

Paul L. Taylor

Assistant Professor / Law Enforcement Instructor / LEOSA (HR-218) Retired
School of Public Affairs | University of Colorado Denver
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RESEARCH INTERESTS

Police Decision-Making; Human Factors; Use-of-Force Investigations; System Safety

EDUCATION

- 2019 Ph.D., Criminal Justice, University at Albany, SUNY
- *Dissertation*: “Human Error in Police-Involved Shootings”
- *Dissertation Committee*: Robert Worden (Chair), James Acker, Justin Pickett, and David Klinger
- 2016 M.A., Criminal Justice, University at Albany, SUNY
- 2014 B.A., Criminal Justice, University of Colorado, Denver

RELEVANT EMPLOYMENT

Primary

- 2019 – Present School of Public Affairs, University of Colorado Denver
- *Assistant Professor of Criminal Justice*

Relevant Previous

- Spring 2019 Henry Lee College of Criminal Justice, University of New Haven
- *Instructor*
- 2016 – 2019 School of Criminal Justice, University at Albany, SUNY
- *Managing Editor: Justice Quarterly*
- 2015 – 2017 School of Criminal Justice, University at Albany, SUNY
- *Instructor*

- 2010 – 2015 University of Colorado Boulder Police Department
- *Colorado Certified Police Officer / Patrol Sergeant / Training Manager*
- 2007 – 2008 Skyridge Medical Center in Lone Tree, Colorado
- *Director of Healthcare Security*
- 2001 – 2002 Riverside County Sheriff’s Department
- *California Certified Deputy Sheriff / Patrol Deputy*
- 1997 – 2001 United States Navy
- *Active Duty (E-5) / Naval Law Enforcement Officer (9545)*

TEACHING EXPERIENCE

Academic

University of Colorado Denver

Graduate:

- CRJU 5320: Police Administration (Online)

Undergraduate:

- CRJU 4540: Evidence-Based Approaches in Law Enforcement (Online)
- CRJU 4043: Law Enforcement (Classroom; Hybrid; Online)
- CRJU 4440: Courts and Social Policy (Online)

University of New Haven

Undergraduate:

- CJST 2250: Scientific Methods in Criminal Justice (Hybrid & Online)
- CJST 4535: Global Perspectives on Crime and Justice – Policing (Online)

University at Albany, State University of New York

Instructor:

- RCRJ 351: Policing in a Free Society (Online)
- RCRJ 320: Problem-Oriented Policing (Online)

Teaching Assistant / Discussion Leader:

- RCRJ 201: Introduction to the Criminal Justice Process (Classroom)

Law Enforcement

Instructor:

- Advanced Human Factors for Force Analysis and Training
- Interviews and Interrogations (Colorado POST; Front Range Community College)
- The Cognitive Interview for Critical Incident Investigations (Arkansas POST)
- Force Science Advanced Specialist Course (Course Coordinator / Lead Instructor)
- Force Science Certification Course (Instructor: Attention & Decision-Making)
- Practical De-Escalation for Law Enforcement (Law Enforcement Training Directors Association of New York; Charlottesville Police Department)
- Advanced Active Shooter Scenarios (New York State DCJS)
- Human Error in Police Shootings (Arizona POST)
- Reality Based Training
- Police Ethics (Academy Level; Colorado POST)
- Report Writing
- Defensive Tactics / Arrest Control
- Electronic Control Device (TASER)
- Less-Lethal Use-of-Force
- Police Use-of-Force

Curriculum / Program Development:

- Advanced Human Factors for Force Analysis and Training
- Practical De-Escalation for Law Enforcement (LETDANY, Charlottesville PD)
- TASER Transition Concepts and Skills (Paid Consultant) (IADLEST)
- The Cognitive Interview for Critical Incident Investigations
- Realistic De-Escalation (Paid Consultant)
- Use of Physical Force and Deadly Physical Force (New York State DCJS)
- Tactical De-escalation (Paid Consultant)
- Department In-Service Training Program (Colorado POST)
- Police Simulator / Scenario Training Program
- Department Field Training Program (Colorado POST)
- Integrating Report Writing into Use-of-Force Training (Missouri POST)
- Learning Organizations for Law Enforcement
- Evidence-Based Simulator Training

PUBLICATIONS

Books Under Contract

Cuevas, C., Rennison, C., & Taylor, P. L. *Myths of Violence*. Sequoia Books.

Peer Reviewed Articles

Taylor, P. L. (2020). 'Engineering resilience' into split-second shoot/no shoot decisions: The effect of muzzle-position. *Police Quarterly*, (Online First).

Taylor, P. L. (2019). Dispatch priming and the police decision to use deadly force. *Police Quarterly*, 23(3), 311-332.

Taylor, P. L. (2019). Beyond false-positives: A typology of police shooting errors. *Criminology & Public Policy*, 18(4), 807-822.

Articles Under Review

Taylor, P. L., Sipes, P., & Bartel, L. *Lost in transition: The effects of transitioning between ECDs and firearms on perception-response times*. (Under Review).

Reynolds, D., Wilson, T., & Taylor, P. L. *Police officers, public safety, mental health crises: An experiment testing dispatch and context cues on officer perception formation*. (Under Review).

Roche, S. P. & Taylor, P. L. *The Effects of Outcome Bias on the Interpretation of Bodycam Footage*. (Under Review).

Working Papers

Taylor, P. L., & Manoukian, J. *The Problem with Complacency in Policing*. (Working Paper).

Taylor, P. L. *Verbal Warnings and Deadly Force*. (Working Paper).

Taylor, P. L. *The Effects of Outcome Bias on Police Justifications for Deadly Force*. (Working Paper).

Book Reviews

Taylor, P. L. (2019). Book review: Street survival II: Tactics for deadly force encounters. [Review of the book *Street Survival II: Tactics for Deadly Force Encounters*, by C. Remsberg, D. Marcou, & J. Glennon]. *The ILEETA Journal*, 8(4).

Taylor, P. L. (2018). Book review: Increasing resilience in police and emergency personnel: Strengthening your mental armor. [Review of the book *Increasing Resilience in Police and Emergency Personnel: Strengthening Your Mental Armor*, by S. M. Conn]. *The ILEETA Journal*, 8(2).

Taylor, P. L. (2017). Book review: Guidelines for investigating officer-involved shootings, arrest-related deaths, and deaths in custody. [Review of the book *Guidelines for Investigating*

Officer-Involved Shootings, Arrest-Related Deaths, and Deaths in Custody, by D. L. Ross & G. M. Vilke]. *The ILEETA Journal*, 7(3).

Other Publications

Taylor, P. L. (2020). Guns and TASERS: Solving cops' 'weapon confusion' problem. *The Crime Report*: <https://thecrimereport.org/2020/08/05/guns-and-tasers-solving-cops-weapon-confusion-problem/>

Taylor, P. L. (2019). The gorilla in the room: Another look at where we stand on 'untruths' in law enforcement. *Calibre Press*: <https://www.calibrepress.com/2019/07/the-gorilla-in-the-room/>

Taylor, P. L. (2017). Integrating the use-of-force report into your use-of-force training. *The ILEETA Journal*, 7(1), 26-28.

PRESENTATIONS

*Invited presentations ^Posters

- 2021 * "Investigating "Human Error"
- *Oregon Association Chiefs of Police Executive Leadership Virtual Symposium*
- 2021 * "Human Factors and Force Investigations"
- *Daigle Law Group Advanced Internal Affairs Training*
- 2021 * "Interviews for Force Investigations"
- *Miami-Dade Police Department*
- 2021 * "Bridging Perspectives"
- *Atlanta, GA Police Department and the International Association of Chiefs of Police*
- 2021 * "Interviews for Force Investigations"
- *West Jordan, UT Police Department*
- 2020 * "Investigating 'Human Error'"
- *Keynote Address / Daigle Law Group Use of Force Conference (Online Conference)*
- 2020 * "Interviews for Force Investigations"
- *Daigle Law Group Use of Force Summit (Online Conference)*
- 2020 * "The Impact of Pre-Event Information on Potential Officer-Involved Shootings"
- *Daigle Law Group Use of Force Summit (Online Conference)*
- 2020 * "The Cognitive Interview for Force Investigations"
- *Critical Incident Review, Tempe, AZ*

- 2020 * “Bridging Perspectives: Critical Conversations between Youth and Police”
- *International Association of Chiefs of Police Conference*
- 2020 * “Investigating ‘Human Error’”
- *The Association of Force Investigators (Online Seminar)*
- 2020 * “Interviews for Force Investigations”
- *International Law Enforcement Training Summit*
- 2020 * “Practical De-Escalation for Law Enforcement Professionals”
- *Charlottesville Police Department, Charlottesville, VA*
- 2020 * “How Can We Improve Police and Community Relations?”
- *University of Colorado Denver, School of Public Affairs Webinar*
- 2020 * “Are the Kids Alright? COVID-19”
- *University at Albany, State University of New York, Youth Justice Institute Panel*
- 2020 “The Effects of Post-Incident Information on Police Recollection and Justification of Shooting Encounters” (Accepted for Presentation – Cancelled Due to COVID-19)
- *American Society Criminology Conference, Washington, D.C.*
- 2020 * “COVID-19 and Public Affairs: A Conversation with SPA Faculty”
- *University of Colorado Denver, School of Public Affairs Webinar*
- 2020 * “The Cognitive Interview for Critical Incident Investigations”
- *San Bernardino Sheriff’s Department and District Attorney Office San Bernardino, CA*
- 2020 “Lost in Transition: The Impact of Transitioning between TASERs and Firearms” (Accepted for Presentation – Cancelled Due to COVID-19)
- *Academy of Criminal Justice Sciences, San Antonio, TX*
- 2020 * “Officer Use of Force Statements: Considerations to Support Investigative Priorities”
- *Lexipol Webinar – 4,000+ Registered Attendees (02/18/2020)*
- 2019 * “Dispatch Priming”
- *Daigle Law Group Use of Force Summit, Uncasville, CT*
- 2019 * “TASER Transition Training”
- *Daigle Law Group Use of Force Summit, Uncasville, CT*
- 2019 * “Human Factors in Police Use of Force Encounters”
- *LEORF Attorney and Leader Conference in Washington, D.C.*

- 2019 * “Training Silos and the Impact on Police Decision-Making and Outcomes”
- *International Association of Chiefs of Police Conference in Chicago, IL*
- 2019 * “Lost in Transition: The Impact of Transitioning between TASERS and Firearms”
- *Association of Force Science Conference in Chicago, IL*
- 2019 * “The Influence of Technology in the Criminal Justice System”
- *Panel discussion at the University of Colorado Denver in Denver, CO*
- 2019 * “Engineering Resilience into Split-Second Decision-Making”
- *Longmont Police Department Command Staff Training in Longmont, CO*
- 2019 * “Split-Second Decision-Making and Tactical Resilience”
- *Boulder Police Department SWAT Training in Boulder, CO*
- 2019 * “De-Escalation: The Buzzword and the Reality”
- *Law Enforcement Training Directors Association of New York Conference in Binghamton, NY*
- 2019 “High or Low: The Impact of Muzzle-Position on Response Time and Decision-Making”
- *International Law Enforcement Educators and Trainers Association, St. Louis, MO*
- 2019 * “Tactical Resilience during Potential Deadly Force Encounters”
- *New York State Tactical Team Leadership Forum in Saratoga Springs, NY*
- 2019 * “Human Factors in Police Use of Force Encounters”
- *Albany Police Department SWAT Training Presentation (8 hours) in Albany, NY*
- 2018 “Goal Conflict and Decision-Making in Police Encounters with Suicidal Subjects”
- *American Society of Criminology Conference in Atlanta, GA*
- 2018 “Muzzle-Position and Police Contacts with Ambiguously Armed Subjects”
- *American Society of Criminology Conference in Atlanta, GA*
- 2018 “Human Error and the Importance of Tactical Resilience”
- *Association of Force Science Conference in Chicago, IL*
- 2018 * “Realistic De-escalation”
- *Midwest Security & Police Conference/Expo in Tinley Park, IL*
- 2018 * “Developing Street-Level Decision Makers: How to Integrate Evidence-Based Research into your Training Curriculum”
- *Keynote Presentation at the Ontario Police College in Ontario, Canada*
- 2018 *^ “False-Positive: A Typology of Police Shooting Errors”
- *Symposium on Decision-Making in the Criminal Justice System in Albany, NY*

- 2018 * “False-Positive: A Typology of Police Shooting Errors”
- *Texas State University’s Common Experience Initiative in San Marcos, TX*
- 2018 * “Biomechanics of Deadly Force Encounters”
- *New York State Police Academy in Albany, NY*
- 2018 * “Human Factors in Police Use-of-Force Investigations”
- *Keynote for the Law Enforcement Officers Relief Fund: Attorney and Local Leader Conference in Santa Fe, NM*
- 2018 * “Publishing in Academic Journals: Insights from an Editorial Team”
- *Academy of Criminal Justice Sciences Conference in New Orleans, LA*
- 2018 * “Reality Based Training Instructor Course” (Human Factors and Adult Education)
- *NYSDCJS at the New York State Preparedness Training Center in Oriskany, NY*
- 2018 * “Use of Physical Force and Deadly Physical Force”
- *Monroe Community College Public Safety Training Facility in Rochester, NY*
- 2017 “False-Positive: A Typology of Police Shooting Errors”
- *American Society of Criminology Conference in Philadelphia, PA*
- 2017 * “Human Error in Police Shootings”
- *Society for Integrity in Force Investigation and Reporting Conference in Tempe, AZ*
- 2017 * “Situating Decision-Making and Systemic Error in Police Use-of-Force Encounters”
- *Nassau County Police Academy in Massapequa Park, NY*
- 2017 * “Situating Decision-Making and Systemic Error in Police Use-of-Force Encounters”
- *Columbus Police Department Training Academy in Columbus, OH*
- 2017 “Integrating the Use-of-Force Report into your Use-of-Force Training”
- *International Law Enforcement Educators and Trainers Association Conference in St. Louis, MO*
- 2016 “Dispatch Priming and the Police Decision to Use Deadly Force”
- *American Society of Criminology Conference in New Orleans, LA*

MEDIA APPEARANCES

- 2021 “Ep. 412: Dr. Paul Taylor, Ph.D. – Expert in police decision-making and human error in use of force incidents”
- *CJ Evolution Podcast (February 26, 2021)*

- 2021 “Outside looking in: What former officers think could improve policing”
- *Boise State Public Radio (January 16, 2021)*
- 2020 “Colorado 6th in the country for highest rate of police-involved deaths”
- *9 News (December 3, 2020)*
- 2020 “‘It’s a constant balance’: Chief says number of Denver officers creates challenge amid rise in crime, population”
- *9 News (November 20, 2020)*
- 2020 “No statewide regulations of Colorado security guards creates a patchwork of standards, lack of transparency”
- *Denver Post Interview (October 18, 2020)*
- 2020 “Low-held gun can reduce police officer error, study shows”
- *Boise State Public Radio (October 7, 2020)*
- 2020 “Solitary refinement: Navigating the pandemic in courts, jails may have produced a cure for stalled justice reform”
- *Sentinel Interview (October 4, 2020)*
- 2020 “How do cops spend their time?”
- *Denver Post Interview (September 6, 2020)*
- 2020 “Cameras are changing the way we see police violence”
- *KTVH Helena, MT (September 4, 2020)*
- 2020 “Colorado’s sweeping police accountability law is historic. What’s next?”
- *Patch Interview (September 3, 2020)*
- 2020 “Colorado’s sweeping police accountability law is historic. What’s next?”
- *Colorado Newsline (September 3, 2020)*
- 2020 “CUPD officers participating in a police lab with students at CU Denver”
- *University of Colorado Boulder Press Release (August 26, 2020)*
<https://www.colorado.edu/police/2020/08/26/cupd-officers-participating-police-lab-students-cu-denver>
- 2020 “COVER STORY | Denver’s deadly crime wave swells amid a ‘perfect storm of circumstances’”
- *Colorado Politics Interview (August 10, 2020)*
- 2020 “Want to fix policing? Start with a better 911 system”
- *Vox Interview (August 10, 2020)*

- 2020 “‘It was done wrong’: Aurora police chief explains mistakes that led to officers handcuffing children”
- *The Denver Post* (August 4, 2020)
- 2020 “Aurora police show more ‘hands-off’ approach during weekend protest”
- *Fox 31 Interview* (July 27, 2020)
- 2020 “What is a chokehold? And can police in Colorado use them?”
- *The Denver Post* (June 10, 2020)
- 2020 “Local Police Agencies Helping Denver PD during Demonstrations are Using Different Weapons, Creating Confusion”
- *Fox 31 Interview on Mutual Aid Agreements* (June 8, 2020)
- 2020 “DPD Officer Fired Over ‘Let’s Start a Riot’ Post”
- *KKCO-TV Interview* (June 3, 2020)
- 2020 “Denver Police Officer Fired After Social Media Post”
- *KUSA-TV Interview* (June 2, 2020)
- 2020 “Denver Police Officer Fired After Alleged ‘Let’s Start a Riot’ Online Post”
- *9News Interview* (June 2, 2020)
- 2020 “Denver Leaders Defend Cops’ Use of Chemicals, Gas During Clashes with Protesters”
- *Daily Camera (Denver Post) Interview* (May 29, 2020)
- 2020 “Denver Police Chief Talks DPD Use-of-Force Policy amid George Floyd Death in Minneapolis”
- *Fox 31 Interview on Police Use-of-Force Investigations* (May 28, 2020)
- 2020 “Keys to Conducting Effective Use-of-Force Interviews”
- *Podcast Interview with Brian Willis for the Excellence in Training Academy*
- 2020 “Aurora Police Chief Fires Officer for ‘Severe Misconduct’”
- *Fox 31 Interview on Police Responses to Misconduct* (February 25, 2020)
- 2020 “Study Says Information Police Get Impacts Use of Force...”
- *Denver 7 (ABC) Interview and Story* (February 17, 2020)
- 2020 “Police Shoot People Less If They Have the Right Training”
- *Colorado Public Radio Interview and Quote on OIS Data* (February 7, 2020)
- 2020 “Incorrect Dispatch Information Linked to Deadly Force”
- *Forensic Magazine Interview and Quote on Dispatch Priming Study* (February 7, 2020)

- 2020 “Suspects on Meth are Hard to Take Down with Tasers...”
- *Colorado Public Radio Interview and Quote on Police Training (February 5, 2020)*
- 2020 “Family of missing Gannon Stauch releases video statement”
- *Fox 31 Interview on the Role of Video Evidence in an Investigation (February 5, 2020)*
- 2020 “Learning from Error and Engineering Resilience into Police Training and Responses”
- *Podcast Interview with Brian Willis for the Excellence in Training Academy*
- 2020 “We tracked every police shooting in Colorado last year. Here’s what we learned.”
- *Denver Post Interview and Quote on Officer Involved Shootings (February 2, 2020)*
- 2020 “Officer-Involved Shooting Outcomes Change Depending on Information Heard...”
- *9 News Interview and Story (January 29, 2020)*
- 2020 “Tactical Resilience during Potential Deadly Force Encounters”
- *Podcast Interview with Brian Willis for ILEETA Learning Lab Podcast*
- 2018 “Decision Training for Law Enforcement”
- *Podcast Interview with Brian Willis for the Excellence in Training Academy*
- 2018 “Decision Training for Law Enforcement”
- *Podcast Interview with Brian Willis for the Excellence in Training Academy*
- 2012 “Drunk Walking”
- *20/20 (Intoxication Nation) Interview and Ride-Along in Boulder, CO*

AWARDS / HONORS

- 2020 University at Albany, State University of New York
- *University Distinguished Dissertation Award*
- 2019 Front Range Community College Police Academy Badging Ceremony Fort Collins, CO
- *Keynote Address*
- 2019 University at Albany, State University of New York
- *Eliot H. Lumbard Award for Academic Excellence*
- 2018 University at Albany, State University of New York
- *Walter M. Francis Policing Award*
- 2018 The Academy of Criminal Justice Sciences
- *Doctoral Fellow*

- 2017 American Society of Criminology Gene Carte Student Paper Competition
- *2nd Place for “Dispatch Priming and the Police Decision to Use Deadly Force”*
- 2017 ASC Division of Policing Outstanding Student Paper Award
- *“Dispatch Priming and the Police Decision to Use Deadly Force”*
- 2014 University of Colorado Denver
- *Graduated with Honors*
- *Outstanding Undergraduate Student of Graduating Class*
- *Dean’s List – Six consecutive semesters prior to graduation*
- *Inducted into the Alpha Phi Sigma National Criminal Justice Honor Society*
- 2012 University of Colorado Boulder Police Department
- *Police Services Division Award: Initiative and Enthusiasm Outstanding Community Liaison*
- 2012 University of Colorado Boulder Police Department
- *Residence Hall Commitment Award*
- 2010 Flatrock Regional Law Enforcement Training Center (Adams County, CO)
- *Director’s Award*
- *Class Leader*
- 2001 Ben Clark Regional Law Enforcement Training Center (Riverside, CA)
- *Top Overall Graduate*
- *Top Academic Achievement*
- *Top Physical Fitness Score*
- *Top Firearms Score*

GRANTS / FUNDING / CONTRACTS

- 2019 Young Upwardly Mobile Professors (YUMP) funds (\$500) with matching funds from the School of Public Affairs (\$500)
- 2018 New York State Division of Criminal Justice Services, \$1000 Contract. (PI)
- *Evaluation of the New York State “Use of Physical Force and Deadly Physical Force Instructor” training curriculum*
- 2018 The Academy of Criminal Justice Sciences
- *Doctoral Summit Scholarship*
- 2015 – 2019 School of Criminal Justice, University at Albany, State University of New York
- *Full Graduate Tuition Waiver & Stipend*

SERVICE / VOLUNTEER ACTIVITIES

Fall 2020	University of Colorado Boulder Police Department Advisory Board <i>- Launch Committee Facilitator</i>
Fall 2020	City of Englewood Police Reform Taskforce <i>- Taskforce Member</i>
Fall 2020	Auraria Campus Police Department Advisory Board <i>- Launch Committee Advisor</i>
2020 – Present	Center for Local Government Research & Training <i>- Affiliated Faculty</i>
July 6, 2020	Englewood, Colorado City Council <i>- Panel on Police Policies, Practices, and Trends</i>
2020 – Present	Human Factors and Ergonomics Society <i>- Government Relations Subcommittee on Law Enforcement</i>
2020 – Present	Colorado State Patrol <i>- Use of Force and Critical Incident Review & Learning Consultant</i>
2020 – Present	University of Colorado Denver, School of Public Affairs <i>- Diversity Committee Member</i>
2020 – 2021	American Society of Criminology Annual Meeting Program Committee <i>- Police Organizations and Training Chair (Cancelled)</i>
2019 – Present	Colorado Peace Officer Standards and Training (POST) <i>- Curriculum Committee Subject Matter Expert (SME)</i>
2019 – Present	University of Colorado Denver, School of Public Affairs <i>- Criminal Justice Program Committee</i>
2018 – 2019	National Center for Security & Preparedness, New York State <i>- Law Enforcement Subject Matter Expert (SME) / Instructor</i>
2017 – 2019	American Society of Criminology Policing Section <i>- Founding Member: Student Committee</i>
2017 – 2018	University at Albany, School of Criminal Justice <i>- Student Representative: Faculty Hiring Committee</i>

- 2016 – 2017 School of Criminal Justice, University at Albany
- *Vice President*: Criminal Justice Graduate Student Association
- 2015 – 2018 University at Albany Police Department
- *Invited Member*: UPD Civilian Advisory Committee
- 2014 – 2015 Alpha Phi Sigma National Criminal Justice Honor Society
- *Secretary / Treasurer*: Kappa Xi Chapter

Thesis Committees:

- 2019 – Present Shahla AlGhareeb – Master of Criminal Justice
- *Topic*: *Impersonation Crimes*

Capstone Reader:

- Fall 2020 Melissa Lineberger – Master of Public Affairs
- *Topic*: *Online Public Safety Education (Colorado DPS)*
- Fall 2020 Corey Adamson – Master of Public Affairs
- *Topic*: *Police Hiring Practices (Auraria Campus PD)*

Faculty Mentor:

- 2020 – Present Amy Wheeler – Public Affairs PhD Student

Invited Peer Reviews:

- *American Journal of Criminal Justice*
- *City and Community*
- *Criminal Justice Studies*
- *International Criminal Justice Review*
- *International Journal of Police Science and Management*
- *Journal of Criminal Psychology*
- *Journal of Crime and Justice*
- *Journal of Forensic Engineering*
- *Journal of Research in Crime and Delinquency*
- *Justice Quarterly*
- *International Journal of Forensic Engineering*
- *Oxford University Press*
- *Policing: An International Journal of Police Strategies & Management*
- *Police Practice and Research: An International Journal*
- *Police Quarterly*
- *Race and Justice*

PROFESSIONAL MEMBERSHIPS

- Academy of Criminal Justice Sciences
- Alpha Phi Sigma National Criminal Justice Honor Society
- American Society of Criminology
- Human Factors and Ergonomics Society
- International Association of Chiefs of Police
- International Law Enforcement Educators and Trainers Association
- Resilience Engineering Association

ADDITIONAL

Selected Certifications and Professional Development

Higher Education

- ACUE Micro-Credential in Creating an Inclusive and Supportive Learning Environment (Fall 2020)
- Grant Writing for the Layperson (May 2020)
- Canvas Basics (September 2019)

Human Factors & System Safety

- Sidney Dekker Master Class 3 – Safety Science (September 2020)
- Sidney Dekker Master Class 2 – Safety Differently (September 2020)
- Sidney Dekker Master Class 1 – Building a Restorative Just Culture (August 2020)
- Critical Incident Review in Policing: Preventing Errors and Learning from Mistakes - NACOLE Webinar with John Hollway (June 2020)
- PreMortem Analysis w/ Dr. Gary Klein (June 2020)
- Human & Organizational Performance (HOP) – Fundamentals (May 2020)
- Human & Organizational Performance (HOP) – Learning Teams (May 2020)

General Law Enforcement Training/Certifications:

- California P.O.S.T. Certified Law Enforcement Academy (Expired)
- Colorado P.O.S.T. Law Enforcement Academy (Expired)
- LEOSA (HR-218) Retired Law Enforcement Officer
- U.S. Navy Law Enforcement Academy – 9545 (Honorably Discharged)

Specialized Law Enforcement Training:

- Basic and Advanced Force Science Analyst Courses
- Basic and Advanced Reid Method Interview and Interrogation Courses
- California P.O.S.T. Advanced Officer Training (Defensive Tactics / Officer Involved Shooting / Crime Scene Management)
- Detecting Danger (Rocky Mountain High Intensity Drug Trafficking Area)

- Drug Identification
- Drug Law Enforcement Training Program (FLETC)
- Informant Development and Management
- Introduction to Interview and Interrogation (Multijurisdictional Counterdrug Task Force Training)
- Introduction to Patrol Drug Investigations
- Pharmaceutical Diversion Investigations
- Police Peer Support Team Counselor
- Surveillance Operations
- Tactical Interviewing Program (Psycho Logic)
- Texas Department of Public Safety Basic Criminal Investigator Course
- Victim/Witness Protection (Denver District Attorney's Office)

Law Enforcement Leadership Training:

- Colorado P.O.S.T. Supervisory Institute Course
- IACP Leadership in Police Organization (LPO) Course
- Police Use of Force for Executives, Mid-Managers, and Supervisors

General Law Enforcement Instructor Certifications:

- Colorado P.O.S.T. Instructor Development (Train-the-Trainer) Course
- International Association of Directors of Law Enforcement Standards and Training (IADLEST) Nationally Certified Law Enforcement Instructor
- Navy Public Safety Field Training Officer (FTO) Academy
- New York State Division of Criminal Justice Services Contract Instructor/Consultant
 - Conducted Energy Devices
 - Defensive Tactics
 - Human Factors in Police Use of Force Encounters
 - Investigations
 - Officer Safety
 - Police Decision-Making
 - Tactical De-escalation
 - Use of Physical Force and Deadly Physical Force
- Police Training Officer (PTO) – University of Colorado Boulder Police Department
- Texas Department of Public Safety Approved Law Enforcement Instructor

Specialized Law Enforcement Instructor Certifications:

- FBI Defensive Tactics Instructor
- Krav Maga Law Enforcement Instructor – Series II, III, & V (Expired)
- Master Force Options Simulator Instructor (Ti Training)
- PPCT Instructor (Defensive Tactics; SKD; GAGE) (Expired)
- RedMan Instructor
- TASER Instructor (Expired)

Emergency Management Certifications:

- Counter Terrorism Awareness Training for Law Enforcement
- FEMA Certifications: IS-100; IS-200; IS-300; IS-400; IS-700; and IS-800
- FEMA Professional Development Series: IS-120.a; IS-230.d; IS-235.b; IS-240.a; IS-241.a; IS-242.a; and IS-244.b

Medical Certifications:

- American Red Cross Adult, Child, and Baby First Aid/CPR/AED
- National Registry Emergency Medical Technician – Basic (Expired)

Software Competencies

Learning Management Systems:

- BlackBoard (Significant Experience in Course Development and Delivery)
- Canvas (Significant Experience in Course Development and Delivery)
- Moodle (Significant Experience in Course Development and Delivery)

Presentations:

- Keynote (Significant Experience)
- PowerPoint (Significant Experience)
- Prezi (Some Experience)

Qualitative:

- NVivo (Some Experience)

Statistics:

- Excel (Significant Experience)
- SPSS (Significant Experience and Training)
- STATA (Some Experience)

Video Analysis / Review

- Adobe Photoshop
- Adobe Premiere Pro
- Dart Fish
- Input Ace

REFERENCES

Available upon request