



**Curriculum Vita
2026**

Instructor: Dr. Ray Keefauver

Academic Department: College of Innovation and Design

Phone: 616.251.8886

University Email Address: Ray.Keefauver@etamu.edu

Faculty Web Page Address:

East Texas A&M University Addresses:

Main Campus: PO Box 3011, Commerce, TX 75429-3011

Dallas Site: 8750 North Central Expressway, Suite 1900, Box 30, Dallas, TX 76231

College of Innovation and Design Office Phone: 214.954.3615 & 903.886.5878

EDUCATION

Ph.D. Doctor of Philosophy in Business Administration- Northcentral University, Arizona, 2029

MCJA- Master of Criminal Justice Administration- Mountain State University, 2008

MSIT- Master of Science in Information Technology (Data Analytics), Salem University, 2026

MSIT- Master of Science in Information Technology (Cybersecurity), Salem University, 2026

B.S. Administration of Criminal Justice- Mountain State University, 2006

DIT- Doctor of Information Technology- Capella University (current student)

TEACHING EXPERIENCE

EAST TEXAS A&M

04/07-Present

Online Adjunct/ Content Builder

- Designed and instructed PSCB 560: Criminology and Crime Prevention
- Provided course content deliverables to align contemporary criminological theories and their applications in developing evidence-based crime prevention programs.
- Final review by Dr. Westmoreland, Instructional Designer II/ Instructor
College of Innovation and Design

SALEM UNIVERSITY

6/5/2026

Interim LMS Manager

Provided Blackboard Learning Management System (LMS) administration and support for Salem University, managing support tickets, course maintenance, and academic term course rollovers. Ensured timely resolution of faculty and student inquiries, coordinated with cross-functional teams, maintained course quality standards, verified digital learning resources, and supported the successful preparation and deployment of online courses for upcoming academic terms.

Managed and monitored the Blackboard LMS support ticketing system, ensuring timely responses and resolution of faculty, staff, and student support requests.

Routed and coordinated support cases with IT, instructional design, faculty, and academic affairs to resolve technical and course-related issues.

Tracked ticket progress, maintained documentation, and escalated unresolved issues as needed to meet service-level expectations.

Generated and reviewed course readiness reports to support academic term course rollovers.

Audited course content, syllabi, and instructional materials to ensure accuracy, currency, and compliance with university standards.

Verified functionality and accessibility of eBooks, digital resources, and course links within Blackboard course shells.

Updated courses by removing outdated announcements, due dates, and time-sensitive content prior to publication.

Implemented standardized university modules and instructional components across online courses during term preparation.

Identified and communicated course content discrepancies, missing materials, and faculty submission issues to university leadership for resolution.

Collaborated with the Dean of Curriculum and Academic Innovation through regular reporting and weekly operational review meetings.

Supported the successful launch and quality assurance of online courses for multiple academic terms while maintaining high levels of customer service and instructional support.

SALEM UNIVERSITY

2/18/2026- 5/18/2-2206

Interim Dean, Professional Studies

Served as Dean of Professional Programs, providing strategic leadership, academic oversight, and operational management for university programs, faculty, curriculum development, and student success initiatives. Collaborated with university leadership to drive program quality, accreditation compliance, faculty excellence, enrollment growth, curriculum innovation, and continuous improvement while supporting student retention, persistence, and graduation outcomes.

Provided leadership and administrative oversight for Professional Programs, including curriculum, faculty, course scheduling, and academic operations.

Served on executive academic leadership committees, contributing to institutional planning, policy development, and strategic decision-making.

Utilized student performance data, assessment results, and feedback to improve academic outcomes and program effectiveness.

Collaborated with faculty and academic support services to implement student-centered initiatives that enhanced retention, success, and graduation rates.

Led annual program review processes and continuous improvement efforts to maintain academic quality and relevance.

Managed accreditation activities, ensuring compliance with institutional, regional, and programmatic standards.

Directed faculty recruitment, onboarding, training, mentoring, evaluation, and professional development initiatives.

Partnered with the Provost to develop and revise curriculum, ensuring courses remained rigorous, engaging, and aligned with university goals.

Oversaw course credit evaluations and individualized learning plan (ILP) development for student academic progression.

Ensured compliance with university policies, academic regulations, and governmental requirements.

Developed and managed departmental budgets, resources, and strategic initiatives.

Established partnerships with external organizations to support internships, workforce development, and enrollment growth.

Led Institutional Review Board (IRB) operations, coordinating research review processes and regulatory compliance.

Strengthened institutional reputation through academic innovation, student advocacy, community engagement, presentations, and scholarly activities.

12/8/2025

**Director of the Computer Science and Information
Technology Programs/ Criminal Justice**

- Serve as a member of the Academic Leadership Committee.
- Utilize data, including student feedback, to inform decision-making and improve outcomes.
- Collaborate with instructional faculty and academic support programs to promote student success and implement innovative strategies.
- Enhance the University's reputation through excellence in student services, advocacy, curriculum development, publications, and presentations.
- Manage and oversee the Annual Program Review process.
- Participate in accreditation processes, ensuring timely updates, reporting, and continuous program improvement.
- Assist in the scheduling and implementation of academic courses and programs. Recommend, support, and evaluate faculty to ensure commitment to student success.
- Partner with the Provost to lead curriculum development, ensuring courses are engaging, rigorous, and aligned with University standards.
- Conduct course credit evaluations and ensure the development of Individual Learning Plans (ILPs).
- Comply with all institutional policies, procedures, and governmental regulations.
- Build and maintain partnerships that support student internships and enrollment growth.

- Perform additional duties as assigned by the Dean and Provost.

6/2024- Present

Director of Criminal Justice Studies

- Manager of Criminal Justice Bachelors and master's Programs, Administration of Justice, Crime Scene Investigation, Homeland Security, Law Enforcement, Forensic Science, and Administration of Justice.
- Manage all curriculum (43 courses) and course development activities to ensure the University's mission, accreditation, and industry alignment.
- Assist Dean and Provost with leadership and strategic vision of program.
- Review and approve/deny student transfer and reentry requests.
- Provide leadership and management to several faculty members, including hiring, performance management, course reviews, and audits.
- Review internal and external data and modify curriculum accordingly.
- Prepare for HLC and other significant department events.
- Serve on Academic Leadership Committee.
- Teach 10 courses per year.

2/2022- 06/2024

Lead Faculty/ SME/ Salem University

Courses taught

- Criminal Law
- Criminal Evidence and Procedure
- Police Operations
- Corrections Systems and Operations
- Juvenile Justice
- Criminal Investigation and Forensics
- Crisis Intervention
- Security
- Domestic Violence
- Terrorism
- Police Administration

- Patrol and Community Policing
- White Collar and Computer Crime
- Constitutional Law
- Criminal Justice Research and Statistics
- Ethics in Criminal Justice
- Introduction to Crime Scene Photography
- Fingerprints and Impression Evidence
- Crime Scene Management
- Ballistics and Firearm Identification
- Digital Evidence
- Homeland Security
- Emergency Management
- Criminal Justice Management
- Special Topics
- Incident Command and Management
- Senior Capstone Project
- Criminological Theory
- Research Methods in Criminal Justice
- Criminal Justice Policy Analysis
- Ethics in Criminal Justice Management
- Management in Criminal Justice Organizations
- Advanced Constitutional Law
- Law Enforcement and the Community
- Special Topics in Criminal Justice Administration
- Information Systems Security
- Cybersecurity
- Computer Forensics
- Forensic Toxicology
- Forensic Biology
- Criminal Profiling
- Research Project in Criminal Justice
- Capstone

BRYANT & STRATTON COLLEGE

06/2009- Present

Adjunct Instructor/ SME

- Criminology: Exploring Criminal Behavior, Criminal Justice Administration, Corrections, Security Administration, White Collar Crime, Investigations, Public Safety Management, Introduction to Law Enforcement,

Criminal Courts and Procedures, Emerging Trends in Juvenile Justice, Career Development.

BUENA VISTA UNIVERSITY

09/2011- Present Adjunct Faculty

- Criminal Justice Systems, Criminal Investigations, and Deviant Behavior.

BAKER COLLEGE

2015- 2015 Adjunct Faculty

- Criminology, 911 Telecommunications I & II, Introduction to Forensics, Interpersonal Communications, Correctional Facilities, Community Corrections, Introduction to Criminal Justice, Principles of Policing, Work Experience I & II.

COLORADO STATE UNIVERSITY- GLOBAL CAMPUS

2014- 2017 Adjunct Faculty

- Criminal Justice and the Constitution, Fundamentals of Pedology, Law Enforcement and American Policing, Managing Criminal Justice Organizations, Criminal Investigations

2014- 2017 **ASHFORD UNIVERSITY**

Adjunct Faculty

- Introduction to Criminal Justice, Crime and Society

2010- 2016 **KAPLAN UNIVERSITY** (Prior to Purdue University-Global)

Adjunct Faculty

- Correctional Concepts, Crime Scene Investigations, Juvenile Delinquency (Course Lead), Ethics in Criminal Justice, Juvenile Case Management, Criminal Justice Capstone.