

Curriculum Vitae

(Updated Spr, 2024)

PAUL D. REYNOLDS

University of North Texas at Dallas

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EDUCATION:

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| 2015 | Ph.D. in Criminal Justice
Texas State University, San Marcos, Texas.
Dissertation: <i>The impact of fairness, organizational trust, and perceived organizational support on police officer performance</i>
Committee: Drs. Jocelyn M. Pollock (Chair), Beth A. Sanders, Bob E. Vasquez, & Mathew J. Hickman. |
| 2009 | MS in Public Service Management
Cumberland University, Cumberland, Tennessee. |
| 2001 | BA in Sociology
Stetson University, Deland, Florida. |

ACADEMIC EXPERIENCE:

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| 2022 - Present | Director of Research at Caruth Police Institute at UNT Dallas |
| 2022- Present | Associate Professor, Department of Criminal Justice and Sociology, University of North Texas at Dallas. Tenured |
| 2016 - 2022 | Assistant Professor, Department of Criminal Justice, University of North Texas at Dallas. Tenure-Track |
| 2015 - 2016 | Assistant Professor. Department of Criminal Justice, Legal Studies, and Homeland Security, Northeastern State University. Tenure-Track |
| 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. |

2013 – 2015	Doctoral Teaching Assistant (Instructor on Record), School of Criminal Justice, Texas State University.
2011 - 2013	Doctoral Research Assistant, School of Criminal Justice, Texas State University.

PROFESSIONAL EXPERIENCE

2003 - 2009	Police Officer, Nashville-Metropolitan Police Department Nashville, Tennessee.
1994-1997	United States Army, Military Intelligence, Sgt.
2001-2006	Tennessee Army National Guard (TNARNG), Military Intelligence, Sgt.
2005-2006	United States Army (activated for OIF III), Military Intelligence, Sgt.

TEACHING INTERESTS:

Policing	Qualitative Research
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TEACHING EXPERIENCE:

2016 - Present	Assistant Professor Department of Criminal Justice University of North Texas at Dallas, Dallas, Texas.
2015 - 2016	Assistant Professor. Department of Criminal Justice, Legal Studies, and Homeland Security Northeastern State University, Tahlequah, Oklahoma.
2013 - 2015	Teaching Assistant (Instructor of record). School of Criminal Justice, Texas State University, San Marcos, Texas.

Courses Instructed

***Denotes on-line format**

UNT at Dallas

(CJUS 2302) - Police Systems and Practices
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 (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.

RESEARCH INTEREST:

MAJOR: Policing, Police Performance and Organizational Behavior
MINOR: Green Criminology and Environmental Justice
Religiosity and Criminal Justice

SCHOLARSHIP:

Journal Articles, Referred

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.
- 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/Encyclopedia Entries

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

**Student-advised research*

Reynolds, P. D., Helfers, R., & Nix, C. (Oct 2023). A look at how religiosity influences criminal justice students' career aspirations and views of the police. South Western Academy of Criminal Justice, Little Rock, AR.

Round Table with Cavanaugh, M. (University of Houston-Downtown), Maskaly, J. (University of North Dakota) and Helfers, R. (UT-Tyler). *What Does the Future of Policing Require?* (Oct-2023) South Western Academy of Criminal Justice, Little Rock, AR.

Gallardo, R., Bartula, A., Coleman, E., Hubbard, S., & **Reynolds, P. D.** (2023, Mar). "Factors that influence urban recruits persistence to pursue police careers in a negative occupational climate". Paper presented at the annual meeting of the Academy of Criminal Justice Sciences, Bar Harbour, MD

Helfers, R. C., **Reynolds, P. D.** & Smith, Richards (2022, Mar). "Perceptions of US and UK police officers concerning anti-police sentiment and fear of on-duty victimization". Paper presented at the annual meeting of the Academy of Criminal Justice Sciences, Las Vegas, NV.

*Galvez, G. A. & **Reynolds, P. D.** (2022, Mar). "Creating a pandemic playbook: applying law enforcement expertise to managing Covid-19 testing sites." Poster presented at the annual meeting of the Academy of Criminal Justice Sciences, Las Vegas, NV.

Round Table with Nix, C. (University of Mary Hardin-Baylor) & Hill, L. (The Citadel) (2020). *Teaching Veterans in Traditional and Military Institutions*. Texas Association of Criminal Justice educators, Virtual Conference.

Round Table with Genco, L (University of South Florida) & Kim, Y. (Texas A&M University - Kingsville) (2020). *Green Criminology*. Texas Association of Criminal Justice educators, Virtual Conference.

Round Table with Flucker, K. (Police Service of Scotland), Hendy, R. (Monash University), Kim, Y. (Texas A&M University - Kingsville), & Marshall, D. (Liverpool John Moores University) (2020). *International Perspectives on Policing*. Texas Association of Criminal Justice educators, Virtual Conference.

Reynolds, Paul D., Helfers, R. C., & Upshaw, J. (2020). *The moderating effects of perceived organizational support on prior victimization and perceived danger among police officers*. Paper presented Texas Association of Criminal Justice Educators, Virtual Conference | Panel Chair

Helfers, R. C. & **Reynolds, Paul D.** (2019, Nov). *Being a blue blood: A phenomenological study of police officer' children and their perceptions post-Ferguson*. Poster presented at the meeting of the American Society of Criminology, San Francisco, CA.

Reynolds, Paul D. & Helfers, R. C. (2019, OCT). *Exploring the relationship between anti-police sentiment, POS, and perceived danger among police officers*. Paper presented at South Western Academy of Criminal Justice, Houston, TX.

Reynolds, Paul D. & Helfers, R. C. (2019, Mar). *Anti-police sentiment and perceived fear of victimization among police officers*. Paper presented at the meeting of the Academy of Criminal Justice Sciences, Baltimore, MD.

Reynolds, P. D., Upshaw, J., & Larson, T. (2018, Nov). *A qualitative analysis of an environmental justice fight in a freedman community*. Poster presented at the meeting of the American Society of Criminology, Atlanta, GA

Reynolds, P. D. & Fitzgerald, B. A. (2018, Oct). *The Need for green: Examining courses on environmental and wildlife crimes and harms in the Lone Star state*. Paper presented at South Western Academy of Criminal Justice, San Antonio, TX.

Fernandez, A., Zeigler, F. A. & **Reynolds, P. D.** (2018, Feb). *The Brazilian police experience: A phenomenological approach evaluation of perceptions of procedural justice among Brazilian officers*. Paper presented at the meeting of the Academy of Criminal Justice Sciences, New Orleans, LA.

Reynolds, P. D. & Helfers, R. C., (2018, Feb). *The moderating effect of a disciplinary matrix in relationship between police officers' disciplinary actions and perceived support*. Paper presented at the meeting of the Academy of Criminal Justice Sciences Annual Conference, New Orleans, LA.

Reynolds, P. D. & Helfers, R. C. (2017, Oct). *Job characteristics and perceived organizational Trust among police officers*. Paper presented at the meeting of the SouthWestern Academy of Criminal Justice, Ft. Worth, TX.

Reynolds, P. D. & Helfers, R. C. (2017, Mar). *The moderating effect of having disciplinary matrix in the relationship between police officers' disciplinary actions and perceived support*. Paper presented at the meeting of the Academy of Criminal Justice Sciences, Kansas City, MO.

Reynolds, P. D., Helfers, R. C., & Bailey, D. (2016, Nov). *The mediating role of perceived organizational support between fairness and police misconduct*. Paper presented at the meeting of the American Society of Criminology, New Orleans, LA.

Reynolds, P. D. & Helfers, R. C. (2016, Oct). *Job characteristics and perceived organizational Support among police officers*. Paper presented at the meeting of the South Western Academy of Criminal Justice, Oklahoma City, OK.

Helfers, R. C. & **Reynolds, P.D.** (2016, Mar). *Exploring the reasons police officers issue traffic citations: A focal concerns approach*. paper presented at the meeting of the Academy of

Criminal Justice Sciences, Denver CO.

Reynolds, P. D. & Helfers, R. C. (2016, Mar). *The influence of rank, tenure, and job status on perceptions of overall organizational fairness among police officers*. Paper presented at the meeting of the Academy of Criminal Justice Sciences, Annual Conference, Denver, CO.

Reynolds, P. D. (2015, Oct). *The Influence of fairness on police officers' self-protective behaviors*. Poster presented at the meeting of the South Western Academy of Criminal Justice (SWACJ). South Padre Island, TX.

Reynolds, P. D. (2015, Mar). *Examining the effects of overall justice perceptions on police officers' work performances*. Paper presented at the meeting of the Academy of Criminal Justice Sciences, Orlando, FL.

Reynolds, P. D. & Carey, M. T (2014, Oct). *Influence of fairness on police officers' perceived organizational support and organizational trust*. Poster presented at the meeting of the South Western Academy of Criminal Justice (SWACJ). South Padre Island, TX.

Reynolds, P. D. (2014, Mar). *Police officer reactions to perceptions of organizational injustice*. Paper presented at the meeting of the Academy of Criminal Justice Sciences, Philadelphia, PA.

Reynolds, P. D. (2013, Oct). *Officer's perceptions of fairness within police departments: A phenomenological study*. Poster presented at the meeting of the South Western Academy of Criminal Justice (SWACJ). San Antonio, TX.

Reynolds, Paul D. (2013, Mar). *Explaining organizational factors on self-reported police tasks*. Poster presented at the meeting of the Academy of Criminal Justice Sciences, Dallas, TX.

INVITED LECTURES

Reynolds, P. D. (2016, Feb). *Why fairness matters: What supervisors need to know*. Training for the CLEET Continuing Education for Oklahoma Law Enforcement at the Center for Police Research and Professional Training, Northeastern State University, Broken Arrow, OK.

Reynolds, Paul D. (2014, Nov). *Procedural justice: Preliminary results from the Texas experience*. Guest faculty presenter at the Contemporary Issues and Ethics Conference, Institute for Law Enforcement Administration, Plano, TX.

GRANTS

1. (2022). Service Contract between One Community USA and Caruth Police Institute to provide a survey evaluation for *Shop Talk* (July 2022- Jan 2023). “*UNTD One Community SHOP TALK*”. **Funded Project: PP200001 (\$30,000).**
2. (2021). Co-researcher agreement with Texas State University - San Marcos, TX upon NIJ approval in support of the grant titled “**Exploring the Intersection of Mindfulness, Stress, Large-Scale Brain Networks, Threat Perception Failure, and the Decision to use Deadly Force**”. Sub-Contract was **\$42,940- Not Funded**. Resubmitted (2022). Sub-Contract **52,292-Not Funded**.
3. (2020). Co-principle outlined in this agreement with UT-Tyler upon NIJ approval in support of the grant titled “**Examining Community Hostility, Danger, Organizational Support, and Performance Among Police Officers**”. Sub-Contract was **\$169,949.16- Not Funded**
4. (2019). Co-authored an application for a Community Policing Development Grant funded by the Department of Justice with Dr. Agbodzakey, J., Dr. Siddique, J., Dr. Upshaw, J. “**Topic Selection and Outcome Identification and Justification: Open Category**”. The grant was in support of the Urban SERCH Institute at UNT Dallas’ Community Leadership Academy. Grant Request was **\$507,500- Not Funded**.

SERVICE

Graduate Thesis Committees

Johnny Aman. (2016). African-American arrest comparison for UCR Type 1 crime in Oklahoma. Northeastern State University, Tahlequah, Oklahoma. (Committee member)

Scott Zinser (2016). Perceived Organizational Support and Police Officer Task Performance. Northeastern State University, Tahlequah, Oklahoma. (Committee Chair)

Service to the University

SPR 22- Present	Director of Research, Caruth Police Institute at UNT Dallas
SPR 19- FA 2020	LAS Faculty Evaluation Committee
Fall 2017- Spring 2019	Teaching Review Committee-LAS (Member). UNT Dallas
Fall 2017- Spring 2020	Academic Affairs Committee- (Member). UNT Dallas
Spring 2017 – Fall 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

Fall 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

Fall 2017- Present Faculty Advisor, Alpha Phi Epsilon (Honor Society). UNT Dallas

Spring 2017 – Spring 2018 Faculty Advisor, ACJA-LAE. UNT Dallas.

Fall 2019, 2018; 17, 16 Criminal Justice Career Day Planning Committee. UNT Dallas

Fall 2018; 17
Spring 2016; 17 Attended Graduate Program Recruitment Event(s). UNT Dallas.

Fall 2019; 18; 17; 16 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

2021-2022 Texas Association of Criminal Justice Educators (2021 Virtual Conference Chair)

2020- 2023 Journal Reviewer, The American Journal of Criminal justice
| Southern Criminal Justice Association

2020-2021 Texas Association of Criminal Justice Educators (2021 Virtual Conference Chair)

2020-2021	South Western Association of Criminal Justice (Past-President)
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- <i>Present</i>	South Western Association of Criminal Justice (SWACJ Journal Committee)
2017- 2018	South Western Association of Criminal Justice (Journal editor search committee- member)

Service to the Community

2013-2015	Bee Cave Police Benevolent Foundation (Board Member) Bee Cave, Texas.
2013	Provided guidance for the development of a social media policy for the Kyle Police Department, Kyle, Texas, with Beth Sanders (Co-consultant).

PROFESSIONAL AFFILIATIONS

American Society of Criminology (ASC)
Police Section: Academy of Criminal Justice Sciences (ACJS)
Academy of Criminal Justice Sciences (ACJS)
SouthWestern Association of Criminal Justice (SWACJ)
Texas Association of Criminal Justice Educators (TACJE)

AWARDS

2019	Trailblazer Award provides recognition to nominated faculty and staff who live out the University's mission and are role models exemplifying the university's core values. UNT Dallas
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- 2019 **2018-2019 Faculty Alliance Award for Excellence in Research,**
Selected as the “Researcher of the Year”. UNT Dallas
- 2018 **2017-2018 Academic Advisor of the Year,** Nominated by students as the
academic advisor of the year. UNT Dallas