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EDUCATION

<u>University of Texas at Dallas.</u> **PhD**, Criminology- Dissertation Topic: The Dynamics of Neglect and Reform in a State Juvenile Corrections Agency: The Texas Experience, 2018
<u>University of Texas at Tyler</u>. **Master of Science**, Public Administration, 1986
Biola University, La Mirada, California. **Bachelor of Arts**, Sociology. 1983

PROFESSIONAL EXPERIENCE

Director of Criminal Justice Programs-Asst. Professor, Criminal Justice, Oklahoma Baptist University 2013

Hired to establish and develop curriculum for a Criminal Justice major which began Fall 2017 and has seen continual growth. Courses taught: Intro to Criminal Justice, Policing and Corrections, Organized Crime, Juvenile Delinquency, Victimology, Corporate Crime, Media and Crime, Drugs Crime and Society, White Collar Crime, and Topics in Criminal Justice. I also do student advising for all Criminal Justice majors and am the supervising instructor for Criminal Justice practicum students.

Instructor, Univ. of Texas at Dallas, Univ. at Texas Arlington, Texas Christian University, 2008-2013

Taught the following undergraduate courses, Victimology, Introduction to Criminal Justice, Critical Issues in Criminal Justice, Advanced Criminology, Advanced Criminal Justice, Media and Crime, Community Corrections, and Theories of Justice with students from a variety of educational and cultural backgrounds.

CRIMINAL JUSTICE PRACTITIONER EXPERIENCE

<u>Executive Director</u>, New Jersey Juvenile Justice Commission. Appointed by recently elected Governor Christine Todd Whitman and confirmed by the New Jersey Senate to serve as the first Executive Director of this newly created agency to handle juvenile justice issues including prevention programs, residential and correctional facilities and parole/aftercare services. Initiated Faith Based initiatives and invited nontraditional stakeholders to participate in policy decisions.

<u>Senior Vice President</u>, Correctional Service Corporation. Responsible for the administration of the Juvenile Division of the publicly traded company providing juvenile correctional services in 36 states and Puerto Rico.

<u>Deputy Executive Director</u>, Texas Commission on Children and Youth. Appointed by Texas Governor Ann Richards to study affecting children and youth including developing a package of reform legislation for the Texas Legislature to advance juvenile justice reform. This entailed a great deal of interaction with state legislators, local elected officials and criminal/juvenile justice practitioners and advocate groups to hear their issues and concerns.

Executive Director, South Texas Substance Abuse Treatment Services

Appointed by newly formed board to turn around scandal-ridden agency and restore sound financial practices and services for the Coastal Bend region of TX.

<u>Assistant Secretary</u>, Maryland Department of Juvenile Justice. Responsible for the administration of the Residential Services Division including both Residential Community and High Security Correctional Institutions.

<u>Director, Harris County Texas</u>. Community Supervision and Corrections Dept. Appointed by the 37 State District Judges to serve as the Chief Executive Officer for the third largest community corrections agency in the United States.

<u>Chief Probation Officer</u>, Nueces County TX. Juvenile Probation Department.

Responsible for the administration of juvenile probation and detention services. Successfully developed grass roots campaign to pass a bond issue to build a new Juvenile Services Center including Courtrooms, Office space and a new Juvenile Detention Center

Deputy Chief Probation Officer, Smith County Tx. Juvenile Probation

Responsible for the daily operation of the Juvenile Detention and Residential programs and Chief Administrator in the absence of the Chief Probation Officer.

<u>Juvenile Justice Consultant</u>-Have provided a wide range of consulting services to county, local and national juvenile justice agencies as well as with international clients including the governments of Argentina, Estonia, Great Britain, and Poland.

RELATED ACTIVITIES

Guest Lecturer, Panel Member, Keynote Speaker, Expert Witness

I have addressed a variety of professional organizations, conference meetings, and university classes including <u>Seton Hall Law School</u>, <u>Rutgers University School of Criminal Justice</u>, <u>UT Austin</u>, <u>UT Tyler</u>, <u>Tyler Junior College</u> and <u>University of Maryland</u>. I have been invited to local, regional, state and national professional conferences as the keynote speaker and served on panels, TV and radio programs discussing areas of expertise in Criminal/Juvenile justice. I have testified as an expert witness before the <u>United States Congress</u>, other state legislative bodies to present information on policy matters.

Executive and Management Training/Staff Development

I have conducted a leadership training seminar throughout the country for current and future leaders emphasizing the development of "historically under recognized" staff. Have conducted numerous program evaluations and training for various corrections agencies around the US emphasizing best practice literature.

UNIVERSITY SERVICE

- Elected to serve two consecutive terms as Faculty Council representative for the College of Humanities and Social Sciences.
- Served on several Faculty Committees such as; Honors, Student Development, and Diversity.
- Served as faculty sponsor for the Big Brother/Big Sisters and Black Student Association.
- Initiated, coordinated and/or participated in several faculty student forums on issues of race, crime and public policy.