

Curriculum Vitae  
**PAUL D. REYNOLDS**

University of North Texas at Dallas (UNT-D)  
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**EDUCATION**

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- 2015 **Doctor of Philosophy** | Criminal Justice | Texas State University  
Dissertation: *The impact of fairness, organizational trust, and perceived organizational support on police officer performance.*  
Committee: Drs. Jocelyn M. Pollock (Chair), Beth A. Sanders, Bob E. Vasquez, & Mathew J. Hickman.
- 2009 **Master of Science** | Public Service Management | Cumberland University
- 2001 **Bachelor of Arts** | Sociology | Stetson University

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**ACADEMIC POSITIONS**

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**Administrative**

- 9/2024-present **Interim Assistant Dean of Research** | Graduate School and Office of Sponsored Projects | UNTD
- 01/2022-09/2024 **Director of Research** | Caruth Police Institute at UNTD
- 09/2015 – 08/2016 **Director** | Collegiate Officer Program (COP) | NSUOK
- 09/2015 – 08/2016 **Director** | Center of Police Research and Professional Training | NSUOK

**Faculty**

- 2022-present **Associate Professor with Tenure** | Department of Criminal Justice and Sociology  
School of Liberal Arts and Sciences | UNTD
- 2020-2021 **Affiliate Faculty** | Caruth Police Institute at UNTD
- 2016-2022 **Assistant Professor** | Department of Criminal Justice and Sociology  
School of Liberal Arts and Sciences | University of North Texas at Dallas (UNT-D)
- 2015-2016 **Assistant Professor** | Department of Criminal Justice and Sociology  
School of Liberal Arts and Sciences | Northeastern State University (NSUOK)

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**PROFESSIONAL EXPERIENCE**

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- 2003-2009 **Police Officer** | Nashville-Metropolitan Police Department | Nashville, TN
- 2005-2006 **Military Service** | United States Army | OIF III Iraq
- 2001-2006 **Military Service** | Tennessee Army National Guard (TNARNG)
- 1994-1997 **Military Service** | United States Army

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## RESEARCH INTERESTS

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Police Organizational Behavior & Performance | Evidence-Based Practices | Faith & Religiosity |  
Green Criminology

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## PUBLICATIONS

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### Refereed Scholarly Manuscripts

**N=18** | Google Scholar citation Count= 398 | Google Scholar h-index = 10 | i10-index = 10

- XXXX Scott, M. D., Helfers, R.C., **Reynolds, P.D.** & Ferguson, M.V. (XXX). Examining the challenges of peace officer recruiting and retention in small, rural law enforcement agencies in Texas. *Journal of Qualitative Criminology*, v. XX (Accepted, pending final revision)
- 2024 Gallardo, R., Bartula, A., **Reynolds, P.D.**, Hubbard, S. & Coleman, E. 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.
- 2023 Helfers, R.C., Scott, D., & **Reynolds, P.D.** Exploring the relationship between citizens' beliefs 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. <https://doi.org/10.47509/JCCJS.2023.v01i01.03>
- 2023 **Reynolds, P. D.**, Helfers, R. C., & Smith, R. 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>.
- 2022 Smith, R., Helfers, R.C., & **Reynolds, P.D.** Anti-police sentiment and police fear of victimization in the UK. *Policing: A Journal of Policy and Practice*, 16 (1), 1- 12. <https://doi.org/10.1093/policing/paab045>
- 2022 Helfers, R.C., & **Reynolds, P.D.** 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.
- 2021 Larson, T., Ray, R., Larson, T. & **Reynolds, P.D.** (July, 2021). The OODA Matrix: A conceptual model of intersecting Boyd's OODA Loop with Iwatate's Openings. *Journal of Management Science and Business Intelligence*, 7, no.6 (1), 1-6.
- 2021 **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

- 2021 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.
- 2020 **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.
- 2019 **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.
- 2019 **Reynolds, P. D.**, & Helfers, R. C. Organizational injustice and police misconduct: Predicting organizational defiance among police officers. *Criminology, Criminal Justice, Law & Society*, 20 (2), 183-203.
- 2019 Helfers, R. C., **Reynolds, Paul D.**, & Maskaly, J. Applying social exchange theory to police deviance: Exploring self-protective behaviors among police officers, *Criminal Justice Review*, 44 (2), 183-203.
- 2018 **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.
- 2018 **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.
- 2018 **Reynolds, P. D.**, Fitzgerald, B. A., & Hicks, J. The Expendables: A Qualitative Study of Police Officers' Responses to Organizational Injustice. *Police Quarterly*, 21 (1), 3-29.
- 2018 **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.
- 2015 **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.

#### **Other Refereed Manuscripts**

- XXXX Helfers, R.C., & **Reynolds, P.D.** (Forthcoming). The Experiences of Rural Police Officers' Children. In W. Wallace (Ed.), *Rural Policing in Global Contexts*.
- 2022 Upshaw, J. & **Reynolds, P. D.** Nonprofit leaders' role following public acts of violence.

In A. Frazmand (Ed.), *Global Encyclopedia of Public Administration, Public Policy, and Governance*.

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

### **Non-Refereed Publications**

- 2019 **Reynolds, P. D.** The future of Policing in Education In J. Harrison Watts (Ed.), *Policing America's Education*, (pp. 207-223). New York, NY: Routledge.
- 2019 **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.
- 2019 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.
- 2015 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.

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### **Conference Presentations** **\*graduate or \*\*undergraduate student co-author.**

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- 2025 "One institution's perspective on developing a mental health graduate concentration to address the policy challenges in the justice system" (ACJS 62 Annual Meeting, Denver, CO, Spring).
- 2024 "Examining the Challenges of Peace Officer Recruiting and Retention in Small, Rural Law Enforcement Agencies in East Texas"(SWACJ, Ft. Worth, TX, Fall).
- 2024 "Motherhood and Policing: A Phenomenological Study of Female Police Officers" (ACJS Chicago, IL).\*
- 2024 "Dallas Embeds Academics in the Cadet Training Experience: A Novel Approach to Police Reform" (Roundtable discussion: ACJS 61 Annual Meeting, Chicago, IL,).
- 2023 "A Look at How Religiosity Influences Criminal Justice Students' Career Aspirations and Views of the Police" (SWACJ, Little Rock, AR).
- 2023 "Factors That Influence Urban Recruits' Persistence to Pursue Police Careers in a Negative Occupational Climate" (ACJS 60 Annual Meeting, National Harbor, MD).
- 2023 "What Does the Future of Policing Require?" (Roundtable Discussion SWACJ, Little Rock, AR).
- 2022 "Perceptions of US and UK Police Officers Concerning Anti-police Sentiment and Fear of On-duty Victimization". (ACJS 59 Annual Meeting, Las Vegas, NV).

- 2022 "Creating A Pandemic Playbook: Applying Law Enforcement Expertise to Managing Covid-19 Testing Sites." (ACJS 59 Annual Meeting, Las Vegas, NV).\*
- 2020 "Teaching Veterans in Traditional and Military Institutions" (Roundtable discussion: Texas Association of Criminal Justice Educators, Virtual Conference).
- 2020 "Teaching Green Criminology" (Roundtable discussion: Texas Association of Criminal Justice Educators, Virtual Conference).
- 2020 "International Perspectives on Policing" (Roundtable discussion: Texas Association of Criminal Justice Educators, Virtual Conference).
- 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).
- 2019 "Being A Blue Blood: A Phenomenological Study of Police Officer' Children and Their Perceptions Post-Ferguson". (ASC Annual Meeting, San Francisco, CA).
- 2019 "Exploring the Relationship Between Anti-Police Sentiment, POS, and Perceived Danger Among Police Officers" (SWACJ, Houston, TX).
- 2019 "Anti-Police Sentiment and Perceived Fear of Victimization Among Police Officers" (ACJS 57 Annual Meeting, Baltimore, MD).
- 2018 "A Qualitative Analysis of an Environmental Justice Fight in a Freedman Community" (ASC Annual Meeting, Atlanta, GA, Fall 2018).
- 2018 "The Need for Green: Examining Courses on Environmental and Wildlife Crimes and Harms in the Lone Star State" (SWACJ, San Antonio, TX).
- 2018 "The Brazilian Police Experience: A Phenomenological Approach Evaluation of Perceptions of Procedural Justice among Brazilian Officers" (ACJS 56 Annual Meeting, New Orleans, LA).\*
- 2018 "The Moderating Effect of a Disciplinary Matrix in the Relationship Between Police Officers' Disciplinary Actions and Perceived Support" ACJS 56 Annual Meeting, New Orleans, LA).
- 2017 "Job Characteristics and Perceived Organizational Trust Among Police Officers" (SWACJ, Ft. Worth, TX).
- 2017 "The Moderating Effect of Having a Disciplinary Matrix in the Relationship Between Police Officers" (ACJS 55 Annual Meeting, Kansas City, MO).
- 2016 "The Mediating Role of Perceived Organizational Support Between Fairness and Police Misconduct" (ASC Annual Meeting, New Orleans, LA).

- 2016 *"Job Characteristics and Perceived Organizational Support Among Police Officers"* (SWACJ, Oklahoma City, OK)
- 2016 *"Exploring The Police Officers' Issue Traffic Citations: A Focal Concerns Approach"* (ACJS 54 Annual Meeting, Denver, CO, Spring 2016)
- 2016 *"The Influence Of Rank, Tenure, and Job Status on Perceptions of Overall Organizational Fairness Among Police Officers"* (ACJS ACJS 54 Annual Meeting, Denver, CO)
- 2015 *"The Influence of fairness on police officers' self-protective Behaviors"* (SWACJ, South Padre Island, TX)
- 2015 *"Examining The Effects of Overall Justice Perceptions on Police Officers' Work Performances"* (ACJS 53 Annual Meeting, Orlando, FL, Spring 2015)

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### Externally Funded Research

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

(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, a non-profit organization.* Total amount to UNTD: \$30,000. Funded June 2022 through August 2022.

### Unfunded

(2023) **Police Liason and Data Analyst.** *Exploring the Intersection of Mindfulness, Stress, Large-Scale Brain Networks, Threat Perception Failure, and the Decision to Use Deadly Force.* Principal Investigator: Rick Morley, Texas State University. Funding sought from NIJ, 4-year project. Contract through Texas State University. Total amount to UNTD: \$55,366.

(2023) **Co-Principal.** *Evaluation and Learning Consultant Proposal.* Co-authored a proposal for a program evaluation grant funded by the Communities Foundation of Texas (CFT) for two juvenile justice programs, Café Momentum and Youth with Faces. Principal Investigator: Dr. Siddique, J.; Co-Principal: Dr. Upshaw, J. Total amount to UNTD: \$200,000.

(2022) **Police Liason and Data Analyst.** *Exploring the Intersection of Mindfulness, Stress, Large-Scale Brain Networks, Threat Perception Failure, and the Decision to Use Deadly Force.* Principal Investigator: Rick Morley, Texas State University. Funding sought from NIJ, 4-year project. Contract through Texas State University. Total amount to UNTD: \$52,942.

(2020) **Co-Principal.** Community Policing Development Grant funded by the U.S. Department of Justice. The grant was in support of the Urban SERCH Institute's Community Leadership Academy. Principal Investigator: Dr. Agbodzakey, A; Co-Principal: Drs. Upshaw, J. and Siddique, J. Total amount to UNTD: \$507,500.

(2020). **Co-Principal.** *Examining Community Hostility, Danger, Organizational Support, and Performance Among Police Officers.* Principal Investigator: Helfers, R., UT-Tyler. Funded through UT-Tyler for an NIJ grant. Total amount to UNTD: (\$169,949.16)

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## **TEACHING EXPERIENCE**

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\* 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.

## **Student Research and Mentorship**

\*graduate or \*\*undergraduate student

Evelin Castillo. *“Officer Education and Use of Force: Does a College Degree Make a Difference?”* (UNT Dallas, 2025, Thesis Committee member)\*

Viktoriia Razumovskaya. *“Association Between Temperature and Violent Crime Rates in Urban Areas”* (UNT Dallas, 2024, Thesis Committee Chair)\*

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

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

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

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

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## **SERVICE**

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### **UNT Dallas**

#### ***Institution***

2024	Member, Ad Hoc Tenure & Promotion Committee
2021,22,23 & 24	LAS Faculty Mentor
2024	Faculty Marshal, UNTD Commencement
2019	LAS Faculty Evaluation Committee
2017-2020	Teaching Review Committee-LAS (Member)
2017-2020	Academic Affairs Committee
2017, 18 & 19	Faculty Advisor, Veterans Student Organization. UNT Dallas.

#### ***Service to the Department***

Spring 2025	Search Committee (Member): for the position of Assistant Professor of Sociology
Spring 2021	Search Committee (Member): for the position of Assistant Professor of Criminal Justice
2018-2021	Undergraduate Co-Program Assessment Coordinator, Criminal Justice
Spring 2018	Search Committee (Chair): for the position of Full-time Lecturer of Criminal Justice
2017, 2018	Planning Committee (Chair): Criminal Justice Career Panel, Department of Criminal Justice
2017- Present	Faculty Advisor, Alpha Phi Epsilon (Honor Society). UNT Dallas
2017, 2018	Faculty Advisor, ACJA-LAE. UNT Dallas.



2016- present	Public Safety Career Expo Committee- member. UNT Dallas
2016,17 &18	Graduate Program Recruitment Event(s). UNT Dallas.
2016,17,18 &19	Conducted Peer Teaching Evaluations for the Department Of Criminal Justice and LAS
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
2023-2024	Financial Audit Committee (chair)- SWACJ
2020-2022	Texas Association of Criminal Justice Educators (2022 Virtual Conference committee member)
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	Southwestern Association of Criminal Justice (President)
2018-2019	Southwestern Association of Criminal Justice (1st Vice President)
2017-2018	Southwestern Association of Criminal Justice (2 <sup>nd</sup> Vice President)
2018-2022	Southwestern Association of Criminal Justice (SWACJ Journal Committee)
2017	Southwestern 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>Police Journal: Theory, Practice and Principles</i>
<i>SN Social Science</i>	<i>Journal of Qualitative Criminal Justice and Criminology</i>
<i>Journal of Police and Criminal Psychology</i>	<i>Police Practice and Research: An International Journal</i>
<i>Criminal Justice Review</i>	

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### ***Honors and Awards***

2019	UNT Dallas Culture Committee Outstanding Trailblazer
2019	UNT Dallas Faculty Alliance Award for Excellence in Research
2018	UNT Dallas Student Affairs Academic Advisor of the Year

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### ***Professional Memberships***

Academy of Criminal Justice Sciences (ACJS)  
Southwestern Association of Criminal Justice (SWACJ)

