

Curriculum Vita

PAUL D. REYNOLDS

University of North Texas at Dallas
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Education

PhD	Texas State University San Marcos, Texas Area: Criminal Justice ▪ 2015 <i>Dissertation Title:</i> "The Impact of Fairness, Organizational Trust, and Perceived Organizational Support on Police Officer Performance" <i>Committee:</i> Drs. Jocelyn M. Pollock (Chair), Beth A. Sanders, Bob E. Vasquez, & Mathew J. Hickman.
MS	Cumberland University Cumberland, Tennessee Public Service Management ▪ 2009
BA	Stetson University Deland, Florida Sociology ▪ 2001

Academic Positions

The University of North Texas at Dallas

Current Position: 9/1/2024 – present

Associate Professor
Department of Criminal Justice and Sociology
School of Liberal Arts and Sciences

Previous Position: 09/01/2022 – 8/31/2024

Director of Research and Associate Professor
Caruth Police Institute at UNT Dallas

Previous Position: 01/01/2022 – 8/31/2022

Director of Research and Assistant Professor
Caruth Police Institute at UNT Dallas

Previous Position: 09/01/2021 – 12/31/2022

Assistant Professor
Department of Criminal Justice and Sociology
School of Liberal Arts and Sciences

Previous Position: 09/01/2016 – 08/31/2021

Assistant Professor
Department of Criminal Justice
School of Liberal Arts and Sciences

Northeastern State University

Previous Position: 09/01/2015 – 08/31/2016

Assistant Professor
Director of the Collegiate Officer Program (COP)/ Director of the Center of Police Research and Professional Training
School of Criminal Justice and Sociology
School of Liberal Arts and Sciences

Texas State University

Previous Position: 09/01/2013 – 05/31/2015

Doctoral Teaching Assistant
School of Criminal Justice
College of Applied Arts

Previous Position: 01/01/2011 – 08/31/2013

Doctoral Research Assistant
School of Criminal Justice
College of Applied Arts

Field & Professional Experience

2003-2009	Nashville-Metropolitan Police Department Nashville, Tennessee Patrol Officer Field ▪ Training Officer
2005-2006	United States Army ▪ OIF III Iraq Intelligence Analyst, SGT
2001-2006	Tennessee Army National Guard (TNARNG) Nashville, Tennessee Intelligence Analyst, SGT
1994-1997	United States Army

Research Interests

Police Performance & Organizational Behavior
Faith &Religiosity

Evidence-based Policing
Green Criminology

Publications

Peer-Reviewed

Gallardo, R., Bartula, A., Reynolds, P., Hubbard, S. & Coleman, E. (2024,). Factors that influence urban recruits' persistence to pursue police careers in a negative occupational climate. *Journal of Criminal Justice Education*. DOI:10.1080/10511253.2024.

Helfers, R.C., Scott, D., & **Reynolds, P.D.** (June 2023). Exploring the relationship between Citizen's belief to defund police budgets and their knowledge of police training: Does place of residence mediate the relationship? *Journal of Criminology and Criminal Justice Studies*,1 (1), 25-41.

Reynolds, P. D., Helfers, R. C., & Smith, R.. (2023). Examining UK and US police officers' perceptions of community sentiment, performance, and fear of on-duty victimization. *SN Social Sciences*, 3 (8). <https://doi.org/10.1007/s43545-023-00716-5>.

Smith, R., Helfers, R.C., & **Reynolds, P.D.** (2022). Anti-police sentiment and police fear of victimization in the UK. *Policing: A Journal of Policy and Practice*, 16 (1), 1-12.

Helfers, R.C., & **Reynolds, P.D.** (April 2022). Anti-police Sentiment, Perceived Organizational Support and Perceived Danger among Police Officers in a Post-Ferguson Era. *Journal of Criminal Justice and Popular Culture*,22 (1), 20-38.

Larson, T., Ray, R., Larson, T. & **Reynolds, P.D.** (July, 2021). *Journal of Management Science and Business Intelligence*, 6 (1), 1-6.

Reynolds, Paul D., Helfers, R. C., & Upshaw, J. (2021). Victimization, perceived organizational support and perceived danger among police officers. *Journal of Theoretical & Philosophical Criminology, Criminal Justice*,13 (Feb), 11-28

Helfers, R. C, **Reynolds, P. D.** and Scott, D. (2021). Being a blue blood: A phenomenological study of police officers' children and their perceptions post-Ferguson. *Police Quarterly*, 24(2), 233-261.

Reynolds, Paul D., Helfers, R. C. & Maskaly, J. (2020). Prior disciplinary actions and depolicing activities among police officers: Does organizational fairness matter? *Criminology, Criminal Justice, Law & Society*, 21 (3), 1-16.

Reynolds, P. D., Upshaw, J., & Larson, T. (2019). A qualitative study of an environmental fight in a freedman community: A content analysis of Sand Branch, Texas. *Journal of Theoretical & Philosophical Criminology*, 11, 133-158.

Reynolds, P. D., & Helfers, R. C. (2019). Organizational injustice and police misconduct: Predicting organizational defiance among police officers. *Criminology, Criminal Justice, Law & Society*, 20 (2), 183-203.

Helfers, R. C., **Reynolds, Paul D.**, & Maskaly, J. (2019). Applying social exchange theory to police deviance: Exploring self-protective behaviors among police officers, *Criminal Justice Review*, 44 (2), 183-203.

Reynolds, P. D., & Helfers, R. C., (2018). Do disciplinary matrices moderate the effects of prior disciplinary actions on perceived organizational support (POS among police officers? *International Journal of Police Science and Management*, 20 (4), 272-283.

Reynolds, P. D., & Helfers, R. C. (2018). Job characteristics and perceived organizational support among police officers. *Criminology, Criminal Justice, Law & Society*, 19 (1), 46-59.

Reynolds, P. D., Fitzgerald, B. A., & Hicks, J. (2018). The Expendables: A Qualitative Study of Police Officers' Responses to Organizational Injustice. *Police Quarterly*, 21 (1), 3-29.

Reynolds, P. D., & Helfers, R. C. (2018). Differences in perceptions of organizational fairness based on job characteristics among police officers. *American Journal of Criminal Justice*, 43 (2), 371-388.

Reynolds, P. D., & Hicks, J. (2015). There is no justice in a police department: A phenomenological study of police experiences. *Police Systems and Practices: An International Journal*, 16 (9), 469-484.

Book Chapters

Helfers, R.C., & **Reynolds, P.D.** (Forthcoming). The Experiences of Rural Police Officers' Children. In W. Wallace (Ed.), *Rural Policing in Global Contexts*.

Reynolds, P. D. & Upshaw, J. (2020). Nonprofit leader's role following public acts of violence. In A. Frazmand (Ed.), *Global Encyclopedia of Public Administration, Public Policy, and Governance*.

Reynolds, P. D. & Upshaw, J. (2020). Environmental Injustice in urban areas. In A Frazmand (Ed.), *Global Encyclopedia of Public Administration, Public Policy, and Governance*.

Reynolds, P. D. (2019). The future of Policing in Education In J Harrison Watts (Ed.), *Policing America's Education*, (pp. 207-223). New York, NY: Routledge.

Reynolds, P. D. & Capt. James Bell. (2019). Ethics in Law Enforcement. In J Harrison Watts (Ed.), *Policing America's Education*, (pp. 93-110). New York, NY: Routledge.

Edwards, J. & **Reynolds, P. D.** (2019). Explanations for Crime on Campus Based on Theory. In J. Harrison Watts (Ed.), *Policing America's Education*, (pp. 177-193). New York, NY: Routledge.

Pollock, J. M., & **Reynolds, P. D.** (2015) Ethics in Law Enforcement. In R. Dunham & G. Alpert (Eds.), *Critical Issues in Policing*, (pp. 183-216) Long Grove, IL: Waveland.

Conference Presentations

***graduate or **undergraduate student co-author.**

Note: Only the past 10 years are shown.

"Motherhood and Policing: A Phenomenological Study of Female Police Officers" (Roundtable discussion: ACJS Chicago, IL, Spring 2024)*

"Dallas Embeds Academics in the Cadet Training Experience: A Novel Approach to Police Reform" (Roundtable discussion: ACJS Chicago, IL, Spring 2024)

"A Look at How Religiosity Influences Criminal Justice Students' Career Aspirations and Views of the Police. (Little Rock, AR, Fall 2023)

"Factors That Influence Urban Recruits Persistence to Pursue Police Careers in a Negative Occupational Climate" (ACJS National Harbor, MD, Spring 2023)

"*What Does the Future of Policing Require?*" (Roundtable Discussion SWACJ, Little Rock, AR, Fall 2023)

"Perceptions of US and UK Police Officers Concerning Anti-police Sentiment and Fear of On-duty Victimization". (ACJS, Las Vegas, NV, Spring 2022)

"Creating A Pandemic Playbook: Applying Law Enforcement Expertise to Managing Covid-19 Testing Sites." (ACJS, Las Vegas, NV, Spring 2022)*

"*Teaching Veterans in Traditional and Military Institutions*" (Roundtable discussion: Texas Association of Criminal Justice Educators, Virtual Conference, Fall 2020)

"*Teaching Green Criminology*" (Roundtable discussion: Texas Association of Criminal Justice Educators, Virtual Conference, Fall 2020)

"*International Perspectives on Policing*" (Roundtable discussion: Texas Association of Criminal Justice Educators, Virtual Conference, Fall 2020)

"*The moderating effects of perceived organizational support on prior victimization and perceived danger among police officers*" (Texas Association of Criminal Justice Educators, Virtual Conference, Fall 2020)

"*Being A Blue Blood: A Phenomenological Study of Police Officer' Children and Their Perceptions Post-Ferguson*". (ASC, San Francisco, CA, Fall, 2019)

"Exploring the Relationship Between Anti-Police Sentiment, POS, and Perceived Danger Among Police Officers" (SWACJ, Houston, TX, Fall 2019)

"Anti-Police Sentiment and Perceived Fear of Victimization Among Police Officers" (ACJS, Baltimore, MD, Spring 2019)

"A Qualitative Analysis of an Environmental Justice Fight in a Freedman Community" (ASC, Atlanta, GA, Fall 2018)

"The Need for Green: Examining Courses on Environmental and Wildlife Crimes and Harms in the Lone Star State" (SWACJ, San Antonio, TX, Fall 2018)

"The Brazilian Police Experience: A Phenomenological Approach Evaluation of Perceptions of Procedural Justice among Brazilian Officers" (ACJS, New Orleans, LA, Spring 2018)*

"The Moderating Effect of a Disciplinary Matrix in Relationship Between Police Officers' Disciplinary Actions and Perceived Support" (ACJS, New Orleans, LA, Spring 2018)

"Job Characteristics and Perceived Organizational Trust Among Police Officers" (SWACJ, Ft. Worth, TX, Fall 2017)

"The Moderating Effect of Having a Disciplinary Matrix in the Relationship Between Police Officers" (ACJS, Kansas City, MO, Spring 2017)

"The Mediating Role of Perceived Organizational Support Between Fairness and Police Misconduct" (ASC, New Orleans, LA, Fall 2016).

"Job Characteristics and Perceived Organizational Support Among Police Officers" (SWACJ, Oklahoma City, OK, Fall 2016)

"Exploring The Reasons Police Officers Issue Traffic Citations: A Focal Concerns Approach" (ACJS, Denver, CO, Spring 2016)

"The Influence Of Rank, Tenure, and Job Status on Perceptions of Overall Organizational Fairness Among Police Officers" (ACJS, Denver, CO, Spring 2016)

"The Influence of fairness on police officers' self-protective Behaviors" (SWACJ, South Padre Island, TX, Fall 2015)

"Examining The Effects of Overall Justice Perceptions on Police Officers' Work Performances" (ACJS, Orlando, FL, Spring 2015)

"Influence of Fairness On Police Officers' Perceived Organizational Support and Organizational Trust" (SWACJ, South Padre Island, TX, Fall 2014)

"Police Officer Reactions to Perceptions of Organizational Injustice" (ACJS, Philadelphia, PA, Spring 2014)

Grants & Funded Research

(2024) Principal Investigator. *"CPI & ACT Program Evaluation Training Project: PP20021"* Service Contract between ACT for Justice and Caruth Police Institute to provide training on survey evaluations. **(\$58,944)**

(2022) Principal Investigator. *"UNTD One Community SHOP TALK: PP200001"* Service Contract between One Community USA and Caruth Police Institute to provide a survey evaluation for *Shop Talk*. **(\$30,000)**

Unfunded

(2022) "Exploring the Intersection of Mindfulness, Stress, Large-Scale Brain Networks, Threat Perception Failure, and the Decision to use Deadly Force" Sub-Contract agreement with Texas State University - San Marcos, TX for an NIJ grant **(\$42,940)**

(2022) "Evaluation and Learning Consultant Proposal" Co-authored a proposal for a CFT-sponsored evaluation and learning project **(\$200,000).**

(2020). "Examining Community Hostility, Danger, Organizational Support, and Performance Among Police Officers". Sub-contract agreement with UT-Tyler for an NIJ grant **(\$169,949.16)**

(2019) "Topic Selection and Outcome Identification and Justification: Open Category" Co-authored a proposal for a Community Policing Development Grant funded by the Department of Justice **(\$507,500)**

Courses Instructed

**** Denotes online format***

University of North Texas at Dallas

(CJUS 2302) - Police Systems and Practices
(CJUS 2302) - Police Systems and Practices*
(CJUS 3300) – Police Systems
(CJUS 3600)- Criminological Theories
(CJUS 3700) - Ethics Issues in Criminal Justice
(CJUS 3701) – Comparative Criminal Justice*
(CJUS 3370)- Restorative Justice in America*
(CJUS 3610) - Juvenile Justice
(CJUS 3610) - Juvenile Justice*
(CJUS 4700) - Research Methods*
(SOCI 4260/ CJUS 4870) – Special Topics: Kids That Kill*
(SOCI 4260/ CJUS 4870) – Special Topics: Introduction to Green Criminology
(SOCI 4260/ CJUS 4870) – Special Topics: Introduction to Green Criminology*
(CJUS 5700| CJUS 5303) - Research Methods, Graduate*
(CJUS 5900| CJUS 5317) – Topic Course: Law & Behavioral Sciences, Graduate*
(CJUS 5350) - Seminar: Contemporary Policing, Graduate*

(CJUS 5130) - Information Policy, Law & Justice, Graduate*
(CJUS 5800| CJUS 5318) - Topics in CJ: Green Criminology and Environmental Policy*
(CJUS 5470| CJUS 5316) - Seminar in Juvenile Delinquency*
(CJUS 5470| CJUS 5300)- Advanced Criminology, Graduate*

Northeastern State University

(CR J 1013) Introduction to Criminal Justice, Undergraduate.
(CR J 1013) Introduction to Criminal Justice, Undergraduate*.
(CR J 3443) Diversity & Ethical Dilemmas in CJ, Undergraduate*.
(CR J 4093) Workshop: Police and Media, Undergraduate*.
(CR J 4093) Workshop: Survey in American Policing, Undergraduate.
(CR J 4093) Workshop: COP Orientation & Skills Training, Undergraduate.
(CR J 5173) Seminar: Administration of Criminal Justice, Graduate.

Texas State University

(CJ 2310) Police Systems and Practices, Undergraduate.
(CJ 4310) Senior Capstone: Special Issues in Criminal Justice, Undergraduate.

Graduate Thesis Committees

Kamesha “Nikki” Andrews. “A Phenomenological Study on Motherhood and Being a Police Officer” (UNT Dallas, 2023, Committee Chair)

Celeste Jasmine Montoya “ Factors Impacting Recidivism of Offenders Incarcerated in State Prisons” (UNT Dallas, 2022, Committee Member)

Johnny Aman. “African-American Arrest Comparison for UCR Type 1 Crime in Oklahoma” (Northeastern State University, 2016, Committee Member)

Scott Zinser “Perceived Organizational Support and Police Officer Task Performance”(Northeastern State University, 2016, Committee Chair)

Service

University

FA2023- SPR 2024	LAS Faculty Mentor
SPR 2022- SUM 2024	Director of Research, Caruth Police Institute at UNT Dallas
FA 2021- SPR 2022	LAS Faculty Mentor
SPR 201919- FA 2020	LAS Faculty Evaluation Committee

Revised FA 2024

FA2017- SPR 2019	Teaching Review Committee-LAS (Member). UNT Dallas
FA 2017- SPR 2020	Academic Affairs Committee- (Member). UNT Dallas
SPR 2017 – FA 2021	Faculty Advisor, Veterans Student Organization. UNT Dallas.
Spring 2016	Graduate Student Learning Assessment Committee: Graduate Council. Northeastern State University.
Spring 2016	Data Analytics Degree Program Committee. Northeastern State University.
2015 – 2016	Director for the Center of Police Research and Professional Training. - Northeastern State University.
2015 - 2016	Director, Collegiate Officer Program (COP). Northeastern State University.

Service to the Department

Spring 2021	Search Committee (Member): for the position of Assistant Professor of Criminal Justice, UNT Dallas
FAI 2018- Present	Undergraduate Co-Program Assessment Coordinator, Criminal Justice
Spring 2018	Search Committee (Chair): for the position of Full-time Lecturer of Criminal Justice, UNT Dallas
Spring 2018, 2017	Planning Committee (Chair): Criminal Justice Career Panel, Department of Criminal Justice, UNT Dallas
FA 2017- Present	Faculty Advisor, Alpha Phi Epsilon (Honor Society). UNT Dallas
Spring 2017 – Spring 2018	Faculty Advisor, ACJA-LAE. UNT Dallas.
FA 2016 to Present	Public Safety Career Expo Committee- member. UNT Dallas
FA 2018; 2018 SPR 2016; 2017	Attended Graduate Program Recruitment Event(s). UNT Dallas.
Fall 2019; 2018; 2017;2016	Conducted Peer Teaching Evaluations for the Department Of Criminal Justice. UNT Dallas.
Spring 2016	Search Committee (Chair): for the position of Assistant Professor of Criminal Justice, Northeastern State University.

Service to the Discipline

Spring 2024	RETI research mentor: Mock Manuscript Review
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2021-2022	Texas Association of Criminal Justice Educators (2022 Virtual Conference Chair)
2020-2021	Texas Association of Criminal Justice Educators (2021 Virtual Conference Chair)
2020-2021	South Western Association of Criminal Justice (Past-President)
Fall 2020	Panel Chair TACJE 2020 Virtual Conference
2019-2020	Texas Association of Criminal Justice Educators (2020 Conference Chair)
2019-2020	South Western Association of Criminal Justice (President)
2018-2019	South Western Association of Criminal Justice (First Vice President)
2017-2018	South Western Association of Criminal Justice (Second Vice President)
2018- 2022	South Western Association of Criminal Justice (SWACJ Journal Committee)
2017- 2018	South Western Association of Criminal Justice (Journal editor search committee- member)

Journal Reviewer

2020- 2023	<i>The American Journal of Criminal Justice</i>
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Adhoc Reviewer

<i>Policing: An International Journal</i>	<i>Police Quarterly</i>
<i>Justice Quarterly</i>	<i>Criminal Justice Behavior</i>
<i>Journal of Criminal Justice Education</i>	<i>The Police Journal: Theory, Practice and Principles</i>
<i>SN Social Science</i>	<i>Journal of Qualitative Criminal Justice and Criminology</i>

Professional Memberships and Honors

2019	Trailblazer Award ▪ UNT Dallas
2019	Faculty Alliance Award for Excellence in Research ▪ UNT Dallas
2018	Academic Advisor of the Year ▪ UNT Dallas

2016 -present	American Society of Criminology (ASC)
2016- present	<i>Police Section:</i> Academy of Criminal Justice Sciences (ACJS)
2016- present	Academy of Criminal Justice Sciences (ACJS)
2015- preset	Southwestern Association of Criminal Justice (SWACJ)