

# Thomas A. Johnson, Ed.D.

## EDUCATION

**Doctor of Education (1998):** Texas Southern University, Houston, TX  
Major: Higher Education Administration

**Post Graduate:** Texas Southern University, Houston, TX  
Concentration: 18 graduate hours in History

**Master of Science (1989):** Sam Houston State University, Huntsville, TX  
Major: Criminal Justice Management  
Honor: Served on the SHSU Alumni Board

**Bachelor of Science (1984):** Sam Houston State University, Huntsville, TX  
Major: Criminology & Corrections  
Minor: Sociology  
Honor: Magna Cum Laude (Graduated in top 10%), Alpha Phi Sigma - National Criminal Justice Honor Society, SHSU Criminal Justice Honor Scholar/twice  
Extracurricular:  
Two term President of Phi Theta Kappa Alumni Association and Interned for U.S. Representative Charles "Charlie" Wilson in Washington D.C.

**Associate of Applied Science (1984 Reverse transfer):** Houston  
Community College, Houston, TX  
Major: Law Enforcement

**Associate of Arts (1982 Reverse transfer):** Angelina College, Lufkin, TX  
Major: Psychology  
Honor: Phi Theta Kappa – International Junior College Honor Society  
Extracurricular: Cheerleader, Actor in a college play, Delegate to Center of the Study of the Presidency in Washington DC and Interned for U.S. Representative Charles "Charlie" Wilson in Washington D.C.

# **PROFESSIONAL EXPERIENCE**

## **TYLER JUNIOR COLLEGE**

**2006-Present**

*Tyler Junior College (TJC) is one of the largest community colleges in Texas, with 306 full-time faculty members and 248 part-time faculty members, approximately 11,500 students and 1,011 May 2016 graduates.*

*For 91 years, TJC has embodied the true sense of the term "community college," as reflected in its foundational promises to provide students with a quality education, a vibrant student life and opportunities for service to the community.*

*With more than 120 degree and certificate programs, plus extensive training and technical programs, TJC is the best first step for any student, whether they plan to transfer to a four-year institution or gain the skills they need to go directly into the workforce.*

*When students step onto the 137-acre campus, they are immediately part of the TJC experience, which includes rigorous academics, 58 national championships in athletics; stellar fine and performing arts programs; modern residential facilities; and organizations and clubs that reflect student diversity.*

*Additionally, more than 2,100 high school students are simultaneously earning college credit each year through dual enrollment opportunities at TJC. In a recent survey of current students, 75 percent said TJC was their first choice for college, and 94 percent said they would choose TJC again based on their experience so far.*  
[https://www.tjc.edu/info/20007/about\\_tjc](https://www.tjc.edu/info/20007/about_tjc)

**Assistant Vice President:** (2015-Present). During my tenure as AVP, I have supervised numerous departments at various times including: Campus Police Department, Law Enforcement Academy, Dean of Students, Veterans Affairs, Student Code of Conduct/Judicial, Counseling, Dean of Enrollment Management, Recruiting, Testing, Advising, Office of the Registrar, and Career Services. Provide oversight to the Behavioral Intervention Team and Chair the college Civility Taskforce and continue to teach one credit class in the Fall & Spring semesters.

**Executive Director:** (2011-2015). Chaired the Civility Taskforce and led campus-wide initiatives to ensure respect and compliance in both public safety and security as well as headed any Public Integrity Inquiries. TJC is considered one of the leading colleges to integrate Crime Prevention through Environmental Design, personal safety and security into a higher education environment to ensure learning can take place. Numerous institutions of higher and secondary education have consulted with Tyler Junior College regarding cutting-edge public safety and civility. Taught a credit course during Fall & Spring semesters.

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**Division Director:** (2010-2011). Managed personnel in three separate college schools simultaneously within the institution to ensure compliance with SACS,

THECB, TCOLE and GIPWE/WEEM. Taught one History course during Fall & Spring semesters. Developed new academic certificate and degree programs:

- Criminal Justice (Academic Affairs)
- Fire Science (Academic Affairs)
- Public Administration (Academic Affairs)
- Campus Police Department (Student Affairs)
- Law Enforcement Academy (Continuing Studies)
- Fire Academy (Continuing Studies)

**Associate Dean/Faculty:** (2009-2010). Supervised several departments in the Department of Public Service Careers within the School of Applied Studies. Taught one History course during Fall & Spring semesters. Served as Acting Dean of Applied Studies between Deans while undergoing SACS reaffirmation. Supervised:

- Criminal Justice
- Law Enforcement Academy
- Fire Science
- Fire Academy
- Public Administration
- Computer Science
  - Information Systems
  - Gaming and Simulation
- Engineering Design Technology
- Surveying & Mapping

**Department Chair/Faculty:** (2008-2009). Oversaw the Public Safety Technology department that consisted of academic programs in Criminal Justice, Fire Science, and Public Administration, as well as the Law Enforcement Academy and Fire Academy. Taught both Criminal Justice and US History courses.

**Faculty/Program Director:** (2006-2008). Served as the Law Enforcement Academy Managing Director as well as taught Criminal Justice and US History courses.

## **HOUSTON COMMUNITY COLLEGE**

**1999-2004 part-time & 2005-2006 full-time**

**Faculty/Program Coordinator:** Coordinated the Public Administration program as well as taught both Criminal Justice and History courses over a 7 year period.

## **SAM HOUSTON STATE UNIVERSITY**

**2000-2005 part-time Instructor & 2005 full-time**

**Project Manager & Instructor:** (Federal grant). Managed the U.S. Border Intelligence Network Grant Program. Taught adjunct graduate and undergraduate Criminal Justice courses over a 5 year period. (see courses under teaching experience.)

## **HOUSTON POLICE DEPARTMENT**

**August 1984 – December 2004**

**{Honorably Retired}**

The City of Houston is the 4<sup>th</sup> largest US city with a population of over 2.2 million. The Houston Police Department has over 7,000 sworn and non-sworn employees. Served a little over 20 years at a multitude of ranks and levels rising from a police cadet to division head.

### **Division Manager, Strategic Planning & Research:** (2000-2004)

Managed sworn and non-sworn personnel, resources, projects and evaluations. A large portion of the employees had doctoral and graduate level degrees doing complex research. Responsible for developing the organizational Strategic plan, produced statistical crime reports, and various types of research for the Police Department. Developed a department wide budgetary accountability process for HPD's \$500,000 million dollar annual budget to link goals and objectives of each unit within the agency.

### **Training Administrator:** (1994-2000)

- **Training Division:** Served as the Academy and Educational Coordinator. The HPD Academy serves as the training and educational center which manages the education, enrollment, transcripts, and record custodian for the agency's 7,000+ sworn and non-sworn employees as well as thousands of former employees. The academy works with several institutions of higher education.
- **Executive Assistant Chief of Police Office:** Researched the Police Command College concept as well as other departmental projects and initiatives. This unit was a hand selected group of highly educated personnel (Think Tank) designed to do priority research and evaluation.

### **Administrative Assistant III & IV:** (1990-1994)

- **Training Division:** Served as the Assistant Academy and Education Coordinator as well as supervised personnel.
- **Community Services Division:** Conducted in-depth research, planned, and evaluated projects and served as DARE project manager. Served as Executive Assistant and Secretary for the National DARE Officers Association.

**Police Officer:** (1984-1990)

- **Professional Standards Command:** Administrative officer to an Assistant Chief of Police, produced research reports as well as special projects. Reviewed and wrote executive summaries on internal investigations.
- **Community Services Division:** Researched projects, wrote a large grant, and assisted in the implementation of the D.A.R.E. program into HPD. Served as a community services officer on crime prevention and safety initiatives.
- **Special Operations Division:** Dignitary & special event security and patrol.
- **Northwest Patrol Division:** Patrol and Community Policing duties.

**TEACHING EXPERIENCE**

**August 1999 – Present**

**Higher Education Employment:**

- **Tyler Junior College:** U S History (2006-Present)
- **Houston Community College:** Public Administration, Criminal Justice, and U S History (1999-2006)
- **Sam Houston State University:** Criminal Justice (2000-2005)
- **University of Houston-Downtown:** Criminal Justice (2001-2004)

**Higher Education Credit Courses Taught**

**Graduate & Undergraduate levels:**

Perspectives in Criminology – Graduate  
Ethics of Criminal Justice – Graduate  
American History I – Undergraduate  
American History II – Undergraduate  
Crime & Delinquency - Undergraduate  
Criminal Investigations - Undergraduate  
Courts and Criminal Procedure – Undergraduate  
Introduction to CJ - Undergraduate  
Introduction to Methods of Research - Undergraduate

Juvenile Delinquency & Juvenile Justice – Undergraduate  
Police Professionalism and Ethics - Undergraduate  
Police Systems & Practices - Undergraduate  
Police Management – Undergraduate  
Public Administration – Undergraduate  
Public Administration Governmental Agencies– Undergraduate  
Public Sector Management– Undergraduate

**TRAINING EXPERIENCE**

**1986 – Present**

**Certified TCOLE Instructor:**

- Tyler Junior College Law Enforcement Academy
- Houston Police Department Training Academy
- Correctional Management Institute of Texas/Sam Houston State University

## **Continuing Education Courses Taught:**

- Strategic Planning in the Public Sector
- Program Evaluation
- Peace Officer –TCOLE Rules and Regulations
- Professionalism and Ethics
- U S and Texas Constitution
- Written and Verbal Communication
- History of Policing in Texas
- Problem Solving
- Drug Prevention Issues
- Employee Performance Evaluations
- New Hire Orientation

## **COMMUNITY SERVICE / COMMITTEES & MEMBERSHIPS**

- City of Tyler, Civil Service Commission, Chair
- City of Tyler, Municipal Court Roundtable, Member
- Tyler / TJC Promise Scholarship, Executive Committee
- TJC Civility Taskforce, Chair
- Smith County Peace Officer Association, Member

## **P U B L I C A T I O N S**

### **Authored Publications**

- ***“The time is now for college civility,”*** International Association of Campus Law Enforcement Administrators, Featured article in the publication. [http://www.iaclea.org/visitors/PDFs/January2015Spotlight-TylerJuniorCollege\\_000.pdf](http://www.iaclea.org/visitors/PDFs/January2015Spotlight-TylerJuniorCollege_000.pdf), January, 2015.
- ***“College Education in the Houston Police Department,”*** Texas Police Journal. Texas Police Association, January, 2006.
- ***“Achievement Levels of College Educated Police Cadets,”*** Texas Law Reporter, June, 2005.
- ***“The Effects of Higher Education/Military Service on Achievement Levels of Police Academy Cadets,”*** ERIC, Resources in Education: ED 437891, Department of Education: Washington D.C., 1998 and UMI # 3018548, Dissertation, Bell & Howell: Ann Arbor MI, 2001.

- “***A History of the Houston Police Department***,” [Edited] The Houston Police Department. Taylor Publishing, 1999 and ERIC, Resources in Education: ED 446013, Department of Education: Washington D.C., 2001.
- “***The Impact of Higher Education on Basic Peace Officer Scores***,” Texas Police Journal. Texas Police Association, January, 2000.
- “***The College Educated Officer***,” The Chief of Police. National Association of Chiefs of Police, May-June, 2000.
- “***Case Evaluation: Higher Education vs. Military Service***,” Texas Police Journal Texas Police Association, December, 2000.

### **Technical / Specialized Publications** (Authored, co-authored, or contributed)

- US Border Intelligence Network Program Plan, 2005
- A Comparative Study of Degreed vs. Non-Degreed Police Officers, 2005
- Call for Service and Crime Forecasting, 2004
- Red Light and Surveillance Report, 2004
- Performance Review of the DARE program, 2003
- Patrol Allocation Report, 2002
- Work Demand Analysis, 2001
- Higher Education Review of Literature Report, 2000
- Neighborhood Police Service Delivery Proposal, 1999-2000
- Policy Assessment Proposal, 1999
- Command College Proposal, 1999
- Strategic Planning Proposal, 1998
- Planning, Research & Evaluation Proposal, 1997
- Annual Civilian Training Proposal, 1993-1999
- DARE Nonprofit Corporation Proposal, 1992
- National DARE Conference Bid Package Proposal, 1991
- DARE Program Manager Proposal, 1990
- Master/Career Police Officer Program, 1990
- Police Executive Board Proposal, 1990
- Police Service Officer Proposal, 1989
- Management Progress Report, 1988-1990
- DARE Program Implementation Proposal, 1987
- Standardized Teaching Outlines for Community Service Officers, 1986

## **PROFESSIONAL DEVELOPMENT**

- Texas Attorney General Training on Open Records Act, 2016
- Texas Attorney General Training on Open Meetings, 2016
- FEMA-Homeland Security Campus Police Emergency Operations Training, 2014
- FBI Active Shooter Executive Conference, 2014



- Weapons on Campus Seminar North Texas St. Univ. 2013
- Active Shooter, Emergency Management Institute (FEMA) 2013
- J/CCSPAT, Enhancing Student Success, Presenter “Campus Civility” Tyler, 2012
- TASCUSPA – Law Conference, Denton, 2012
- NISOD, Co-presenter “Campus Civility”, 2011
- TASCUSPA, Co-presenter “Campus Civility”, 2010
- Tyler Junior College, 2010 & 2014; Sexual Harassment, Americans with Disabilities Act (ADA), and FERPA
- Southern Association of Colleges and Schools Conference, Atlanta, 2009
- TCOLE Academy Coordinator Conference, Corpus Christi
- Texas Ethics Code Seminar, Huntsville, 2005
- State of Texas EEO training, Huntsville, 2005
- Supervisory Training for Workers Compensation Issues, Houston, 2004
- Communication: Transforming Organizational Culture, Houston, 2002
- IACP Training Conference, San Diego, 2000
- Models for Management, Houston, 1999
- Law Enforcement Training Managers Symposium, Arlington, 1998
- Winning Communications, Houston, 1998
- Cultural Diversity, Houston, 1998
- Instructor Liability, Houston, 1997
- Project Management, Houston, 1996
- Psychological & Optimal Performance, Houston, 1996
- Myths and Madness of Family Violence, Houston, 1996
- Managing Stress & Wellness, Houston, 1996
- Workers Compensation Guidelines, Houston, 1995
- Active Listening, Houston, 1995
- Conducting Effective Meetings, Houston, 1995
- Team Tools & Techniques, Houston, 1995
- Handling Stressful Situations, Kansas City, 1994
- Hate Crimes, Houston, 1994
- General Human Relations, Houston, 1994
- Training Management for the 1990’s, Richardson, 1994
- AIDS and the Criminal Justice Professional, Houston, 1992
- Equal Employment Opportunity Workshop, Houston, 1991
- Understanding Cultural Differences, Houston, 1991
- Looking Toward a Drug-Free Future, San Antonio, 1990
- Professional Development Training, Houston, 1990
- Alcohol & Drug Abuse Workshop, Huntsville, 1987
- Drug Abuse Resistance Education Instructor Training, Los Angeles, 1987
- Aspects of Drug Abuse Prevention, Houston, 1986
- Crime Prevention & Juvenile School Programs, Houston, 1986
- Basic Crime Prevention, Houston, 1986
- Public Speaking School, Houston, 1985
- Basic Peace Officer Training, Houston Police Academy, 1984



# **RECOGNITIONS**

## **HONORS / AWARDS & COMMENDATIONS**

- NISOD 2016 Excellence Award – Recipient, Spring 2016
- Commencement Address for Tyler Literacy Council GED, Spring 2014
- Certificate from NISOD for workshop on Campus Civility, 2011
- Commencement Address for Angelina College, Spring 2010
- Inducted as an Outstanding Graduate of Livingston High School, 2010
- Agency Award, Evaluation Committee, Community in Schools-Houston, 2004
- Chief of Police Certificate, Appreciation of Awards Committee Service, 2004
- Volunteer Award, United Way of Texas Gulf Coast for Volunteer Service, 2004
- University Commendation, Working with Univ. of Illinois Research Team, 2002
- Director Commendation, Community In Schools program, 2002
- Mayor Commendation, Assistance during Tropical Storm Allison, 2001
- Chief of Police Commendation, Police Educational Article, 2000
- Mayor Commendation, Cadet Achievement Level Research, 1999
- Deputy Director Commendation, Litigation Support to Legal Services, 1998
- Mayor Commendation, Outstanding TCOLE Rating of Police Academy, 1997
- Nomination Civilian Supervisor of Year, Houston Police Department, 1996
- State Director Commendation, Hosting of a TCOLE Meeting, 1995
- Chief of Police Commendation, DARE Unit Citation, 1993
- Texas Governor Citation, Admiral in the Texas Navy - Developing DARE statewide, 1992
- Kentucky Governor Citation, Kentucky Colonel for DARE, 1991
- Chief of Police Commendation, Life Saving Award, 1990
- Texas Attorney General Citation, Implementation of DARE statewide, 1988
- Chief of Police Commendation, Implementation of DARE program, 1987
- Chief of Police Commendation, Standardized Teaching Outlines, 1986
- Chief of Police Commendation, Hosting IACP Convention, 1985
- Awarded the Texas Sheriffs Assoc. & Jesse H. Jones Scholarship, 1983/1984
- SHSU Academic Scholar, College of Criminal Justice, 1983 & 1984
- Phi Theta Kappa Alumni Honor Society President, SHSU., 1983 & 1984
- Alpha Phi Sigma, Criminal Justice Honor Society, SHSU, 1983
- Dean List, Sam Houston State University, 1982, 1983 & 1984
- Inducted into Phi Theta Kappa Honor Society, Angelina College, 1982
- Awarded the Ollege and Minnie Morrison Scholarship, 1981