

CURRICULUM VITAE

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Statement of Teaching Philosophy

With a long-standing military career, I have discovered what I enjoy most about serving my country is preparing, leading, and imparting my knowledge to others for the benefit of the greater good. In fact, every job I have ever held has helped me grow skills in effectively communicating, establishing, and maintaining relationships, and collaborating with and managing others to reach a goal. These skills, along with my content expertise in criminal justice and sociology, and my history as an educator, set me apart. I am an instructor committed to using my skills to enrich the experiences of my learners and add to their bodies of knowledge. I seek to empower students through their creative initiatives and resilience and guide them to live a successful life through competence, hard work, empathy, and community. While I practice continual personal and professional development, I encourage my students to do the same. Personal and professional growth is the cornerstone of an always-evolving, morally-sound, and socially aware individual. It is inspiring to know I can assist my students in becoming productive and active members of their communities and society at large. Through understanding, passion, and genuineness, I do just that. Second, to protecting my country, teaching is of the highest honor.

Teaching allows me to be a positive force in the lives of students and shape the minds of tomorrow for a brighter future. The essential principles that guide my life as an educator are to have an "open door" policy, encourage active and respectful communication, give wise feedback in a timely manner, encourage a local and global awareness of today's changing society, and empower personal responsibility. It is vital for an educator to listen to students on what and how they want to learn. I work to meet the needs of my students and facilitate learning through well-structured activities that intellectually, academically, and socially challenge my learners and develop their critical thinking skills. I create open, diverse, cooperative, and inclusive environments, allowing my students to get comfortable and vulnerable in their learning. Students learn best when they can make mistakes, trying and failing until they achieve success. I will provide not only theoretical content, but practical applications of that content, transferring knowledge to my students they will use in life. Providing guidance to my students on what they will encounter in their careers and helping them understand how best to handle said encounters is beneficial for students. In my classroom, students can be found engaging in meaningful peer discussions, working collaboratively in groups, participating in class lectures, and demonstrating their thinking and learning in a multitude of ways. I am also sure to model valuable workplace skills such as problem solving, professionalism, positivity, and collaboration while being a consistent source of encouragement for students. Whoever my students may be, I am driven by the concept that my efforts will have a tangible influence on the lives and professional livelihoods of each of my students.

Personal Attributes

Passionate and innovative professional, talented in many disciplines such as criminal justice, sociology, psychology, and adept at many skills including resolution, mediation and management, public relations, research, planning, and teaching.

Advocate for inclusivity, building collaborative relationships with various stakeholders.

Superior analytical, strategic-thinking, problem solving, and active listening and communication skills.

Extensive experience in establishing and growing relationships.

Engaging leader with a competitive passion for exceeding goals and inspiring others to higher levels of success.

Self-directed with the ability to excel in demanding, outcome-oriented, and dynamic work environments.

Lifelong learner who aims to acquire new knowledge and skills to take on new and challenging responsibilities.

Committed to staying abreast of developments in the fields of criminal justice, sociology, psychology, and education by reading current literature, engaging with colleagues, and participating in professional conferences.

Detailed observer with the experience and confidence to impart my knowledge to others in a manner that will achieve the best results.

Proven military leader conducting successful foreign and domestic missions.

Extensive experience researching and presenting on the issues of diversity, equality, and inclusion.

Formal Education

MA, Interdisciplinary Studies Western New Mexico University, Silver City, NM Concentrations: Criminal Justice and Psychology	2018
PhD, Sociology Texas Woman's University, Denton, TX	2012
MA, Liberal Studies University of Arkansas at Little Rock, Little Rock, AR Concentrations: Criminal Justice, Gerontology, and Social Work	2005
BA, Sociology University of Arkansas at Little Rock, Little Rock, AR	2001

Licenses and Certificates

Digital Forensics Graduate Certificate	2021
Gerontology Graduate Certificate	2005

Academic Administration Experience

Educator Experience

Professor of Criminal Justice Western New Mexico University, Silver City, NM	2013 - Present
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Student advisor for the Bachelor of Arts of Criminal Justice program.

Initiate, facilitate, and moderate online and lecture discussions.

Evaluate and grade students' exams, assignments, and papers.

Prepare course materials such as syllabi, homework assignments, and printouts.

Prepare and deliver course materials to students while maintaining student attendance records, grades, and other required records.

Plan, evaluate, and revise curricula, course content, course materials, and methods of instruction.

Compile, administer, and grade examinations, or delegate this work to others.

Maintain regularly scheduled available hours to advise and assist students.

Select and obtain materials and supplies, such as textbooks.

Co-Chair of Behavioral Sciences

2024 - Present

Work with faculty, students, and staff to establish and maintain a long-term vision for the department that is consistent with the departmental, college, and university missions.

Serve as a liaison between the department and other units of the institution.

Ensure departmental compliance with College, University, System, and State rules and regulations.

Oversee curriculum development and revisions for the department.

Review and assess academic programs offered by the department.

Assess general education outcomes in core courses taught within the department.

Initiate new academic programs and projects when appropriate.

Evaluate faculty and staff performance.

Support and oversee the overall development of the department faculty and staff.

Review faculty and staff grievances within the department.

Recruit and retain students in the department's programs.

Evaluate student transfer credit.

Review student academic appeals and grievances.

Courses Developed:

Corrections System

An examination of the history, philosophy, and practices associated with the correction of persons convicted of crimes in the United States. Criminal sentencing, probation, incarceration, parole, and community-based corrections will be explored, and critical issues discussed.

Introduction to Criminal Justice

This course provides an overall exploration of the historical development and structure of the United States criminal justice system, with emphasis on how the varied components of the justice system intertwine to protect and preserve individual rights. The course covers critical analysis of criminal justice processes and the ethical, legal, and political factors affecting the exercise of discretion by criminal justice professionals.

Introduction to Sociology

This course is designed to introduce students to sociological perspectives, concepts, and research methods to analyze and think about personal, local, national, and global issues and events. This course gives students an opportunity to broaden their awareness of the social world in which they live, and understanding the social world they are part of. Students can learn about

the forces that affect their lives, can explain the way people behave as they do, and can see how social relationships are organized and how groups and institutions operate. Specific areas to be covered include the sociological and global perspectives, culture, socialization, social interaction, formal organizations, deviance, class, race and ethnicity, gender, economics and politics, family, education, and religion. Students are asked to employ sociological perspectives as they think critically and globally about the social world around them.

Introduction to Psychology

This course introduces you to the fundamental principles of psychology and the major subjects of psychological inquiry. It will provide you with the tools necessary to study psychology and presents a sampling of the major areas of psychology research. We begin with a short overview of psychology's development as an academic discipline and then review the principal methodologies most deployed in its study. The units are arranged around broad areas of research, including emotion, development, memory, and psychopathology. We will focus on well-substantiated research and current trends within these categories.

Environmental Sociology

This class is an exploration of the interaction between communities and the environmental systems that provide ecosystem services. Ecosystem services make it possible for each of us to eat, drink, breathe, work, play, and rest. Students will gain an understanding of the complexities of sustaining resources and the ecosystem services associated with these systems. Students will take with them the knowledge of concepts related to how communities interact with their watersheds, how businesses measure product sustainability, as well as the skills of community outreach, reviewing literature, public surveying, data analysis, and communicating findings.

Sociology of Race and Ethnicity

A theoretical and practical analysis of the problems encountered by racial, ethnic, and other minority groups in the U.S.; includes the study of prejudice and discrimination, and the social cultural mechanism that tend to perpetuate racism.

Institutional Corrections

Detailed exposure to correctional facilities used for the punishment of those convicted of crimes. The evolution of the penal institution, levels of custodial security, and issues relating to custody, treatment and programs within penal institutions will be explored. Field trips to correctional facilities will be included in this course.

Juvenile Justice

A study of the historical, philosophical, and practical aspects of juvenile justice administration in the United States. An interdisciplinary focus on factors and theories of delinquency, concepts of treatment, and programs aimed at delinquency prevention is offered.

Criminal Justice and Minorities

The relationship of minorities, crime, and criminal justice administration is analyzed by focusing on minorities as employees of the criminal justice system, as crime victims, and as accused and convicted criminals. Improved understanding and cooperation between minorities and criminal justice practitioners is explored by analyzing selected minority groups.

Victimology

An introduction to the extent and nature of victimization, victim characteristics, theories of victimization, and governmental response. This will include an examination of literature to acquaint the student with the history and philosophy of the study of victimization.

Community-Based Corrections

A detailed analysis of community corrections with particular emphasis on the theory and practice of probation and parole. The philosophical basis of community corrections will be explored in the context of diversion, pretrial release programs, restitution and community service, halfway houses, and programs for adults and juveniles.

Professional Skills in Criminal Justice

This is the capstone course for criminal justice majors. Professional skills such as stress management, ethics, career development, report writing, court testimony, and conflict resolution will be covered. The course is highly experiential in nature.

Women and Crime

Examines the issues facing women in the criminal justice system: as victims, perpetrators of crime, and criminal justice professionals. Contemporary explanations of crime and the role of women in society as seen from feminist theorist's perspectives are explored.

Community Resources in Corrections

This course is designed to familiarize the student with the most recent developments in community-based corrections, including implementation, management, effectiveness, and challenges. It provides detailed descriptions of major alternatives to incarceration, assumptions underlying programs, and outcome studies. This course is structured to provide motivated students with opportunities to master a body of knowledge on the current state of community corrections.

Comparative Criminal Justice Systems

A comprehensive comparison of families of law, law enforcement, criminal procedure, courts, and corrections in six model nations as well as an in-depth overview on overcoming problems with constructing policing systems in modern post-conflict nations.

Criminology

This course provides an overview of the major theories in the field of criminology. The course includes analyses and critical assessments of classical and contemporary theories of crime.

Research Literature and Techniques

This is a graduate course that prepares students to write research-based literature reviews. The course will cover a variety of techniques for collecting literature related to a research topic, as well as various techniques for writing a successful literature review. Students will also discuss the process of knowledge creation and researchers' roles in producing knowledge. This course addresses the analysis of social phenomena through the application of scientific methods. The course is designed for majors in sociology, criminal justice or behavioral sciences.

Deviant Behavior

An introduction to the general phenomenon of social deviance. The course focuses on criminal as well as non-criminal deviance such as mental disorders, drug use, and prostitution. Theoretical approaches which seek to explain deviance will be critically explained. This online graduate course explores advanced sociological principles using selected classic and contemporary readings. Students will be expected to read, synthesize, and integrate a wide variety of sociological materials and to analyze and discuss them from divergent theoretical perspectives.

Racial and Ethnic Diversity

A general survey of race, ethnic, and minority relations in the United States. Emphasis is placed on theories of prejudice/discrimination and institutional racism in education, politics, and economics.

Classical Sociological Theory

This course focuses on the classical foundation of sociology, particularly the works of Marx, Weber, and Durkheim. Attention will be given to how these theories have given rise to the major theoretical perspectives in sociology as well as their general applicability to contemporary social phenomena.

Sociological Theory

This course examines the nature of theory and reviews major sociological theoretical perspectives, especially structural-functionalism, conflict theory, and symbolic interactionism. Special attention is given to leading figures representative of the above schools of thought.

Family Violence

Domestic violence between adults is studied from an interdisciplinary perspective. The cycle of violence, dominance, and control are among the issues covered sociologically and psychologically. The legal perspective includes discussion of proactive arrest policies, restraining orders, and anti-stalking legislation that have emerged across the United States.

US Drugs and Society

This course examines the major categories of drugs- stimulants, depressants, hallucinogens, and narcotics. It also investigates other drug related topics and events such as the use of steroids and inhalants; the abuse of over-the-counter drugs; dependency and addiction; and intervention topics. As a capstone, this course includes critical thinking about the drug culture, and emphasis is placed on a cross-cultural perspective. Integrating the viewpoints of other disciplines and professions about drug culture is also a goal of this course.

Introduction to Social Research

An introduction to the process, logic, and skills of social science research inquiry. The range of research designs, their strengths and weaknesses, the specific research tools needed for the collection of sociological data, and introductory analytical techniques are examined.

Criminal Law

An examination of the central principles of criminal law, which include the substantive elements defining criminal conduct for specific crimes and the various exculpatory conditions of criminal liability.

Methods of Social Research

An introduction to the process, logic, and skills of social science research inquiry. The range of research designs, their strengths and weaknesses, the specific research tools needed for the collection of sociological data, and introductory analytical techniques are examined.

Books Published

Bullock, Damon. (2016). *How wars are won: Leadership, friendship, family, and unit cohesion*. Bloomington, Indiana: Xlibris.

Articles and Research

Bullock, Damon, Casler, Eric, & Brown, A.J. (2024). Energías Renovables. Perspectiva desde los Estados Unidos de América. F.N. Baez (Ed.), *Las energías renovables y la transición energética justa* (pp. 173–194). Universidad del Valle de Atemajac.

Bullock, Damon. (2020). *The dynamics and potential stressors associated with service members' deployment, homecoming, and reintegration*. National Council on Family Relations Network. Volume 33.3, Summer 2020.

Bullock, Damon. (2015). *Physical and sexual elder abuse*. *International Journal of Advance Research in Humanities and Social Science*, 1 (3), 1-12.

Bullock, Damon. (2014). *Latinos and the criminal justice system*. *International Journal of Advance Research*, 2 (11), 1-15.

Bullock, Damon. (2012). *The contact hypothesis and racial diversity in the United States military*. [Doctoral dissertation, Texas Woman's University]. ProQuest.

Book Chapter(s) Review

Ferris, Kerry & Stein, Jill. (2024). *The Real World: An Introduction to Sociology*. W.W. Norton Publishing. Chapters 2 and 13.

Zhao, Yunhan & Messner, Steven. (2024). *Markets, Politics, and Crime in Contemporary China*. Cognella Academic Publishing. Chapters 1-3.

Zuckerman, Phil. (2024). *Sociology, Unplugged*. Rowman & Littlefield Publishers. Chapters 1,3-4.

Scholarly and Professional Presentations

Presenter, Stress and Resource Management. Western New Mexico University Office of Veteran Affairs, Silver City, New Mexico	2024
Presenter, Renewable Energy. Perspective from the United States of America. IX Seminar UNIVA-UDG-DAAD 2024, Guadalajara, Jalisco, Mexico	2024
Presenter, Prevention of Elder Abuse La Universidad del Valle de Atemajac Campus, Guadalajara, Jalisco, Mexico	2024
Presenter, Prevention of Elder Abuse La Universidad del Valle de Atemajac Campus, La Piedad, Michoacán, Mexico	2024
Presenter, Protection Mechanisms for Older Adults The State Human Rights Commission of Michoacán with UNIVA and WNMU, Morelia, Michoacán, Mexico	2024
Presenter, Perspective of Human Rights and the Racial Crisis in the United States La Universidad del Valle de Atemajac Campus, La Piedad, Michoacán, Mexico	2024
Presenter, Agenda 2030 e Inclusion Educativa UMEP 5 th Virtual International Congress, Morelia, Michoacán, Mexico	2024
Presenter, Difference Between Human Rights in the United States and Mexico La Universidad del Valle de Atemajac Campus, La Piedad, Michoacán, Mexico	2024
Presenter, Las Energías Renovables y La Transición Energética Justa La Jefatura de Investigacion de la UNIVA Campus Guadalajara, Virtual	2024
Presenter, Importance of the Criminal Justice System in the United States and Mexico Western New Mexico University, Silver City, NM	2023
Presenter, Strategies of Prevention for Older Adults La Universidad del Valle de Atemajac Campus, La Piedad, Michoacán, Mexico	2023
Presenter, Human Rights and the Obligation to Prevent, Investigate, Sanction, Integrally Repair and Eradicate Violence against Older Adults The State Human Rights Commission of Michoacán with UNIVA and WNMU, Morelia, Michoacán, Mexico	2023
Presenter, How Wars Are Won: Leadership, Friendship, Family, and Unit Cohesion The Attorney General of the State of Michoacán, Morelia, Michoacán, Mexico	2023
Presenter, Strategies of Prevention of Abuse for Older Persons The State Human Rights Commission of Michoacán, Morelia, Michoacán, Mexico	2023
Presenter, Strategies of Prevention of Abuse for Older Persons The Honorable Congress in the State of Michoacán 75 th Legislature, Morelia, Michoacán, Mexico	2023
Presenter, All for the Human Rights in Michoacán State Commission for Human Rights, La Piedad, Michoacán, Mexico	2023
Moderator, How is Misinformation in Social Media Detrimental to Communities of Color? Social Justice and Diversity Symposium, Virtual	2022
Presenter, Human Rights Issues in the United States and Mexico Universidad Del Valle De Atemajac (UNIVA) for Vuelo Verano Global, Virtual	2022
Presenter, What is Academia's Responsibility for Today's Culture of Racism and Its Responsibility to Inspire Change? Social Justice and Diversity Symposium, Virtual	2021
Presenter, Criminal Justice in the United States and Mexico	2020

UNIVA, GOAL Program, Virtual

Forum Presenter, Human Rights, Social Justice, and Security 6th International Forum on Sustainable Local Development, The Global Edition, Virtual	2020
Presenter, Global Perspective of Human Rights Issues UNIVA for Vuelo Verano Global, La Piedad, Michoacán, Mexico, Videoconference	2019
Presenter, Directorate of Traffic and Municipal Roads at the Conference on Human Rights and Road Safety Municipal Government of Piety Traffic and Road Direction, La Piedad, Michoacán, Mexico	2019
Presenter, Police Detention and Human Rights System The Municipal Presidency of Penjama and the Public Security Department, Penjam, Guanajuato, Mexico	2019
Presenter, Prevention in Juvenile Delinquency and Human Rights The H. City Council of La Piedad Michoacán and the Institute of Youth Piedadense Grant, La Piedad, Michoacán, Mexico	2019
Presenter, Police Ethics The State Attorney General's Office (Professional Training and Service Institute Grants, Morelia, Michoacán, Mexico	2019
Presenter, Human Rights and Older Adults The Municipal System for the Development of the Family of Piety, La Piedad, Michoacán, Mexico	2019
Presenter, Human Rights and Constitutional Guarantees UNIVA for Vuelo Verano Global, La Piedad, Michoacán, Mexico	2019
Presenter, The United States Immigration System UNIVA, Guadalajara, Jalisco, Mexico	2018
Presenter, Criminal Justice Issues in the United States UNIVA for Vuelo Verano Global, La Piedad, Michoacán, Mexico	2018
Presenter, Social and Criminal Justice Issues in the United States Secretary of Public Security of Michoacan De Ocampo State: Unit of Internal Affairs, Department Of Administration and Logistics, Morelia, Michoacán, Mexico	2017
Presenter, Human Rights Issues in the United States and American History UNIVA for Vuelo Verano Global, La Piedad, Michoacán, Mexico	2017
Forum Presenter, "Illicit" Drugs: Decriminalization, Legalization, or Continued Prohibition? Western New Mexico University, Miller Library, Silver City, NM	2017
Presenter, Human Rights Issues in the United States UNIVA for Vuelo Verano Global, La Piedad, Michoacán, Mexico	2016
Forum Presenter, The Social Construction of Race: Fact and Fiction Western New Mexico University, Miller Library, Silver City, NM	2016
Forum Presenter, The Criminalization of African Americans and the US Prison Boom Western New Mexico University, Miller Library, Silver City, NM	2016
Forum Presenter, Guises and Disguises of Discrimination Western New Mexico University, Miller Library, Silver City, NM	2014
Paper Presenter, Racial Inclusion in the United States Military Western Social Science Conference, Albuquerque, NM	2014
Paper Presenter, The Contact Hypothesis and Racial Diversity in the United States Military	2012

Industry and Professional Experience

Graduate Teaching Assistant (Sociology Department)

2007 - 2012

Texas Woman's University, Denton, TX

Facilitated classroom and online discussions in assigned courses.

Held weekly office hours to provide additional assistance to students.

Graded homework, programmed assignments, exams, or projects.

Kept accurate records of students' grades and attendance.

Distributed and copied reading materials for students.

Prepared answer keys or supplementary notes.

Financial Aid Counselor

2004 - 2007

University of Arkansas at Little Rock, Little Rock, AR

Assisted in oversight and maintenance of all financial aid programs and academic progress programs to maintain academic excellence within regulatory constraints aid presentations.

Counseled and advised students, prospective students, and their parents who applied for Financial Aid.

Determined individual aid applicant's eligibility for various grants, loans, and work programs.

Kept detailed records and documentation on individual student applicants and maintained compliance with state and federal regulations as they pertain to student financial assistance.

Participated in on-campus and off-campus workshops designated for training purposes for Financial Aid and completed the monthly Enrollment Reporting process.

Performed all other duties and responsibilities assigned by the Director of Financial Aid

Financial Aid Counselor

2002 - 2003

Philander Smith College, Little Rock, AR

Assisted in oversight and maintenance of all financial aid programs and academic progress programs to maintain academic excellence within regulatory constraints aid presentations.

Counseled and advised students, prospective students, and their parents who applied for Financial Aid.

Determined individual aid applicant's eligibility for various grants, loans, and work programs.

Kept detailed records and documentation on individual student applicants and maintained compliance with state and federal regulations as they pertain to student financial assistance.

Participated in on-campus and off-campus workshops designated for training purposes for Financial Aid and completed the monthly Enrollment Reporting process.

Performed all other duties and responsibilities assigned by the Director of Financial Aid

Laboratory Technician II

1998 - 2001

American Red Cross, Little Rock, AR

Received, labeled, and safely stored samples to be tested.

Determined and performed tests needed for the analysis and report.

Recorded tests and analyses and then reported the results, along with discussed and answered any questions regarding the results.

Organized and stored samples in accordance with all safety and other requirements to ensure the safety of personnel and integrity of the sample.

Cleaned and maintained lab equipment, including recalibration of equipment and documentation of equipment records and daily work logs.

Stayed current on technical and scientific advances in the field.

Media Experience

Guest Speaker, Nourishing Futures: Advancing Food, Education, and Reproductive Justice KURU Radio, Silver City, New Mexico	2024
Guest Speaker, DE&I in Education: Being Excluded from Inclusion KURU Radio, Silver City, New Mexico	2023
Guest Speaker, How is Misinformation in Social Media Detrimental to Communities of Color? KURU Radio, Silver City, New Mexico	2022
Guest Speaker, Ethnocentrism in Today's Society KURU Radio, Silver City, New Mexico	2019
Guest Speaker, Leadership: What Does it Mean to You? KURU Radio, Silver City, New Mexico	2018
Guest Speaker, Drug Legalization and Public Sentiment KURU Radio, Silver City, New Mexico	2017
Guest Speaker, Human Rights Issues and Policing in the United States CEPROA Radio and Television, La Piedad, Michoacán, Mexico	2017
Guest Speaker, Human Rights Issues in the United States CEPROA Radio and Television, La Piedad, Michoacán, Mexico	2016

Military Experience

US Army	2000 - Present
983rd Engineer Battalion Commander, Army Reserves	2024 - Present

Command the 983rd Engineer Battalion, 372nd Engineer Brigade, 416 Theater Engineer Command.

Responsible for all aspects of leading, training, mobilizing and deploying an Engineer Battalion in both peacetime and wartime conditions.

Provide guidance and mentoring to a battalion-level staff and 9 subordinate detachments and companies.

Recruit and retain motivated, qualified Engineer soldiers to meet mobilization and peacetime 983rd Engineer Battalion mission requirements.

Represent the Battalion at all conferences and military functions, as required.

Support and execute all missions and tasking on order.

Maintain control systems to prevent fraud, waste and abuse or mismanagement of

Government resources.

Maintain personal deployment readiness.

Provide guidance and supervision for all training, planning, and execution of battalion operations, as well as implementing security measures and managing resources.

Oversee unit personnel strength and property accountability.

Supervise operation and organizational maintenance of weapons, mobile combat equipment, and combat combination equipment.

Operations Officer (OC/T), Army Reserves

2022 - 2024, 2019 - 2021

Worked as part of an exercise planning team to design, develop and execute JITEC exercises.

Supported the planning, design, development, and execution of HSEEP compliant discussion-based and operations-based exercises; and military exercises to include Command Post Exercises (CPX), Communication Exercises (COMMEX), and Field Training Exercises (FTX).

Wrote realistic injects for the exercise scenario that led the training audience to achieve their training objectives.

Observed, controlled, and trained the exercise training audience.

Liaised with the supported unit to determine training needs and provide detailed written reports articulating training events and exercise requirements and needs.

Facilitated After Action Reviews (AAR) with the supported organization and prepared and distributed After Action Review Reports (AARRs) to the supported organization following all training and evaluation events.

Developed Training Plans (TP), and evaluation criteria for the supported unit based on the unique requirements that will lead to successful training events and exercises.

Participated in planning conferences with the government as needed to meet mission planning requirements.

FCCME (Electrical), Army Reserves

2021 - 2022

Work as part of an exercise planning team to design, develop and execute JITEC exercises.

Support the planning, design, development and execution of HSEEP compliant Discussion-based and Operations-based exercises and military exercises to include Command Post Exercises (CPX), Communication Exercises (COMMEX), and Field Training Exercises (FTX).

Create realistic injects for the exercise scenario that led the training audience to achieve their training objectives.

Objectively observe, control, and train the exercise training audience.

Liaise with the supported unit to determine training needs and provide detailed written reports articulating training events and exercise requirements and needs.

Facilitate After Action Reviews (AAR) with the supported organization and prepare and distribute After Action Review Reports (AARRs) to the supported organization following all training and evaluation events.

Develop Training Plans (TP), and evaluation criteria for the supported unit based on the unique requirements that will lead to a successful training event.

Participate in planning conferences with the government as needed to meet mission planning requirements.

Battalion Executive Officer (XO), Army Reserves

2017 - 2019

Second-in-command over a 1000+ soldier battalion.

Prepared to step in at a moment's notice and lead the battalion command structure in lieu of the Battalion Commander.

Synchronized the battalion's information management.

Served as Chief of Staff for all staff sections.

Gave valuable insight and perspective to my superior while being able to implement my superior's mission and vision for the battalion.

Brigade Future Operations Officer, Army Reserves

2016 - 2017

Prepared, coordinated, authenticated, published, and distributed the command SOP, plans, orders (including fragmentary orders [FRAGOs] and warning orders [WARNOs]), and terrain requirements and products involving contributions from other staff sections.

Planned, coordinated, and supervised exercises.

Participating in target meetings.

Reviewed plans and orders of subordinate units in order for synchronization and completeness.

Synchronized tactical operations with all staff sections.

Ensured necessary combat support requirements are provided when and where required.

Integrated ISR into the concept of operations and managed the ISR effort through an integrated staff process and procedure.

Integrating fire support into operations.

Company Commander, Army Reserves

2014 - 2016

Commanded 100+ soldiers.

Interacted with others to build a consensus among stakeholders.

Maintained fiscal, administrative, and logistical responsibility of my company.

Wrote OPORDs (Operation Orders) of day-to-day duties of my company, establishing policies and procedures, maintaining property accountability, sending unit reports to my superiors, and ensuring vital metrics such as medical and administrative tasks for my soldiers were met.

Signal Officer (S-6), New Mexico Army National Guard

2013 - 2014

Recommended C4OPS network priorities for battle command and CP locations based on the information environment.

Ensured that redundant communications means were planned and available to pass time-sensitive information.

Recommended C2-related essential elements of friendly information (EEFI).

Established automation systems administration procedures for all INFOSYS.

Created procedures for collecting, processing, displaying, storing, and disseminating data and information within the headquarters, staff sections, and major subordinate commands throughout the operations process (per the CIMP).

Managed and controlled information network capabilities and services.

Assistant Operations Officer (S-3), Army Reserves

2011 - 2013

Prepared, coordinated, authenticated, published, and distributed the command SOP, plans, orders (including fragmentary orders [FRAGOs] and warning orders [WARNOs]), and terrain requirements and products involving contributions from other staff sections.

Planned, coordinated, and supervised exercises.

Participating in target meetings.

Reviewed plans and orders of subordinate units for synchronization and completeness.

Synchronized tactical operations with all staff sections.

Ensured necessary combat support requirements are provided when and where required.

Integrated ISR into the concept of operations and managed the ISR effort through an integrated staff process and procedure.

Integrating fire support into operations.

Base Defense Liaison Officer, Arkansas Army National Guard

2009 - 2011

Coordinated security exercises to ensure consistency in doctrine and tactics.

Maintained liaison and coordinated with civilian and military law enforcement agencies.

Directed and administered physical security efforts of a variety of establishments.

Provided guidance and direction to subordinates on law enforcement and physical security policy, procedures, and practices.

Executed administrative procedures such as report writing and supply management.

Participated in operations related to traffic control, personnel access, and vehicle registration.

Monitored the Auxiliary Security Force organization, training, and operation.

Conducted operational exercises with counterintelligence, investigative, and law enforcement agencies.

Apprehended violators or suspects based on probable cause.

Engaged in crime prevention efforts and physical security surveys.

Engineer Platoon Leader, Arkansas Army National Guard

2007 - 2009

Commanded the platoon and control system, including driving the operations process at the platoon level.

Executed the full range of personnel management, training, counseling, mentorship, readiness, and supply accountability.

Led the platoon in supporting the higher headquarters missions.

Conducted troop leading procedures and maneuvered squads and fighting elements.

Synchronized the efforts of squads, planning ahead to the next move of the platoon.

Requested, controlled, and synchronized supporting assets.

Employed mission command systems available to the squads and platoon.

Checked with squad leaders ensuring 360-degree, three-dimensional security maintained and with weapons squad leaders controlling the emplacement of key weapon systems.

Issued accurate and timely reports.

Assigned clear tasks and purposes to the squads, stepping in where most needed in order to accomplish the mission.

Understood the mission and commander's intent two levels up (company and battalion).

Coordinated and assisted in the development of the obstacle plan.

Force Protection Manpower

2003 - 2004

Directed, planned, administered and supervised protection efforts, antiterrorism training, and pre deployment certification programs at Fort Polk during the mission.

Supported Operation Noble Eagle at Fort Polk to ensure the base did not succumb to a terrorist or domestic attack.

Collaborated with the Intelligence and Law Enforcement community to provide effective and strategic force protection to Fort Polk.

Basic Combat and Advanced Individual Trainer

2001 - 2002

Basic Combat

Completed the U.S. Army physical fitness test (APFT) with an overall minimum total score of 60, completing hand-to-hand combat, a 16k tactical foot march, and other tactical field and situation training exercises.

Safely handled and maintained primary assigned weapon.

Passed chemical training confidence exercises and demonstrated proper use of protective gear.

Demonstrated proficiency in all Warrior Tasks and Battle Drills and first aid.

Negotiated an obstacle course.

Advanced Individual Trainer

Installed and repaired circuits and wiring.

Calibrated and aligned equipment components.

Used test, measurement and diagnostic equipment; test program sets; and interactive electronic technical manuals to troubleshoot and repair equipment.

Performed preventive maintenance checks and services on equipment, including bench tests to verify operability of repaired equipment and ensured emission security standards.

Evacuates damaged equipment and components to higher level repair activities.

Completed preventive maintenance checks and services (PMCS) on tools, TMDE, vehicles, and power generators.

Communications Security (COMSEC) Repairer, Arkansas Army National Guard 2000 - 2007

Performed essential preventive maintenance checks and services on radios, transmitters, communication security equipment, and other associated equipment.

Ensured secure communication was always available and calibrated and aligned equipment components, using test measurement, and diagnostic equipment.

Tested program sets and used interactive electronic technical manuals in order to troubleshoot and repair equipment.

Entrepreneurial Experience

Founder 2021 - Present

Above the Fray, LLC, Silver City, NM

Participate in the process of institutional and social transformation by giving group presentations, serving as guest speakers and on forums in various capacities and collaborating with other entities who are committed to diversity, inclusion, and equity.

Bring attention to the historic and current trauma of diverse communities.

Engage social service agencies, law enforcement agencies, educational institutions, civic organizations, and other entities who want to cultivate awareness and implement diversity and inclusion.

Educational Training

Antiterrorism Level III Course October 2024
83 USAR Readiness Training Center, Fort Leavenworth, KS

USAR Battalion/Brigade Pre-Command Course October 2024
83 USAR Readiness Training Center, Fort Leavenworth, KS

OC/T (Observer Controller/Trainer) Academy Course April 2024
Camp Atterbury, Edinburgh, IN

Life Cycle Executive Leadership Program September 2023
Institute for Defense and Business, Chapel Hill, NC

Service Excellence Training Program May 2022
Western New Mexico University, Silver City, NM

Army Reserve Equal Opportunity Leaders Course May 2021
US Army, Sloan, NV

Command and General Staff College, Advanced Operations Course January 2021
US Army, Fort Leavenworth, KS

Level II-Anti-Terrorism Officer Basic Course November 2018
US Army, Darien, IL

Level II-Anti-Terrorism Officer Basic Course, Supplemental Training November 2018
US Army, Darien, IL

Advising Training Western New Mexico University, Silver City, NM	October 2018
Quality Matters Redesign Course Training Western New Mexico University, Silver City, NM	May 2018
Teaching in Contentious Times: Strategies for Successful Practice University of New Mexico, Albuquerque, NM	April 2018
Youth Protection Training Boy Scouts of America, Virtual	March 2018
Logistics University, USAR-RC, Theater Sustainment Course US Army, Fort Lee, VA	June 2016
Readiness Training Center, USAR Pre-Command Course US Army, Fort Knox, KY	August 2015
Digital Forensics Course Western New Mexico University Police Academy, Silver City, NM	January 2015
Readiness Training Center, USAR Company Level Supply Course US Army, Fort Knox, KY	April 2013
Leadership Training Pioneers Ready to Empower Their Peers (PREP), Dallas, TX	August 2011
Engineer School, Officer Advanced Course US Army, Fort Leonardwood, MO	July 2011
Leadership Challenge Workshop International Leadership Associates and Cloud Rainosek Associates, Dallas, TX	February 2011
Engineer School, Officer Basic Course US Army, Fort Leonardwood, MO	November 2008
Basic Officer Leadership Course II US Army, Fort Benning, GA	July 2008
Engineer School, Heavy Construction Equipment Operator US Army, Fort Leonardwood, MO	April 2007
NCO School, Primary Leadership Development Course US Army, Camp Cook, LA	September 2003
Signal School, Radio/Communications Security Repair Course US Army, Fort Gordon, GA	April 2002

Memberships and Affiliations

Diversity, Equality, and Inclusion (DEI) Committee	2022 - Present
Assessment Board Committee	2019 – Present
Graduate Council	2023-Present
Research Board Committee	2019 - 2023
Faculty Athletic Board Committee	2019 - Present

Alpha Phi Sigma Criminal Justice Honor Society	2018 - Present
Boy Scouts of America National Learning for Life & Exploring Committee	2016 - Present
El Refugio, Inc. Domestic Violence and Victim Advocacy	2015 - Present
Criminal Justice/Chemical Dependency Club	2013 - 2018
National Society of Leadership and Success	2012 - Present
Sigma Alpha Pi Leadership Honor Society	2012 - Present
Golden Key Honor Society	2006 - Present
Shamrock-Trinity Lodge #435, Service/Social Organization	1996 - Present
Alpha Phi Alpha Fraternity, Inc.	1994 - Present
Academic Integrity Committee, Chairman	2017 - 2022
Faculty Senate Committee	2015 - 2018
Institutional Review Board Committee	2013 - 2016
Alpha Kappa Delta Sociology Honor Society	2009 - 2012

Community Service and Social Contributions

Vice-President American Civil Liberties Union	2022 - Present
Volunteer American Civil Liberties Union	2016 - Present
Domestic Violence and Victim Advocate El Refugio, Inc.	2015 - Present
Domestic Violence and Victim Advocacy, Board President El Refugio, Inc.	2016 - 2017
Secretary IprojectDestiny	2021-Present

Awards and Honors

Best Online Course Design and Delivery Nomination Western New Mexico University	2019, 2023
Who's Who in America Marquis Who's Who	2022
Army Commendation Medal Army Reserve	2021, 2022, 2023, 2024
Raising the Bar Award Columbia Southern University	2019-2024
UNIVA Peer Professor Michoacán, La Piedad, Mexico	2020

Army Reserve Components Achievement Medal Army Reserve	2000-2021
Korea Defense Service Medal Army Reserve	2020, 2021
Army Reserve Components Overseas Training Ribbon Army Reserve	2020, 2021, 2023, 2024
College of Social Sciences and Communication Faculty Mentor Award University of Arkansas at Little Rock	2019
UNIVA Human Rights Award La Piedad, Mexico	2016
National Guard Scholarship Award National Guard Association of Arkansas	2006, 2009, 2010, 2011, 2012
Bertha & Morris Levy Endowed Scholarship Texas Woman's University	2008, 2010, 2011
Army Achievement Medal Arkansas National Guard	2004
Armed Forces Reserve Medal (with "M" device) Arkansas National Guard	2004
Global War on Terror Service Medal Arkansas National Guard	2004
National Defense Service Medal Arkansas National Guard	2004
Beth & Carl Richard Scholarship Award University of Arkansas at Little Rock	2002

Highly Competent Subject Areas

Software:

Microsoft Office, Suite
Mustang Express, Banner

Learning Management Systems:

Moodle
Blackboard
Canvas
eCollege
D2L

General Fields:

Criminal Justice
Psychology
Victimology
Digital Forensics
Organized Crime
Social Psychology
Psychology of Prejudice

Psychology of Gender
Human Trafficking
Sociology
Liberal Studies

References

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