security.

CYBR 611 Fundamentals of Cybersecurity Management
This course provides an overview of data and technology principles that define cybersecurity. To understand the importance of cybersecurity and cybersecurity professionals' roles, students examine the underlying concepts of cybersecurity and information security, define commonly used terminology, discuss current and past cyber incidents, and identify factors that affect cybersecurity systems.

CYBR 613 Cybersecurity Risk and Compliance

This course examines the risk and compliance issues that impact the organization's design and integration of cybersecurity policies and procedures. Topics covered include the regulatory, federal state, and risk assessment techniques that defend against cyber threats.

CYBR 617 Applied Cybersecurity Management
This course emphasizes technical and managerial decision-making within the cybersecurity construct while examining the practical aspects of cybersecurity and its applicability in an administrative role. This course systematically evaluates best practices, determines operational strategies, and allocates resources within a business cybersecurity framework.

CYBR 609 Professional Communication for Cybersecurity Managers
This course prepares managers to communicate their ideas and technical information throughout the organizational hierarchy. The system provides a framework to develop the skills necessary to successfully advocate cybersecurity information, initiatives, and ideas to influence or motivate others throughout the organization. Digital communication and its impact on cybersecurity management objectives are also explored.

CJUS 687 Homeland Security Concentration Capstone
The Homeland Security Capstone is designed to integrate and synthesize all coursework in the MSM-HLS program and related areas, allowing the student to demonstrate the professional competencies associated with a broad conceptual and practical understanding of the homeland security field. In addition, students will evaluate case studies and other materials to demonstrate written competency in the areas of research, law, policy, critical infrastructure protection, and planning, allowing students to incorporate knowledge and experience as they apply ethical principles in developing effective strategies to confront issues facing practitioners within the realm of homeland security.

HLS 604 Intelligence Organizational and Policy Challenges
The course examined vital questions and issues facing the USIC and its role in homeland security and defense. Teaching the course allowed me to fully address policy, organizational, and substantive homeland intelligence support issues. Thus, emphasizing policy, oversight, and intelligence matters support homeland defense/security and national decision-making. Throughout this course, I was able to expand my knowledge of communities of interest, focus my efforts on homeland security intelligence support issues at the State/Local/tribal levels, and apply the principles of overcoming the organizational and policy challenges to my Bureau duties to increase my resources and production.

HLS 642 Government and the Cyber Sector
This course explores the fundamental roles of government and industry for cybersecurity, society's expectations, and the regulatory, technological, and cultural constraints and obstacles that exist for government and industry. These roles are explored by comparison against historical models, core principles of American society, and legal and policy considerations.

HLS 603 Technology Solutions for Homeland Security
In today's information age, homeland security (HLS) professionals and the agencies they lead depend more on technology and information-sharing to strengthen national preparedness. The need to share information through interoperable technologies and quickly collect and synthesize data has become critical to national security. This course provides HLS professionals with the knowledge to leverage technology to prevent, protect against, respond to, and recover from terrorist and natural-born incidents. It also provides an in-depth understanding of inspection, detection, and surveillance technologies; information sharing and knowledge management systems; and communication systems. Students explore and analyze management challenges currently facing HLS professionals, such as Information Assurance, voice, data, sensor interoperability, and technology implementation and acceptance. This knowledge will help HLS professionals become more effective technology consumers and recognize opportunities where technology solutions can provide a strategic advantage. Students will also employ project management techniques to address potential solutions to technological challenges in HLS. The course's ultimate objective is to enable HLS professionals to effectively evaluate, select, and implement technology to strengthen capability-specific national priorities better.

HLS 641 Introduction to Cyber Security Policy
This course explores the policy contours of cybersecurity. It reviews the field's dimensions, including cybersecurity as an evolutionary period of change, converging disciplines and established institutions and frameworks, and the challenges of integrating cybersecurity policy horizontally across the verticals of

other disciplines and governance structures. Topics include national and homeland security dimensions, privacy, public-private partnerships, information sharing, and the Internet's asymmetric challenges.

HLS 600 Fundamentals of Homeland Security

This course explores the U.S. strategy for achieving Homeland Security. First, it outlines the implications of the U.S. strategy for local and state homeland security strategies, especially concerning prevention. Next, it provides the student with an understanding of the basic vocabulary of Homeland Security and evaluates the role of leadership in the establishment of Homeland Security. Lastly, the student will describe the significant solutions proposed for Homeland Security and cite its advantages and disadvantages.

HLS 630 Organizational and Policy Challenges

The course examined vital questions and issues facing the USIC and its role in homeland security and defense. Teaching the course allowed me to fully address policy, organizational, and substantive homeland intelligence support issues. Thus, emphasizing matters affecting policy, oversight, and intelligence support homeland defense/security and national decision-making. Throughout this course, I was able to expand my knowledge of communities of interest, focus my efforts on homeland security intelligence support issues at the State/Local/tribal levels, and apply the principles of overcoming the organizational and policy challenges to my Bureau duties to increase my resources and production.

HLS 602 Dynamics of Terrorism

The course provided an introduction to the operational and organizational dynamics of terrorism. It considers those who act as individuals, in small groups or large organizations; it considers indigenous actors and those who come to the U.S. to raise money, recruit or commit acts of violence. With a focus on violent clandestine activity, it has a political purpose or effect, whatever its motivations. The course addressed such specific topics as suicide terrorism, the role of the media, innovation and technology acquisition, the decline of terrorism, and ways of measuring the effect of counterterrorism policies and strategies.

HLS 644 Emerging Initiatives of Cyber Security Strategy

The introduction to the U.S. government's cybersecurity strategies and plans included the Comprehensive National Cyber Security Initiative, White House 60-day Cyberspace Policy Review, and National Military Strategy. In addition, students were expected to review and consider non-US cybersecurity strategies and plans. Finally, national plans and private sector initiatives were assessed to encourage critical thinking about security in the digital age. Grasping a better understanding of cybersecurity from a strategic level has allowed me to apply the knowledge to my work in HCF and other White-Collar criminal matters.

Adjunct Instructor – Online

Touro University Worldwide October 2017- October 2019
> Teach online Cybersecurity, Criminal Justice, and Public Administration courses to graduate-level students.

Dissertation Chair (3) and committee member (5): Responsible for guiding the Ph.D. candidate to produce doctoral-level, original scholarship in their proposed topic area. Institutional Review Board preparation and approval.
Successful Published Candidate, July 2019; two Doctoral Candidates in Dissertation as of September 2019. Committee member for four additional dissertation candidates in 2020.

Graduate Courses Taught:
MPA606 Law and Public Policy

This course introduces the law and legal system to public administration and policy. Students have an opportunity to evaluate the impact of the current legislation on the management and efficiency of public administration in organizations. In addition, the consequences of law and public policy formation on public administration will be discussed and assessed.

CJS307 Criminal Justice in World Culture

This course explores the nature of justice in philosophical, historical, and legal terms regarding racial justice, political representation, economic justice, gender and justice, the rights of cultural minorities, and crime and punishment. The course further explores effective formulations of the relationship between law

and culture in sociological literature. Finally, the course examines the global sociological perspective on the development and consequences of laws and the courts in criminal justice.

CBY610 Foundations of Cybersecurity Management
In this course, students learn the basics of I.T. infrastructure and services, their associated vulnerabilities, and the size and complexity of security threats found within organizations. Special topics include cybersecurity principles that include but are not limited to availability, confidentiality, integrity, and governance. Students will learn the basics of cybersecurity infrastructures and other critical areas managers need to develop security practices, policies, and compliance programs. Subsequently, students will view cybersecurity management through legal and regulatory perspectives in the context of assurance and security. Finally, the course will address the cybersecurity manager's role regarding access and authentication, data confidentiality and integrity, data availability, networking, and routing.

MBA602 Ethics for H.R. Professionals
This course provides an in-depth approach to ethical, legal, and social responsibility topics and issues influencing human resource management decision-making. Readings and case studies will stimulate critical thinking and collaborative group discussions that address current ethical and legal issues/topics for the 21st-century human resource management professional.

MBA606 Ethics for Business Professionals
This course provides an in-depth approach to ethical, legal, and social responsibility topics and issues that influence managerial decision-making. Readings and case studies will stimulate critical thinking and collaborative group discussions that address various current issues/topics for the 21st-century leader.

CBY615 Foundations of Data Protection
This course provides students with fundamental data protection techniques to protect data at rest, data in motion, and processing data. Students will examine data protection techniques and learn the fundamentals of cryptology, encryption, protection schemas, and systems vital to cybersecurity managers. Special topics include access controls, availability, authentication, confidentiality, data integrity, and non-repudiation. In addition, students receive an overview of the fundamentals of data protection techniques covered and an overview of defenses against Digital Denial of Service (DDoS) and other data attack types.

Graduate Courses Developed:
CBY620 Compliance and Legal Issues
This course examines legal, privacy, and compliance environments facing US-based organizations. Students will build an understanding of the complexities of these compliances and legal obligations, starting with a general foundation of laws and industry standards that apply to most organizations. Next, the course will review the legal aspects of customer information safeguards. Finally, examining industry verticals will expand the student's knowledge of particular federal and state regulatory and industry-based obligations. This course will also introduce the relevant laws and regulations regarding law enforcement and civil investigation of digital crimes.

CBY615 Foundations of Data Protection
This course provides students with essential fundamental data protection techniques to protect data at rest, data in motion, and data in processing. Students will examine data protection techniques and learn the fundamentals of cryptology, encryption, protection schemas, and systems vital to cybersecurity managers. Special topics include access controls, availability, authentication, confidentiality, data integrity, and non-repudiation. In addition, students receive an overview of the fundamentals of data protection techniques covered and an overview of defenses against Digital Denial of Service (DDoS) and other data attack types. Students will also review concepts relevant to data protection foundations to include but not be limited to networking and routing, security by diversity, and security in depth.

CBY610 Foundations of Cybersecurity Management
In this course, students learn the basics of I.T. infrastructure and services, their associated vulnerabilities, and the size and complexity of security threats found within organizations. Special topics include cybersecurity principles that include but are not limited to availability, confidentiality, integrity, and governance. Students will learn the basics of cybersecurity infrastructures and other critical areas managers need to develop security practices, policies, and compliance programs. Subsequently, students will view cybersecurity management through legal and regulatory perspectives in the context of assurance and security. Finally, the course will address the cybersecurity manager's role regarding access and authentication, data confidentiality and integrity, data availability, networking, and routing.

Associate Professor – Online
Austin-Peay State University August 2016 – October 2019
Clarksville, TN
        Taught online undergraduate Criminal Justice and Corrections courses.

        Undergraduate *Courses Taught:*
CRJ 1060 Introduction to Criminology
Causes and patterns of criminal and deviant behavior; treatment and prevention methods.

CRJ 1050 Introduction to Corrections
Trends and developments in all elements of a modern correctional system for juvenile and adult offenders' treatment.
CRJ 3020 Criminal Evidence Procedure
An in-depth examination of criminal evidence rules in the United States. Topics include trial procedures, the examination of witnesses, real/physical evidence; circumstantial evidence; hearsay evidence and exceptions; privileged communications; declarations against interests, and judicial notice.

CRJ 4000 Law Enforcement Administration
Study of the organization, management, and administration of law enforcement agencies. Topics include police administration in the political arena, organizational theory; police organizational structure; leadership, and organizational improvement.

Adjunct Instructor – Online
Florida State College at Jacksonville August 2016 – October 2018
        Teach online undergraduate Criminal Justice technology courses.

        Undergraduate *Courses Taught:*
DSC 4016 Disaster Policy and Law (Not Purchased)
This course included an overview of homeland security laws and regulations, public safety requirements and policies, privacy rights in the context of security concerns, human resource issues, organizational structure, and management priorities. In addition, students explore FEMA's role in policy, law, and management of natural and human-made disasters. Legal and policy issues impacting appropriate federal, state, local, and private-sector agencies are examined.

Courses Developed:
DSC 4016 Disaster Policy and Law (No Purchased)
This course included an overview of homeland security laws and regulations, public safety requirements and policies, privacy rights in the context of security concerns, human resource issues, organizational structure, and management priorities. In addition, students explore FEMA's role in policy, law, and management of natural and human-made disasters. Legal and policy issues impacting appropriate federal, state, local, and private-sector agencies are examined.

Instructor (2nd Year Tenure Track) – Campus/Online
State University of New York – Canton, NY   August 2016 – January 2018

Developed, reviewed, and instructed undergraduate Criminal Justice and Homeland Security program courses. Assisted the Homeland Security Curriculum Coordinator in matters about the program. Advised students enrolled in Homeland Security and Criminal Justice programs.
Institutional Committees: Faculty Salary Review Task Force (Spring 2017); Academic Integrity Committee (Summer & Fall 2017); Flex Course Pilot Program (Technology) (Fall 2017); C.J. Search Committee (Fall 2017) and Institutional Review Board (Fall 2017)

Organization/Clubs: National Honors Society of the Order of The Sword and Shield Chapter Advisor. Criminal Justice Student Association Co-advisor; U.S. Coast Guard Auxiliary Co-advisor.

        Courses Taught:
JUST 203 Criminal Investigations
This course is designed to teach those skills and knowledge necessary to conduct thorough preliminary investigations of crimes. Techniques used to investigate common categories of crimes will be discussed. A significant emphasis in this course will be preparing and executing investigative plans related to a team

approach. Other skills will include interviewing, crime scene processing, and necessary forensic examination of evidence—three hours of lecture per week.

JUST 314 Ethics in Criminal Justice
This course provides the student with theories and practices of ethics and professionalism in criminal justice. Areas of concentration are law enforcement, courts, and corrections. This course requires students to exercise critical thinking skills to solve daily issues that test criminal justice professionals' morals and ethics.

JUST 375 Methods of Terrorism Through the Ages
The historical roots of modern terrorism, the goals, justifications, and methods of terrorist acts in the successive eras are similar, as the strategies to bring terrorists and their organizations into the political process.

JUST 415 Emerging Issues in Homeland Security
This course explores the evolving nature of the Homeland Security industry. It examines several contemporary issues and their immediate and long-term impact on Homeland Security policies and practices. The roles of the media, law, the Constitution, governmental and corporate entities, and politics at the federal, state, and local levels to determine and shape Homeland Security policy and practice are considered.

JUST 230 Fundamentals of Homeland Security
This course surveys the policies, practices, concepts, and challenges confronting practitioners in Homeland Security with a focus on local entities. First, it provides an overview of domestic security threats from terrorism, weapons of mass destruction, and other related risks and vulnerabilities. Second, it examines the strategies and systems involved in protecting against and responding to threats. Discussion includes the managerial, political, legal, and organizational issues related to crisis planning and response, the National Incident Management System impact on local practices, risk assessment and mitigation, communications and technology systems, medical and public health emergencies, and infrastructure protection.

JUST 323 Multiculturalism in Criminal Justice
This course examines the pervasive influence of culture, race, and ethnicity in the criminal justice system and within society. This course examines the cross-cultural contacts that criminal justice practitioners have with citizens, victims, suspects, and coworkers from diverse backgrounds. This course's central themes include multiculturalism, cultural awareness, understanding cultural differences, cross-cultural communications, racial profiling, hate, racially motivated crimes, and peace officer professionalism.

JUST 355 Public Safety Critical Incident Response
In this course, students study the many facets of critical incident response. The course addresses public safety professionals' specific obstacles while responding to a critical incident or disaster. The material contrasts a typical response to a large-scale critical incident. It requires the students to consider challenges that may not be common to a typical response situation. Students examine the actions a responder may take from the initial response to recovery and the likely consequences of those actions. This class also studies the National Interagency Incident Management System and its application in critical incidents.

JUST 449 Current Issues in Law Enforcement
This course identifies current and emerging issues that may impact a police manager. Students will integrate ethical conduct, morality, civil liberties violations, political correctness, and law enforcement corruption. In addition, current U.S. Supreme Court decisions and opinions, federal and state mandates affecting agency policies and procedures, and community activism and involvement will be used to help students evaluate their choices.

JUST 326 Threats to Homeland Security
Students study the post-cold war threats to the United States of America and the related security policies. This course takes an "all-hazard" approach to homeland security and our nation's current threats. Topics addressed include natural hazards, human-made hazards, domestic and international terrorism, weapons of mass destruction, cyber terrorism, and the emergency management planning, model. In addition, this course explains the roles of various first responder agencies and the government's responsibility to coordinate their response.

JUST 425 Intelligence Research and Analysis
This course examines the concepts and practices involved in researching and analyzing intelligence for law enforcement and national security. It looks at intelligence analysts' intelligence research and analysis methods in the U.S. Intelligence Community and Crime Analysts in State and Local Fusion Centers. Students in this course will develop an understanding of intelligence tradecraft, the analytic and research skills used in intelligence work, and an appreciation for the ethical, Constitutional, and civil liberties issues. Specific topics will include analytic tradecraft in conducting analysis and structured analytical techniques used by Intelligence Analysts.

Program Minor Developed:
The **Minor in intelligence** is designed to expand students' exposure and knowledge of the national and homeland security structures, entities, components, and other intelligence-related fields. The minor focuses on the benefits of the overall tradecraft and intelligence concepts as a function, profession, and process in intelligence and law enforcement communities. The minor offers the students flexibility to pursue interests in criminal justice while preparing themselves for careers in the intelligence community and provides students with a foundational understanding of intelligence's theoretical, conceptual, and technological dimensions.

Courses Developed or Revised:
JUST 230 Fundamentals of Homeland Security
This course surveys the policies, practices, concepts, and challenges confronting practitioners in Homeland Security with a focus on locFirst, its entities. It provides an overview of domestic security threats from terrorism, weapons of mass destruction, and other related risks and vulnerabilities. Second, it examines the strategies and systems involved in protecting against and responding to threats. Discussion includes the managerial, political, legal, and organizational issues related to crisis planning and response, the National Incident Management System impact on local practices, risk assessment and mitigation, communications and technology systems, medical and public health emergencies, and infrastructure protection.

JUST 232 Intelligence Analysis (Not Purchased)
This course provides an introduction and overview of the concepts and theory of intelligence, the intelligence process and cycle, collection disciplines, and the U.S. Intelligence Community (USIC) at large. This course examines intelligence's role in policy, oversight and accountability, policies, strategies, and public laws regulating the USIC. In addition, students will examine counterintelligence, counterespionage, covert actions, and their place within the intelligence enterprise.

JUST 231 Introduction to Terrorism, Intelligence, and Homeland Security (Not Purchased)
This course provides a comprehensive overview and examination of Terrorism, Intelligence, and Homeland Security subjects with a simultaneous historical and contemporary look at events and their interrelationship. In addition, this course explores terrorist personalities, organizations, ideologies, and the Acts, Laws, and Policies to combat terrorism.

JUST 375 Global Terrorism: 20th Century to Present
The course examines terrorism throughout the 20th Century to the Present (Post-9/11), how the goals, justifications, and methods of terrorist acts in the successive eras are similar, and the strategies to bring terrorists and their organizations into the political process. This course covers terrorism worldwide, the individuals, and the organizations that perpetrate violence and terrorist acts. Students will review strategies, policies, and the laws used to combat terrorism.

JUST 415 Emerging Issues in Homeland Security
This course explores the Homeland Security industry (Intelligence, Law Enforcement, and Private-sector). It examines several contemporary issues and their immediate and long-term impact on Homeland security policies and practices. The roles of the media, law, the Constitution, governmental and corporate entities, and politics at the federal, state, and local levels to determine and shape Homeland Security policy and practice are considered.

JUST 425 Intelligence Research and Analysis
This course examines the concepts and practices of research and analysis of intelligence for law enforcement and national security matters. It looks at intelligence analysts' intelligence research and analysis methods in the U.S. Intelligence Community and Crime Analysts in State and Local Fusion Centers. Students in this course will develop an understanding of intelligence tradecraft, the analytic and research skills used in intelligence work, and an appreciation for the ethical, Constitutional, and civil

liberties issues. Specific topics will include analytic tradecraft in conducting analysis and structured analytical techniques used by Intelligence Analysts.

JUST 326 Threats to Homeland Security
Students study the post-cold war threats to the United States of America and the related security policies. This course takes an "all-hazard" approach to homeland security and the current threats facing our nation. Topics addressed include natural hazards, human-made hazards, domestic and international terrorism, weapons of mass destruction, cyber terrorism, and the emergency management planning, model. In addition, this course explains the roles of various first responder agencies and the government's responsibility to coordinate their response.

Certified Adjunct Faculty Member, FBI   June 2014 – October 2016
Federal Bureau of Investigation, Quantico, VA
Provide subject matter expertise regarding the Intelligence discipline, financial crimes, and fraud investigations: course facilitation, classroom engagement, and curriculum development.
Courses Taught: Various Intelligence Analysis, Methodology, and Counterintelligence courses.
> Issue Threats: Espionage
> Presentations Skills Course
> Open-Source Intelligence (OSINT) Tools
> Critical Thinking Development
> Best Practices and Sharing Intelligence
> Strategic Partnership and Outreach
> National Intelligence Integration–Counterintelligence and Field Intelligence Group
> Elements of Crime
> Satisfying the elements

Courses Taught:
Health Care Fraud: An overview of the FBI's jurisdiction overall health care fraud matters, government-sponsored benefit programs, private insurance, non-insurance, and medical privacy violations. Many of the individuals who attended presentations were members of anti-fraud agencies and organizations and students in academia who also were developed as potential liaison contacts or tripwires—personally selected by executive management to provide Health care fraud investigations overview presentations to Citizens Academy classes in the Fall and spring of 2013 and 2014.

Understanding Collection Management: An overview of Collection Management (CM) roles, responsibilities, and functions provide a deeper understanding of the Division's CM collaborative efforts with other EIAs to address cross-programmatic issues. This effort increased the identification of intelligence gaps and collection efforts against intelligence requirements, which resulted in more quality-focused intelligence reporting.

Tutor/Instructor   2008 – 2009
Huntington Learning Center Manassas, VA
> Tutored K-12, SAT Preparation: Reading, Writing, and Basic Math

Instructor   2003 – 2007
ManTech International, Falls Church, VA
Developed curriculum for several software tools used by the U.S. Intelligence Community.

As an analytic tool instructor, I detailed to Defense Intelligence Agency (DIA), Joint Intelligence Task Force – Combating Terrorism (JITF-CT).

I have performed significant duties displaying analytic tradecraft and technical knowledge of various programs, databases, and analytical tools.

Conveyed expertise to personnel with all analytic skills and experience through various mediums, training modules and courses, and seminars that were personally developed and implemented throughout the task force.

Conveyed complex topics and technical tools that all could understand, significantly increasing the overall analytical skillsets of JITF-CT analysts.

Courses Taught:

I2 Analyst's Notebook Provided instruction to all users of the i2 Analyst's Notebook visualization tool. Lessons consisted of practical exercises to thoroughly learn the functionality of the tool—utilization of this tool-assisted in better analysis and exploitation of information.

Lead Instructor   2005-2006
Department of Homeland Security, Office of Intelligence and Analysis, Washington, DC
Designed complex training programs related to intelligence analysis and analytical tools.
Directed analytical tool application development and training for use by intelligence and law enforcement analyst.

Courses Taught:
Analytical Tools
Provided user interface and database methodologies as part of the instruction to all users. Tools included ArcGIS, Analyst's Notebook, i2, and various toolsets used exclusively by the Office of Intelligence and Analysis. In addition, individuals examined the multiple databases to perform their missions and goals.

Lead Instructor   2005-2006
Federal Bureau of Investigation, Washington, DC

I designed all aspects of training material used in courses, instructor and student syllabus, course curriculum, and application instruction for Headquarters, Field Office, and Resident Agency personnel.

Led and managed a small team of contract trainers and instructors to perform computer system instruction to FBI Agents, Intelligence Analysts, Forensic specialists, and support personnel.

Managed the development and instruction program for the FBI's Sensitive Compartmented Information Operations Network application and the integration of analytic toolsets to include the FBI's case file management system.

Courses Taught:
Sensitive Compartmented Information Operations Network
The course taught users the basic functionality of SCION and associated tools and databases within the network, such as; i2's Analyst's Notebook, which would be used as a tool kit for Agents and Intelligence Analysts.

Instructor   1993 – 2006
U.S. Navy, Reserve Intelligence Area 19, Washington
DC

Developed the instructor's curriculum, lectures, and practical modules for both Officer and enlisted "Intelligence Specialists."

Facilitated classroom instruction, graded coursework, and administered testing.

Courses Taught:
Basic Reserve Intelligence (2004-2006)
The overall course resulted in the individual graduating as a competent Intelligence Specialist or Intelligence Officer. Modules included; weapons systems and platforms, intelligence community partners' roles and responsibilities, maps, charts, geodetics, basic intelligence report writing, collection disciplines, platforms, intelligence cycle, meanings, and applications.

Anti-Terrorism/Force Protection (1993-2000)
Command briefings and presentations with current intelligence before deployments to be aware of terrorist threats and provide personal protective measures. Senior Executive level briefings provided policy and regulation awareness for command and control responsibilities. Additionally, I conducted the Chief of Naval Operations mandated training for over 1500 military personnel and their family members traveling to high-risk and high-terrorist-threat areas worldwide. My efforts were lauded and praised as a subject matter expert in intelligence, force protection (personal security measures), and anti-terrorism.

Professional and Military Experience

Rockwall County Juvenile Services - Probation Officer (Placement)   2023 - Present

Supervises child throughout the juvenile process by initiating intakes, conducting home, school and office visits to determine what resources are in the best interest of juvenile. Counsels with juveniles, family and other people and/or agencies as needed; provide Crisis Intervention Counseling to families. Conducts ongoing assessment of risk; arranges needed support services, makes recommendations and provides appropriate supervision of all juveniles on caseload. Prepares documentation for cases scheduled for detention and court appearances and/or hearings; testifies before court as to the recommendations required. Maintains written reports and daily chronological notes for each juvenile placed on probation. Conducts monthly random drug testing on juveniles. Works as liaison with the County Attorney's office and offers recommendations regarding court proceedings. Attends staff meetings and training conferences as required for maintenance of Juvenile Probation Officer Certification. Conduct training of staff in department and other Juvenile Probation departments.

Key Responsibilities:
- **Juvenile Residential Placement:**
  o Led selection, oversight, and management of residential placement facilities for juveniles, ensuring adherence to state laws and standards.
  o Coordinated with administrative personnel to establish, renew, and ensure Juvenile Board approval for service provider contracts.
  o Convened on-site reviews, monitored private service providers, and ensured accurate record-keeping pertaining to residential facilities.
- **Administrative and Coordination Duties:**
  o Functioned as the department's Title IV-E Claims and Juvenile Medicaid Tracker Coordinator, ensuring timely preparation and submission of documentation and referrals.
  o Acted as the Community Service Coordinator, crafting and supervising community service projects for probationers.
  o Coordinated and provided programmatic support for Experiential Education initiatives, such as the Junior Master Gardener program.
  o Engaged in research, tracking, and alignment of funding sources and data for residential placement.
- **Case Management and Monitoring:**
  o Administered key assessment tools (CSE-IT and PACT) and case plans in adherence to TJJD standards.
  o Oversaw, monitored, and managed juveniles in residential placement, maintaining detailed case notes and ensuring compliance with court-ordered conditions.
  o Conducted regular meetings with parents, scheduled and facilitated placement visits, and ensured an active role in determining and implementing juvenile case plan goals.
- **Communication and Inter-Agency Collaboration:**
  o Facilitated communication amongst juveniles, parents, probation officers, and service providers to assure optimal placement matches and provision of required services.
  o Attended juvenile hearings, managed transportation of juveniles, and ensured juvenile and parent compliance with legal and contractual obligations.
  o Consulted and collaborated with various agencies, maintaining valuable community contacts for furthering support and resource options for juveniles and their families.
- **Legal Compliance and Reporting:**
  o Ensured strict adherence to department policies, providing timely reporting of new offenses and referral causes to the District Attorney's Office.
  o Prepared for and attended court appearances, maintaining juvenile probation files and ensuring accurate and timely data entry into JCMS.
  o Managed filing of charges against probationers, overseeing cases through court processes, and maintaining compliance with juvenile probation/placement conditions.
  o Executed comprehensive reporting to Chief Administration Officer, alongside adherence to child abuse, neglect, and exploitation reporting as per State law and TJJD standards.
- **Outreach and Community Work:**
  o Engaged in the presentation of informational sessions to civic groups and schools, maintaining active engagement with community resources and entities.
  o Worked in 24-hour shift rotations, on-call duties, ensuring availability for crucial decision-making processes related to juvenile detentions and policy adherence.
  o Maintained continuous professional development, completing required training courses to uphold Juvenile Probation Officer Certification.

Quantum Wealth LLC (Chief Operations Officer)   2020 - Present
Managing the logistics of a multi-million dollar-a-year business and carrying out all of a company's essential duties. Their duties include, but are not limited to, creating an employee taxonomy and

management structure, auditing various workplace processes, and implementing new strategies to improve efficiency and communication across all parts of a company's supply and distribution chain.

- Oversee operational policies and procedures.
- Oversee day-to-day operations, including finance, human resources, and sales.
- Oversee planning, maintenance, and efficiency.
- Prepare operational reports and management reports.
- Ensure compliance on a company, state, and federal level.
- Drive sustainable growth and minimize losses.
- Head outreach and business relations.
- Review budgets and staffing.

Intelligence Career Services (President and Chief Operations Officer)   2010 – 2022
Provided executive-level expert career, training, and education advice to professionals and students (undergraduate and graduate (doctoral) studies). Assist with career path and education opportunities to individuals needing an understanding of how to attain needed training or education for upward career mobility.

Nevada Department of Education (Full-time State employee/Part-time Contractor
                                                                January 2020 – March 2021
Coordinator for School Safety and SafeVoice Programs- Office for a Safe and Respectful Learning Environment

- Fostered the successful growth of K-12, postsecondary, and related education programs throughout Nevada by providing technical assistance, training, and oversight of 17 school districts.
- Oversaw and implemented a $32 million budget over two school safety programs.
- Trained, empowered, educated, collaborated, advocated, and intervened throughout 17 districts to ensure that every Nevada student felt fully physically, emotionally, and socially protected regardless of any differing characteristics or interests.
- Administered the SAFEVOICE program and School Resource Officer, School Safety Specialist, and School Infrastructure security programs statewide.
- In partnership with the Nevada Department of Public Safety, the SafeVoice program provided students, parents, and faculty throughout Nevada a safe place to submit anonymous tips concerning their safety or that of others.
- Conducted numerous bullying investigations; assisted school districts with school safety and emergency operations plans; worked closely with the law enforcement and mental health sectors; compiled research and information gained from interest groups into written and oral presentations; planned and organized workshops and in-service activities; and prepare written letters, memoranda, guidelines, and technical compliance finding reports.
- Responsible for reviewing all Emergency Operations Plans for Districts and working with district Emergency Managers and the Nevada Department of Emergency Management.

Commissions, Boards, and Committees:
- 2020-21 Statewide School Safety Committee
- Re-Opening Schools in Nevada (April to June 2020)

Leidos Corporation (Contractor)   July 2018 – January 2019
Specialized Skills Officer **–** Counterterrorism Collection Management for Human Intelligence

I supported a variety of operational and counterterrorism targeting efforts for USG. The position was part of a team that helped HUMINT operations against high-priority targets. Responsible for identifying targeting that enabled various intelligence operations through exploiting human assets. Although the position was based in the U.S., occasional overseas travel was required. Responsibilities included, but were not limited to, operational traffic review, drafting substantive targeting active cables, devising targeting packages with information from multiple classified databases, and media exploitation. Utilized a keen sense of identifying and evaluating counterintelligence concerns; ability to drive HUMINT operations through written products and briefings to senior USG officers. I was expected to propose creative ideas, participate in brainstorming sessions, and offer operational recommendations. Used strong verbal and written communications skills and coordinated effectively with various offices and agencies in the U.S. Intelligence Community. I possess excellent active judgment and respond quickly to high-priority data with minimal supervision.

Federal Bureau of Investigation (Retired)   June 2015 – October 2016
Intelligence Analyst (GS-13), Quantico, VA

Strategic Intelligence Analyst with the Terrorist Explosive Device Analytical Center (TEDAC).
TEDAC coordinates the entire government's efforts, from law enforcement to intelligence to military, to
gather and share intelligence about these devices—helping to disarm and disrupt IEDs, link them to their
makers, and, most importantly, prevent future attacks.

Conducted research and analysis on tactics, techniques, and procedures as they pertained to
Counter-Improvised Explosive Devices. Provided operational and strategic level briefings to deploying
military and civilian agency or department personnel, including Special Agent Bomb Technicians.

Liaise with other U.S. Intelligence Community and foreign government partners to understand new tactics
and techniques in Improvised Explosive Device construction. Attended Working Groups, Task Forces,
and Community of Action meetings with Senior Executive Leadership.

Federal Bureau of Investigation   August 2010 – June 2015
Intelligence Analyst (GS-12), Collection Management Coordinator, and Complex Financial Crimes,
Sacramento, CA.
Provided expertise in intelligence discipline, financial crimes, cyber, and fraud investigations.

- Responsible for analyzing and producing criminal intelligence, tracking intelligence requirements,
  gaps, collection posture of the division, and the research and analysis for source identification.
- I allocated and directed HUMINT (Confidential Human Sources) and technical sources within the
  division for anti-money laundering and other complex financial crime violations.
- Accountable for policy and guidance and for creating research methodology for Intelligence Analysts.
- Conduct in-depth research papers on essential topics to mitigate threats, including Situational
  Information Reports, Assessments, and Bulletins disseminated to outside organizations and
  departments.

Science Applications International Corporation   2009 - 2010
Senior Intelligence Analyst, Beale Air Force Base, CA

Prepared and presented intelligence assessments and briefings to customers. I advised vital leadership
on intelligence issues and challenges.

Responsible for fusing SIGINT, IMINT, MASINT, HUMINT, and OSINT on issues supporting current and
future areas of responsibility.

Directly supported Global Hawk, U-2, Reaper, and Predator operations in Afghanistan to counter
Improvised Explosive Devices.

Collaborated with customers to research, evaluate, analyze, fuse, and interpret reporting from multiple
sources to produce current and finished intelligence products.

Battelle Memorial Institute   March 2008 - December 2009
Intelligence Analyst, Targeting Officer, Arlington, VA

Provided counterterrorism targeting and analysis to support HUMINT operations against high-priority
individuals and countries.

Conducted in-depth research and analysis to develop comprehensive human intelligence (HUMINT)
targeting packages (dossiers).

ManTech International   2003 - 2008
Department of Defense Senior Intelligence Analyst & Trainer, Falls Church, VA

Produced critical intelligence analysis reviews of detained individuals.
Developed training curriculum and regimen of analytic tools needed for intelligence analysts.
Trained over 300 intelligence analysts on the newly established proprietary software system.

ManTech International   2003 - 2004
Analytical Research Team, Team Lead and Intelligence Analyst, Chantilly, VA

Directed and managed 20 junior and senior analysts responsible for collecting and analyzing open-source information and intelligence on current terrorism-related events and individuals worldwide.

Produced and published over 1500 biographies for inclusion into the Counter-Terrorism Knowledge Base.

ManTech International   2000 - 2001
Background Investigator (Contract)
Conducted personnel security investigations in Tulsa, Oklahoma, and surrounding areas (120 miles). Completed questionnaires and reported findings. Completed indices check with local and municipal courts and other government holdings.

U.S. Navy Reserve   2002 - 2003
Defense Intelligence Agency/Joint Chiefs of Staff, J2M-2B Afghanistan Crisis Cell, Washington, DC

Primary Intelligence briefer to the Joint Chiefs of Staff Senior Intelligence Officers on Afghanistan Insurgency (Taliban) matters.

Watch Officer, responsible for closely monitoring all incoming information (open source, classified and diplomatic), analyzing and making an initial assessment of its significance, and determining if immediate responses are required.

I have assisted in producing and disseminating analytic products sent to the Secretary of Defense, Chairman of the Joint Chiefs of Staff, and the Joint Staff.

Defense Intelligence Agency, U.S. Navy Reserve Unit 0366   2001 - 2006
Intelligence Analyst/Instructor, Washington, DC

Instructed 75 plus officers and enlisted sailors through Intelligence tradecraft instruction over 5,000 hours.

Managed monthly training schedule of almost 200 hundred sailors and five instructors to ensure student and instructor goals and objectives met high standards of U.S. Navy guidelines.

As Lead Enlisted Instructor, I conducted instruction, tests, and evaluations of all students in the most extensive Naval Intelligence program with no failures during the two-year tour.

Federal Bureau of Investigation, National Infrastructure Protection Center   2001 - 2002
Physical Security Specialist, Washington, DC

Scheduled accreditation and approval for Sensitive Compartmented Information Facilities areas within FBI HQ and FBI Field Offices/Resident Agencies.

Sole National Infrastructure Protection Centers, Personnel Security liaison to FBI HQ, responsible for over 50 individual Military, civilians, and Contractors.
Responsible for a $250 million budget for all secure area constructions, oversaw all timelines for construction of H.Q. and field offices secure area construction.

Oklahoma Department of Corrections   2000 - 2001
Correctional Officer 3, Dick Connor Correctional Facility – Hominy, OK

Assigned responsibilities to maintain inmates' security, control, and custody in a state adult correctional facility.

Provided security and supervision to inmates in various situations and activities; maintained an assigned area or post.

Provided security and supervision over inmate work crews; escorted inmates to work sites; inventories and controlled all equipment, weapons, tools, and keys.

On an assigned shift, I patrolled yards, grounds, cell houses, corridors, dormitories, and work areas; observed inmates' activities and movements; managed inmate conduct, work, and discipline.

Maintained order and discipline in programs and during meals and recreation; inspected living areas, facilities, and work locations for unauthorized objects or materials; and reported incidents.

I operated electronically controlled security equipment, maintaining controlled movement of inmates, staff, and the public.

Conducted inmate counts; performed searches of inmates and living quarters for contraband; enforced institutional rules and regulations.

Prepared written documentation and reports concerning inmate behavior, status, and movement. Participated in escape and apprehension teams, responding to riots and fires.

Office of the Secretary of Defense, Personnel Security Directorate   2001-2004
Personnel Security Officer (086). Conducted indices checks and other information requests to process personnel security clearances. Adjudicated up to collateral secret.

United States Navy   1990 - 2000
Intelligence Specialist

Commands stationed:
The Pentagon, Joint Chiefs of Staff, J-2, Crisis Management – Afghanistan Crisis Cell (2002-2003)

Primary Intelligence briefer to the Joint Chiefs of Staff Senior Intelligence Officers for the crisis cell.

Watch Officer, responsible for closely monitoring all incoming information, analyzing and making an initial assessment of its significance, and determining if immediate responses are required.

I have assisted in producing and disseminating analytic products sent to the Secretary of Defense, Chairman of the Joint Chiefs of Staff, and the Joint Staff.

Defense Intelligence Agency, U.S. Navy Reserve – National Infrastructure Protection Center, FBI (2001-2002)

We scheduled accreditation and approval for Sensitive Compartmented Information Facilities areas within FBI HQ and FBI Field Offices/Resident Agencies.

National Infrastructure Protection Centers, Personnel Security liaison to FBI HQ, responsible for over 50 individual militaries, civilians, and contractors.

Responsible for a $250 million budget for all secure area constructions, oversaw all timelines for construction of H.Q. and field offices secure area construction.

She has provided training and education on the FBI's Sensitive Compartmented Information Facility physical and technical security programs.

Naval Criminal Investigative Service, Multi-Threat Analysis Center (MTAC), and Counterintelligence Directorate (1993-1996)

Served as an Intelligence analyst on the NCIS/MTAC (formerly ATAC) watch to protect U.S. Navy assets worldwide.

I provided daily intelligence briefings to senior executives (Strategic, Cyclical, and Operational).

Produced analytic products (Warnings, Bulletins, Studies, and Assessments) specific to terrorist organizations, tactics, techniques, and procedures.

She has provided training and education presentations on terrorist organizations and attacks to internal and external partners and special events or exercises.

Commander, Sea Control Wing US Pacific Fleet - Intelligence and Anti-Terrorism and Force Protection Officer (1996-2000)

Command briefings and presentations with current intelligence before deployments to be aware of terrorist threats and provide personal protective measures. Additionally, senior Executive level briefings provided policy and regulation awareness for command-and-control responsibilities.

As the Anti-Terrorism and Force Protection Analyst, I conducted the Chief of Naval Operations mandated training for over 1500 military personnel and their family members traveling to high-risk and high-terrorist threat areas worldwide.

I have researched and analyzed intelligence information to provide specific threat information before squadron deployments.

My efforts were lauded and praised as a subject matter expert in intelligence, force protection (personal security measures), and anti-terrorism.

USS Papago ATF-160 – Law Enforcement Operations (1991-1992)

USS Wisconsin BB-64 – Desert Shield and Desert Strom (1990-1991)

Formal Education

Ph.D., Public Safety Leadership (with Distinction)   August 2018
Specialization: Criminal Justice
Capella University, Minneapolis, MN
Dissertation: *Influence of Individual and Socio-Cultural Characteristics on Ethical Decision-Making Among Students.*
https://pqdtopen.proquest.com/pubnum/10845349.html

Master of Arts, Intelligence Studies   August 2012
Concentration: Collection Management
American Military University, Charles Town, WV
Thesis: *Examination of the Potential Consequences and Effects of a Taliban Inclusion in a Political Settlement.*
https://www.academia.edu/45479403/Masters_Thesis_Charles_M_Russo_2012_PDF

Bachelor of Arts, Intelligence Studies   September 2007
Concentration: Terrorism Studies
American Military University, Charles Town, WV

Undergraduate Certificate Program   May 2006
Intelligence Analysis
American Military University, Charles Town, WV

Associate of Science, Criminal Justice   August 2007
Ashworth University, Norcross, GA

Educational Training

CITI Program - Institutional Review Board Chair	September 2023
CITI Program - Institutional/Signatory Official: Human Subject Research	September 2023
Critical Thinking	August 2023
Academic Research Foundations: Quantitative	July 2023
How to Research and Write Using Generative AI Tools	July 2023
A Proper Understanding of K-12 Education: Theory and Practice, Hillsdale College	December 2022
CITI Program – Social and Behavioral Responsible Conduct of Research	September 2022
SAGE – Assessment Workshop	March 2022
Quality Matters Certification Training	April 2021
Social-Emotional and Academic Development – Nevada Department of Education	April 2020

CITI Program – Social & Behavioral Research	October 2018
APUS501 Graduate Faculty Certification	October 2018
Colorado Technical University - University Assessment Officer Certification	April 2018
NVIVO – As a Research Tool	September 2017
SUNY Canton University Blackboard Basics	August 2016
Henley-Putnam University Faculty Training	July 2016
APUS – Engaging the First-Year Student	October 2015
APUS - Writing Skills for Improved Faculty to Student Communications	September 2015
FBI Adjunct Faculty – Instructional Strategies Course	August 2015
FBI Adjunct Faculty – Presentation Skills Course	July 2015
APUS - The Adult Learner in Online Education	December 2014
APUS - Using Collaborative Tools to Deliver Online Lessons	October 2014
American Public University System Faculty Candidate Training	July 2014
Colorado Technical University Faculty Candidate Training	June 2013

Business and Technical Training

Windows Penetration Test Essentials (EC-Council)	August 2023
Ethical Hacking Essentials (EHE)(EC-Council)	August 2023
Digital Forensics Essentials (DFE) (EC-Council)	August 2023
ICSVE - Police Responses to Terrorism and Domestic Violent Extremism	24-28 July 2023
Managing Teams	July 2023
Leadership Foundations	July 2023
FEMA - National Prevention Framework (IS-2500)	March 2023
Classic Children's Literature, Hillsdale College	January 2023
ProVet Leadership Academy	August – October 2022
"Counterintelligence and the Private Sector: Protecting Your Organization's Most Critical Assets"	
FBI Office of Private Sector	November 2020
Hate Crimes & Bias Incidents – Part III: How do I recover & become more resilient? (Resources)	June 2020
EDGAR – U.S. Department of Education General Administrative Regulations	April 2020
Social-Emotional Academic Development (SEAD) Training, Nevada Department of Education	April 2020
Domestic Terrorism, Nevada Threat Analysis Center/Department of Public Safety	December 2019
Intelligence Fundamentals Professional Certification (Department of Defense)	August 2019
Sovereigns, Anti-Government, and 1st Amendment Audits	July 2019
Citizens Patrol – Reports Writer	June 2019
Sovereign Citizen and Anti-Government Movements (NTAC)	July 2018
Enhancing Law Enforcement's Analytical Capacity: Technology Integration	May 2018
JTTF-FBI Webinar: Christopher Lee Cornell Case Study	February 2018
Domestic Terrorism and Extremist Groups in America Workshop (NTAC)	January 2018
FEMA – Introduction to National Incident Management System (IS-700.a)	January 2018
FEMA – Introduction to Incident Command System (IS-100.b)	January 2018
Community Emergency Response Team - Basic Certification Course	January 2018
FEMA – Protecting Critical Infrastructure Against Insider Threats (IS-915)	December 2017
FEMA – Introduction to Community Emergency Response Team (IS-317)	December 2017
Active Shooter Training (Nevada Threat Analysis Center)	July 2017
Fusion Center Liaison Officer Training (Nevada Threat Analysis Center)	July 2017
FEMA - Decision Making and Problem Solving (IS-241.b)	June 2017
Economic Crimes – Corporate Fraud (v2)	July 2016
Introduction to Terrorist Financing	July 2016
FEMA - Incident Command System (IS-100.b)	April 2016
Realities of Iran (CIA-Sherman Kent School)	February 2016
Thinking Like a Terrorist – The Virginia Fusion Center	February 2016
Chemistry of Energetic Materials Course (IEDs) (FBI)	January 2016
Improvised Explosive Device (IED) Electronics course (FBI)	November 2015
FBI: Digital Evidence Handling – 2015	October 2015
Intelligence Successes and Failures – Sherman Kent School (CIA)	October 2015
Economic Crimes: Insurance Fraud	September 2015
Economic Crimes: Securities and Commodities Fraud	September 2015
Civil Rights Program Overview	September 2015
Counterterrorism Policy Implementation Guide Overview	August 2015
Domestic Terrorism (DT) Investigations: Extremist Ideologies and Actions	August 2015

Domestic Terrorism (DT) Investigations: Legal Overview	August 2015
Correctional Intelligence Initiative	August 2015
Library of National Intelligence	August 2015
Domestic Terrorism Investigations: Introduction	July 2015
The FBI Intelligence Program	July 2015
Information Security (INFOSEC) Awareness 2015	July 2015
Correlates of Crime	June 2015
Whistleblower Protection 2015	June 2015
Psychological and Biological Theory of Criminal Behavior	June 2015
Introduction to Geospatial Intelligence	May 2015
Diversity and Inclusion the New IQ is for You	May 2015
Advanced Qualitative Research Methods in Public Service 200	March 2015
Current Research on Violent Behavior	March 2015
Reporting of Suspected Child Abuse Neglect and-or Sexual Exploitation	January 2015
No Fear Act 2014	December 2014
Criminal Justice Policy Analysis	December 2014
Quantitative Research Methods in Public Service	December 2014
Discovery for Law Enforcement Agents Refresher 2014	October 2014
Diversity Issues in Public Safety 150	September 2014
Open Source Fundamentals	September 2014
Open Source Center Capabilities and Services Online)	September 2014
Supervisor Management Resource Training: Employee Challenges v2	August 2014
FBI Records Management: Records Management for All	August 2014
Effective Warning Intelligence Analysis	August 2014
Identifying Designating and Marking Classified National Security Information FY2014	June 2014
Codebreaking	May 2014
Technology for Homeland Security: Inspection and Detection Technologies	April 2014
FBI Palantir Introduction	April 2014
Law and Legal Foundations	March 2014
Fraud and Abuse, Electrodiagnostic Health Care Fraud Training	February 2014
Critical Infrastructure Protection: Transportation Security	February 2014
Understanding Terrorism: A Social Science View on Terrorism	February 2014
Information Security (INFOSEC) Awareness 2014	February 2014
Advanced-Data Exploitation and Manipulation (ADEX) Course	January 2014
DOJ WMD Workplace Safety	January 2014
Obtaining and Analyzing Digital Records	December 2013
Exploiting Mobile Communications: Criminal Tactics and Investigative Techniques	December 2013
The Cloud: It's All About Communication	December 2013
Social Media: Friend or Foe	December 2013
Basic Networking for Investigators	December 2013
Investigating Web Sites, A Wealth of Information	December 2013
Epistemology of Practice Knowledge	December 2013
Tracing Email Addresses	December 2013
Discovery for Law Enforcement Agents Refresher 2013	November 2013
Public Safety Incident Command Paradigms	September 2013
Sociological Theories of Crime	September 2013
Introduction to Electronic Surveillance v3	August 2013
Psychology of Intelligence Collection and Analysis	June 2013
Contemporary Public Safety Leadership	June 2013
Management and Leadership Theory	June 2013
Identifying Designating and Marking Classified National Security Information FY2013	May 2013
FBI Records Management: E-mail Record Marking Tool	April 2013
Cyber Division: Information Age Technology	April 2013
Advanced Research in Public Safety Issues Theories and Concepts	April 2013
Advanced Briefing	March 2013
Discovery for Law Enforcement Agents Refresher	March 2013
Open Source Practitioners Course	February 2013
Ethics for Intelligence Analysts	January 2013
Advanced Writing	November 2012
Intelligence for Homeland Security: Organizational and Policy Challenges	November 2012
Data Integration and Visualization System - Investigative Data Warehouse Merger - Search	October 2012

Data Integration and Visualization System - Investigative Data Warehouse Merger - Analytical Tools	October 2012
Best Practices in Community Collaboration	August 2012
Overseas Security Awareness Training (v2)	June 2012
High-Tech Environment Training (HiTET) Overview	June 2012
Advanced Approaches to Critical Thinking	May 2012
FBI Intelligence Information Report Dissemination System	April 2012
Medicare 101	March 2012
Fire Safety and Prevention	March 2012
Type 5 Assessment Policy	February 2012
Imagery Intelligence	January 2012
Nationwide Suspicious Activity Reporting (SAR) Initiative (NSI) Line Officer Training	December 2011
Applied Collection Management	December 2011
Active Shooter Awareness	September 2011
National Crime Information Center (NCIC) Customized	September 2011
Joint Terrorism Task Force Orientation v2	August 2011
Advanced Analytic Tools and Techniques Workshop	August 2011
Intelligence Operations	August 2011
Signals Intelligence	August 2011
Geographic Information Systems and Spatial Analysis	August 2011
Analytics II	June 2011
Interagency Operations	June 2011
FBI Watch listing (v2)	May 2011
Collection	May 2011
Threat Analysis	May 2011
Data Utilization for Operational Outcomes (DUOO)	March 2011
Human Intelligence (HUMINT)	February 2011
Research Methods in Security and Intelligence Studies	February 2011
Navigating Strategic Change	February 2011
Insider Threat 2010	January 2011
Introduction to Collection Management	January 2011
Confidential Human Source Policy Manual Training	December 2010
Introduction to Records Management	November 2010
Introduction to Analytical Investigative Tools	October 2010
Delta System Overview v1	October 2010
Basics of Dragon NaturallySpeaking	October 2010
Electronic Communications: Navigating the WordPerfect Macros	October 2010
Privacy: It's Every Employee's Business	October 2010
Introduction to Counterintelligence (v1.1)	October 2010
Intelligence Basic Class	October 2010
Reports Officer Training	September 2010
HUMINT Tradecraft Course	September 2010
Introduction to Domestic Terrorism	September 2010
U.S. Persons and Information Sharing v2	September 2010
Foreign Intelligence Surveillance Act (FISA) Accuracy	September 2010
FBI Watch listing	September 2010
Introduction to International Terrorism	September 2010
Overview of the Domestic Investigations and Operations Guide	August 2010
Primer for Drafting Intelligence Information Reports (IIRs)	August 2010
Foreign Intelligence Surveillance Act (FISA) Section 702 Retention	August 2011
Overview of the Attorney General's Guidelines for Domestic FBI Operations	August 2010
National Security Letters	August 2010
National Security Branch Introduction	August 2010
The New Field Intelligence	August 2010
Information Sharing Environment (ISE) Core Awareness Training	August 2010
2008 FISA SMP - Policy Implementation Guidelines	August 2010
FBI Analyst's Notebook v7 Level 1	August 2010
Introduction to TAC: Tripwire Analytic Capability	August 2008
HUMINT Targeting Officers Certification Course	April 2008
Criminal Justice	September 2007
Intelligence Analysis	May 2006
Structured Analytic Techniques Course (CIA)	March 2006

ETA: The Dictatorship of Terror	August 2006
Manage Mentor Plus	July 2006
Tomorrow's Intelligence Professionals Course	March 2006
Indications and Warning (Virtual) JMITC	February 2006
i2 Analyst's Notebook v6 Level 2 Workshop	January 2006
i2 Analyst's Notebook v6 Level 1 Workshop	January 2006
Analytic Tradecraft Course	September 2005
Counterterrorism Analyst Course (Virtual) JMITC Course	September 2005
Asymmetric Threat (Virtual) JMITC Course	August 2005
Mentoring: How to be a Learning Coach	July 2005
Coaching for Success	July 2005
National Security Policy and Counterintelligence Implications of Denial and Deception Practices	April 2005
Global Terrorism	March 2005
Terrorist Surveillance Detection Field Exercise	December 2004
Dying to Kill Us: Understanding the Terrorist Mindset	November 2004
Understanding Global Terrorism	October 2004
M16 Weapon Safety	September 2004
M500 Shotgun Weapon Safety	September 2004
M9 Service Pistol Training	September 2004
Antiterrorism Force Protection Level III	September 2004
Professional Assertiveness	September 2004
Writing with Intention	September 2004
Frontline Leadership: Preparing to Lead	November 2003
Tactical Intelligence Familiarization Course	January 2003
Fundamentals for Managers	January 2003
Requirements Management System	May 2002
SCI Security Officials Course	April 2002
WebSAFE Message Retrieval	April 2002
Overview of Cyberterrorism Course	March 2002
Collection Management Course	March 2002
Counter Intelligence Familiarization Course	November 2001
Human Intelligence Collector Course	October 2001
Captivity: The Extreme Circumstance	October 2001
Legalman 3 & 2 (Unit 1)	September 2001
Legalman 3 & 2 (Unit 2)	September 2001
The Professional in Emergency Management	July 2001
Correctional Officer Pre-Service Training	December 2000
Interrogator Course	October 2000
Emergency Response to Terrorism	October 2000
Basic Shipboard Intelligence Course	February 2000
Precision/Protective Driving Course	January 2000
Anti-Terrorism Training Officer Course	August 1999
Anti-Terrorism Instructor Qualification Source, US Army	June 1999
Counterintelligence Agent (US Army)	May 1999
Basic Intelligence Analyst (US Army)	April 1999
Korea Intelligence Tactics, Techniques, and Procedures Course	March 1999
Basic Information Security Course	February 1999
Second Class Petty Officer Leadership Course	November 1997
SCI Administration and Physical Security	December 1996
Leading Petty Officer Course (Leadership Training)	July 1996
Counterdrug Intelligence Analysis Course	July 1995
National Intelligence Course	February 1995
Intelligence Specialist Basic Course (Naval Intelligence)	January 1993

Memberships and Affiliations

The Society of FBI Alumni, Inc.	2022-Present
Academy of Criminal Justice Sciences *Justice Quarterly – Reviewer (as of October 2021)*	2021 – 2022

InfraGard (North Texas Chapter)	2022 – Present
InfraGard (Sierra Nevada Chapter)	2016 - 2021
International Association for Intelligence Education	2014 – Present
Order of the Sword and Shield, National Honors Society (Columbia Southern University (2020-Present) (National American University 2019-2020) (SUNY Canton 2017)	2015 – Present
Alpha Phi Sigma, National Honors Society (Canton Chapter)	2017 - 2018
International Association of Crime Intelligence Analysts	2012 - Present
Society of the Sword and Shield National Advisory Board Member	2015 - 2021
Training Curriculum Development Committee Member International Association Crime Intelligence Analyst	2013 - Present
International Association of Law Enforcement Intelligence Analysts	2012 - 2015
US Coast Guard Auxiliary (Canton)	2017 - 2018
National Association of School Resource Officers	2020 - 2021
Community Emergency Response Team (Douglas County)	2018 - 2020

Community Service and Leadership

Nevada Department of Education, Office for a Safe and Respectful Learning Environment School Safety Coordinator	December 2019 – March 2021
Statewide School Safety Task Force – Nevada, Appointed	July 2020 – June 2021
Order of the Sword and Shield – Columbia Southern University	June 2020 – Present
Academy of Criminal Justice Sciences - Hate Crimes Topic Chair	March 2020 – August 2020
Knights of Columbus 2nd Degree (California, Nevada & Virginia)	2015 - Present
Order of the Sword and Shield – NAU Campus	October 2019 - March 2020
Western Nevada College – Criminal Justice Program Fall 2019 Advisory Board	November 2019
Citizen Patrol – Douglas County Sheriff's Office (minimum 16 hours per month)	2019 – 2020
National Intelligence University Master's Thesis Reviewer	August 2018 – January 2019
Douglas County, Nevada Community Emergency Response Team	January 2018 – February 2020
SUNY Canton – 9/11 Memorial Day Guest Speaker	September 2017
"Hate Crimes" Presentation - St. Lawrence County Police Supervisors Training Conference, Canton, NY.	April 2017

Community Service Event – Sacramento Food Bank   September 2014
American Military University (AMU) Sacramento, CA

American Military University - Ambassador Program and AMU Ad campaigns   2008 - 2010

Professional and Scholarly Presentations

Russo, C.M. (2023, November). *Intelligence Curricula Design for Baccalaureate Program: A Curricular Analysis Utilizing Thomas's Four Approaches to Intelligence Studies. 16th Annual Homeland Defense/Security Education Summit (2023).*

Russo, C.M. (2023, October). Importance of Game Theory in Intelligence Analysis: An Approach for Students. CrimCon2023.

Russo, C.M., Spaulding J., Harte, B., and Martinez, C., (2022, March). *Cross-border Law Enforcement Intelligence as an Addition to Criminal Justice and Homeland Security Curricula.* ACJS 59th Annual Meeting.

Russo, C.M. (2020, October). "Critical Thinking Theory; Application in Student Learning" Columbia Southern University, Faculty Lounge Presentation.

Russo, C.M. (2020, July). School Safety and School Safety Specialists in Nevada to POOL/PACT.

Russo, C. M. (2020, July). "Order of the Sword and Shield." Columbia Southern University, Criminal Justice Meeting.

French, A. & Russo, C.M. (2020, June). "Positive Student Communication" Columbia Southern University, Faculty Lounge Presentation.

Russo, C. (2019, March). "Differences Between a Criminal Justice and Homeland Security Degrees." Panel discussion; Dr. Brian Harte (Moderator); Dr. Charles Russo (Discussant); Mr. Justin Spaulding, Ph.D. - ABD (Discussant), Ms. Kaitlynn Tibbetts, BA.

Russo, C. (2019, February 28). "Intelligence Discipline: Scholar or Practitioner Based Curriculum" National American University's *Harold D. Buckingham Conference for Scholarship and Academic Excellence.*

Russo, C. (2018, November). "Intelligence Discipline: Scholar or Practitioner Based Curriculum" Pacific Northwest Political Science Association Conference (Invited/Accepted)

Russo, C. (2018, October). "Intelligence in the Knowledge Society, 24th Annual Conference, Bucharest Romania" - Intelligence Discipline: Scholar or Practitioner Based Curriculum (Invited/Accepted)

Russo, C. (2018, September) "Influence of Individual and Socio-Cultural Characteristics on Ethical Decision-Making Among Students" – Southern Criminal Justice Association – Panel (Invited/Accepted).

Russo, C. (2018, April 19). *"National Suspicious Activity Reporting Initiative."* Douglas County CERT

Russo, C. (2018, April 9). *"National Suspicious Activity Reporting Initiative."* Douglas County CERT

Russo, C. (2017, April 14). *"Hate Crimes."* Presentation at St. Lawrence County Police Supervisors Training Conference, Canton, NY.

Russo, C. (2017, March 30). Key Note speaker for Alpha Phi Sigma and Omicron Sigma Sigma Induction Ceremony, SUNY Canton, Canton, NY.

Russo, C. (2015, September). *"Visual Analytics: A Case for Ethical Decision-Making."* Purdue University and DHS, Scientific and Innovation Webinar.

Russo, C. (2015, May). "*What is an Intelligence Analyst?"* Squires, youth organization Holy Family Catholic Church. Citrus Heights, CA.

Russo, C. (2015, April). Health Care and Financial Fraud Schemes. California Health Advocates Annual Conference. Sacramento, CA.

Russo, C. (2014, May). Trends in Health Care Fraud. 9th Annual Conference on Elder Abuse. UC Hastings College of the Law. San Francisco, CA.

Russo, C. (2013, 2014 & 2015). FBI Health Care Fraud. Sacramento County Adult Protective Service, Financial Abuse Specialist Team, Sacramento, CA.

Russo, C. (2014, August). The FBI Intelligence Program. Casa Roble High School American Government Class. Orangevale, CA.

Russo, C. (2013-2014). Sacramento Division – Citizens Academy (Multiple Sessions) Complex Financial Crimes. Sacramento, CA.

Russo, C. (2012, February). Intelligence Collection Management. Sacramento FBI Senior Executive Management. Sacramento, CA.

Russo, C. (2012, June). Master Thesis: Consequences of inclusion of Taliban in a Political Settlement with Afghanistan Government. American Military University, Charles Town, WV.

Conferences Attended

2022 LEIU/IALEIA Annual Training Event – Dallas Texas (April 25-29)   2022

Regional Organized Crime Information Center Annual Conference – Dallas, Texas (20-23 March).   2022

Academy of Criminal Justice Sciences 59th Annual Meeting – Las Vegas, Nevada (15-18 March).   2022

2022 IAFIE and IAFIE-EC Virtual Conference   18 January 2022

Foundation for Critical Thinking: 40th Annual International Conference on Critical Thinking. September-October   2020

Nevada Emergency Management Association Annual Meeting – Las Vegas, Nevada (10-12 February)
                                                                          2020

Russo, C. (2019, March) "Influence of Individual and Socio-Cultural Characteristics on Ethical Decision-Making Among Students" – American Criminal Justice Sciences 56th Annual Meeting – Baltimore Maryland

Russo, C. (2019, February 28). "Intelligence Discipline: Scholar or Practitioner Based Curriculum" National American University's Harold D. Buckingham Conference for Scholarship and Academic Excellence.

Russo, C. (2017, November) "Intelligence Discipline: Scholar or Practitioner Based Curriculum" Pacific Northwest Political Science Association Conference (Invited/Accepted)

Colorado Technical University Assessment Workshop (Denver, Colorado)
April 2018

William Bertram, Nathan Hoteling, and Daniel Blumenthal (DOE/NNSA): "Nuclear Emergency Response Training: Preparing for an Event You Hope Never Happens"   22 March 2018

National Counterterrorism Center–Joint Counterterrorism Assessment Team–First Responders Tools Kit for Medical Facilities   June 2017

US Attorney's Office - National Security Conference, Reno NV   May 2017

Federal Bureau of Investigation, Special Agent Bomb Tech Annual Conference   March 2016
Quantico, VA

Commonwealth of Virginia's Fusion Center "Thinking Like a Terrorist"   February 2016
Alexandria, VA

California Health Advocates, Senior Medicare Patrol Bi-Annual Conference   April 2015
Sacramento, CA

Legal Assistance for Seniors, 9th Annual Conference on Elder Abuse.   May 2014
UC Hastings College of the Law. San Francisco, CA

Sacramento All Employee Conference   December 2013
Federal Bureau of Investigation

Sacramento All Employee Conference   December 2012
Federal Bureau of Investigation

Research - Articles, Books, and Blogs

Russo, C.M. & Whittington, M. (2023). Victim Advocacy in Public Safety Partnerships. In draft.

Russo, C.M. (2023). Game Theory and Intelligence Analysis; A Student Approach. In draft.

Russo, C.M. (July 2023). A Wrong Fit: The Relevance of Job Compatibility in Professional Growth. LinkedIn https://www.linkedin.com/feed/update/urn:li:linkedInArticle:7082367045173985281/

Russo, C.M. (June 2023). Lack of Empathy: Devastating Results. LinkedIn https://www.linkedin.com/feed/update/urn:li:linkedInArticle:7073290239355584512/

Russo, C.M. (May 2023). Leadership Skills – Hard and Soft Requirements. LinkedIn https://www.linkedin.com/feed/update/urn:li:linkedInArticle:7066926139037929472/

Russo, C.M. (March 2023). Digital Forensics & Law Enforcement. LinkedIn https://www.linkedin.com/feed/update/urn:li:linkedInArticle:7037820439053692930/

Kelly, C., Logan, M., Russo, C., & Rzemyk, T. (2022). Violent Extremists and the Social Contract Theory. Police Chief Magazine (online). https://www.policechiefmagazine.org/violent-extremism-and-the-social-contract-theory/

Russo, C.M., Micholitsi, S., & Jones, M.D. (2022). "Call for Papers: Imagining a New U.S. National Security Act for the 21st century." Announcement. Belfer Center for Science and International Affairs. Harvard Kennedy School. December 16, 2021.

Russo, C.M. (2021). Building Community Relations and Involvement for Policing. Published 15 October 2021. https://www.officer.com/training-careers/education/article/21233789/columbia-southern-university-building-community-relations-and-involvement-for-policing

Russo, C.M. & Rzemyk, T. (2021). Finding Equity, Inclusion, and Diversity in Policing. Police Chief Magazine. https://www.policechiefmagazine.org/finding-equity-inclusion-and-diversity-in-policing/

Russo, C.M. (2021). Ethically Using Data Mining in Law Enforcement. Police Magazine. https://mydigitalpublication.com/publication/?i=699667&article_id=3973217&view=articleBrowser

Reinhold, Derek; Russo, Charles M.; and Eisenfeld, Beth. "Analytical Standards in the Intelligence Community: Are Standards Professionalized Enough?." *Journal of Strategic Security* 14, no. 1 (2021): 106-121. DOI: https://doi.org/10.5038/1944-0472.14.1.1923

Russo, C. M. & Campbell, A.G. (2020). 25 Years of Lone Offenders in America. College of Security Emergency Services. http://csesjournal.columbiasouthern.edu/25-years-of-lone-offenders-in-america/

Russo, C. M. (2020, September 28). Crime Analysts and Intelligence Analysts. College of Security Emergency Services.http://csesjournal.columbiasouthern.edu/crime-analysts-and-intelligence-analysts/

Russo, C. M. (2020, August 5). Ethics in Law Enforcement and Intelligence. Columbia Southern University. http://csesjournal.columbiasouthern.edu/345/

Russo, C.M. (2019, October 2). "The Ukrainian Phone Call Whistleblower" https://youtu.be/LRalGnLjN5o

Russo, C.M. (2019, September 6). "Meet Your Associate Dean Series: Dr. Charles Russo" https://youtu.be/EWnE_e7LwCU

Russo, C.M. (2019, July 28). "The Gilroy Garlic Festival Shooting – Podcast" https://youtu.be/KBqZok0wNLo

Russo, C.M. (2018, December 10). "Studying the Ethics of Criminal Justice Students." https://www.policeone.com/police-jobs-and-careers/articles/482329006-Studying-the-ethics-of-criminal-justice-students/

Russo, C. (2018, November 27). "Criminal Justice Students and the Reasons behind their Ethics." https://onlinelearningtips.com/2018/11/criminal-justice-students-ethics/

Russo, C. (2018, October 23). "Studying the Ethics of Criminal Justice Students." https://amuedge.com/studying-the-ethics-of-criminal-justice-students/

Russo, C. and Spaulding, J. (2018, August 8). "Differences Between a Criminal Justice and Homeland Security Degrees." https://amuedge.com/differences-between-a-criminal-justice-and-homeland-security-degree/

Russo, C. (2018, August 8). "Differences Between a Criminal Justice and Homeland Security Degrees." https://amuedge.com/differences-between-a-criminal-justice-and-homeland-security-degree/

Russo, C. (2018, May 16). *"Searching Open Source Material in the Age of Information."* https://amuedge.com/searching-open-source-material-in-the-age-of-information/

Russo, C. (2018, April 25). "Critical Thinking and Writing Skills are Vital for Intelligence Analysts." https://amuedge.com/?s=writing+thinking+intelligence+analysts

Russo, C. (2018, April 24). How Intelligence Analysts Can Improve Critical Thinking and Writing Skills. https://amuedge.com/?s=how+intelligence+analysts+can+improve+writing+and+thinking+skills

Russo, C. (2018, March 23). "Aspiring Intelligence Analysts: Are you Ready?" https://amuedge.com/aspiring-intelligence-analysts-are-you-ready/

Russo, C. (March 2018). "Are Students Ready to be Intelligence Analysts?" https://www.intelligencecareerservices.com/are-students-ready-to-be-intelligence-analysts/

Russo, C. (December 2017). "Notes for Seniors Graduating in Spring 2018" https://www.intelligencecareerservices.com/notes-for-seniors-graduating-in-spring-2018/

Russo, C. (2017, April 16). "A Case for Investigating the Characteristics that Influence Ethical Decision-Making of Criminal Justice Students.https://www.academia.edu/s/3e54740317/a-case-for-investigating-the-characteristics-that-influence-ethical-decision-making-of-criminal-justice-students?source=link

Russo, C., (July 2017). "Your Resume, but have YOU read it?" https://www.intelligencecareerservices.com/your-resume-but-have-you-read-it/

Russo, C., (July 2017). "The Importance of Finding the Right Internship"
https://www.intelligencecareerservices.com/find-the-right-internship/

Russo, C., (March 2017). "The Demand for IC and HLS Jobs-What are the Skilled Needed?"
http://www.intelligencecareerservices.com/the-demand-for-ic-and-hls-jobs-what-are-the-skills-needed/

American Military University., (March 2016). "How Ethical Are Criminal Justice Students?"
http://inpublicsafety.com/2016/03/ethical-criminal-justice-students/

Primary Blog Contributor   May 2011 - January 2012
American Public University/American Military University, Terrorism Analysis and Homeland
Defense: website: www.inhomelandsecurity.com

Leaders, S. and Russo, C. (2005, August). *Ripples in the Pond*. The Journal of Counter-terrorism and
Homeland Security International. Published by the International Association of Counterterrorism
and Security Professionals (IACSP).

Certifications, Awards, and Honors

American College of Education – Celebrity Award   September 2023

Columbia Southern University – Raising the Bar Award (Fourth Quarter 2022)   2023

Intelligence Fundamentals Professional Certification, DoD, USDI   2022

CompTIA Security + - Completed Course, certification training program   2022

Certified Ethical Hacker (CEH) – Completed Course, certification training program   2022

Splunk Core User – Completed Course, certification training program course   2022

Columbia Southern University – Raising the bar Award (Fourth Quarter 2021)   2022

American Military University – Faculty Mentorship and Excellence in Group Work Awards   2021

Columbia Southern University – Raising the bar Award (Second Quarter 2021)   2021

Columbia Southern University – Raising the bar Award (First Quarter 2020)   2020

Columbia Southern University – Raising the bar Award (Fourth Quarter 2019)   2019

Intelligence Fundamentals Professional Certification, DoD, USDI   2019

Nominated - Intelligence and National Security Alliance (2019 Sidney D. Drell Academic Award)   2019

2018 Distinguished Faculty of the Year – Influencing Student Success (Nominated)   2018

2017 Distinguished Faculty of the Year – Influencing Student Success   2017
Colorado Technical University

Promotion from Lecturer to Instructor (Tenure Track)   2017
The State University of New York at Canton

Golden Apple Award   Spring 2017
SUNY Canton

Intelligence Community Advanced Analyst Program ICAAP (DNI-Certification)   February 2016

Promotion to GS-13 – Intelligence Analyst, FBI   2016

Promotion to Assistant Professor Colorado Technical University	2016
Incentive Award – New Agent & Analyst Training Unit Federal Bureau of Investigation	2015
FBI Intelligence Basic Course – Field Counselor Award Federal Bureau of Investigation	2014
Student Achievement Award 2nd Quarter Colorado Technical University	2014
Pat Roberts Intelligence Scholars Program Award US Intelligence Community	2012 & 2013
Joint Service Achievement Medal – National Infrastructure Protection Center Federal Bureau of Investigation/Department of Defense	2005
Joint Service Commendation Medal Joint Chiefs of Staff/DIA, J-2 Afghan Crisis Cell	2003

Areas of Expertise

Cloud DevOps Engineering | Risk Evaluation | DevOps Architecting | DevOps Administration | DevOps Tools Administration | DevOps Consulting | Process Improvements | Change Management | Incident Management, Audit and Data Loss Prevention (DLP) Controls | Data Handling | Data Normalization | Log Ingestion and Analysis | Requirements Gathering | Prototyping | Architecture | Triaging | Critical Thinking | Problem Solving Skills | Alternative Competing Hypothesis (ACH) Software | ArcGIS – Geo-Spatial Information System | Google Earth | Palantir | i2 Analysts Notebook Version 7 | IBM SPSS Statistical Software | R-Tab (Statistics) | Camtasia (video capture and editing) | Panapto | Quality Matters Training Certified | Adobe Connect | Blackboard | D2L (Distance 2 Learn) – Brightspace | Moodle | Sakai | Canvas | School Safety | Collection Management | Cybersecurity | Public Safety/Emergency Management | Ethics of Intelligence | Homeland Security | Criminal Justice & Crime Analysis | Criminal Intelligence Analysis | White Collar Criminal Matters | Financial Crimes/Fraud Investigations | Sociological Theories of Crime | Management and Leadership Theory | Public Safety Leadership | Law and Legal Foundations | Psychological and Biological Theories of Criminal Behavior | U.S. Penal System | Research Methods | Terrorism and Counterterrorism | Interrogation & Interview Techniques | Psychology of Terrorism | Intelligence Trade Craft, Methodology & Intelligence Analysis | Domestic and International Terrorism | Threat Analysis | Foreign Intelligence Organizations | National Security | Counter-Improvised Explosive Device Tactics, Techniques, and Procedures | Counterintelligence/Espionage/Counterespionage

References

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