

Curriculum Vita

PAUL D. REYNOLDS

University of North Texas at Dallas
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EDUCATION

- 2015 Ph.D. *Criminal Justice*, Texas State University, San Marcos, Texas.
Dissertation: *The impact of fairness, organizational trust, and perceived organizational support on police officer performance*
Committee: Jocelyn M. Pollock (Chair), Beth A. Sanders, Bob E. Vasquez, & Mather J. Hickman.
- 2009 M.S. *Public Service Management*, Cumberland University, Cumberland, Tennessee.
- 2001 B.A. *Sociology*, Stetson University, Deland, Florida.

ACADEMIC EXPERIENCE

- 2016- present Assistant Professor, Department of Criminal Justice, University of North Texas at Dallas
- 2015 - 2016 Assistant Professor. Department of Criminal Justice, Legal Studies, and Homeland Security, Northeastern State University.
- 2013 – 2014 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.

TEACHING INTERESTS

- Policing Research methods
Ethics Comparative criminal justice

TEACHING EXPERIENCE

2016 – Current Assistant Professor
 Department of Criminal Justice
 University of North Texas at Dallas

2015- 2016 Assistant Professor.
 Department of Criminal Justice, Legal Studies, and Homeland Security
 Northeastern State University.

2013-2014 Teaching Assistant (Instructor of record).
 School of Criminal Justice, Texas State University.

Courses Prepared & Taught

***Denotes on-line format**

UNT at Dallas

(CJUS 2302/3300 (Combined Course)) - Police Systems and Practices
 (CJUS 3700) - Ethics Issues in Criminal Justice
 (CJUS 5700) - Research Methods, 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.

Texas State University

(CJ 2310) Police Systems and Practices, Undergraduate.
 (CJ 4310) Senior Capstone: Special Issues in Criminal Justice, Undergraduate.
 (CR J 5173) Seminar: Administration of Criminal Justice, Graduate.

Graduate Theses

Johnny Aman. *African American Arrest Comparison for UCR Type I Crime in Oklahoma.*
 Thesis Committee member, Northeastern State University, 2015.

Scott Zinser. *Perceived Organizational Support and Police Officer Task Performance.*
 Thesis Chair, Northeastern State University, 2015.

RESEARCH INTEREST

Policing Organizational Justice
 Ethics Organizational Behavior

Journal Articles, Referred

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*, Vol.16, 9, pp.469-484.

Book Chapters, Non-Referred

Reynolds, P. D. (XXX). The future of Policing in Education In J Harrison Watts (Ed.), *Policing America's Education*, (pp. XX-XX). Boca Rotan, FL: CRC Press. *Forthcoming*

Reynolds, P. D. & Capt. James Bell. (XXXX). Ethics in Law Enforcement. In J Harrison Watts (Ed.), *Policing America's Education*, (pp. XX-XX). Boca Rotan, FL: CRC Press. *Forthcoming*

Edwards, J. & **Reynolds, P. D.** (XXXX). Explanations for Crime on Campus Based on Theory. In J. Harrison Watts (Ed.), *Policing America's Education*, (pp. XX-XX). Boca Rotan, FL: CRC Press. *Forthcoming*

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.

Manuscripts Under Review

Reynolds, Paul D. & Richard C. Helfers. “*The influence of rank, tenure, and job status on the perceptions of overall organizational fairness among police officers.*” (Submitted)

Reynolds, Paul D. & Brett Fitzgerald. “*The expendables: Organizational experiences linked to stress and counterproductive work behaviors among police officers.*” (Submitted)

Reynolds, Paul D. & Richard C. Helfers. “*Fairness and police counterproductive work behaviors.*” (Submitted)

Helfers, R.C., & **Reynolds, P. D.** “*Examining the Reasons Police Officers Issue Traffic Citations: A Focal Concern Theory Perspective.*” (Submitted)

Manuscripts In- Progress

Reynolds, Paul. D. & Richard C. Helfers. “*The moderating effect of having disciplinary matrix in the relationship between police officers' disciplinary actions and perceived organizational support.*”

Reynolds, Paul D., Helfers, Rick C. & Danielle Bailey. “*The Mediating role of perceived organizational support between fairness and police misconduct.*”

Reynolds, Paul D. & Richard C. Helfers. “*Organizational factors and police officer perceived support.*”

CONFERENCE PRESENTATIONS

- 2016 **Reynolds, Paul D. &** Rick C. Helfers. “*Job characteristics and perceived organizational support among police officers.*” Paper presented at the 51st Annual Meeting of the South-West Academy of Criminal Justice (SWACJ). Oklahoma City, OK
- 2016 **Reynolds, Paul D.,** Helfers, Rick C. & Danielle Bailey. “*The Mediating role of Perceived organizational support between fairness and police misconduct.*” Paper presented at the 72nd American Society of Criminology (ASC), Annual Conference, New Orleans, LA.
- 2016 Siddique, Julia .A. & **Paul D. Reynolds,** “*Gender differences in police officers’ experience at work.*” Paper presented at the Southwestern Social Science Association (SSSA) Meeting, Las Vegas, Nevada.
- 2016 **Reynolds, Paul D. &** Rick C. Helfers. “*The influence of rank, tenure, and job status on perceptions of overall organizational fairness among police officers.*” Paper presented at the 53rd Annual Meeting of the Academy of Criminal Justice Science, Annual Conference, Denver, CO.
- 2016 Helfers, Rick C. & **Paul D. Reynolds.** “*Exploring the reasons police officers issue traffic citations: A focal concerns Approach.*” Paper presented at the 53rd Annual Meeting of the Academy of Criminal Justice Science, Annual Conference, Denver CO.
- 2015 **Reynolds, Paul D.** *The Influence of fairness on police officers’ self-protective behaviors.* Poster presented at the 50th Annual Meeting of the South-West Academy of Criminal Justice (SWACJ). South Padre Island, TX.
- 2015 **Reynolds, Paul D.** “*Examining the effects of overall justice perceptions on police officers’ work performances.*” Paper presented at the 52nd Annual Meeting of the Academy of Criminal Justice Science, Orlando, FL.
- 2014 **Reynolds, Paul D. &** Marcus T. Carey. “*Influence of fairness on police officers’ perceived organizational support and organizational trust.*” Poster presented at

the 49th Annual Meeting of the South-West Academy of Criminal Justice (SWACJ). South Padre Island, TX.

- 2014 **Reynolds, Paul D.** “*Police officer reactions to perceptions of organizational injustice.*” Paper presented at the 51st Annual Meeting of the Academy of Criminal Justice Science, Philadelphia, PA.
- 2013 **Reynolds, Paul D.** “*Officer’s perceptions of fairness within police departments: A phenomenological study.*” Poster presented at the 48th Annual Meeting of the South-West Academy of Criminal Justice (SWACJ). San Antonio, TX.
- 2013 **Reynolds, Paul D.** “*Explaining organizational factors on self-reported police tasks.*” Poster presented at the 50th Annual Meeting of the Academy of Criminal Justice Science, Dallas, TX.

INVITED LECTURES

- 2015 **Reynolds, Paul D.** “*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.
- 2015 **Reynolds, Paul D.** “*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.

SERVICE

University

- Fall 2017 Criminal Justice Career Day Planning Committee.
UNT at Dallas
- Fall 2017 Conducted 2 Peer Teaching Evaluations for the Department Of Criminal Justice.
UNT at Dallas
- Fall 2017 Attended Graduate Program Fall Recruitment Event.
UNT at 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, Tahlequah, Oklahoma

2015-2016 Director, Collegiate Officer Program (COP)
Northeastern State University.

2013, 2014 School of Criminal Justice Representative. Bobcat Day
Texas State University

2012, 2013 Annual Hostage Negotiation Conference and Competition
Texas State University

Community

2013-15 Board Member. Bee Cave Police Benevolent Foundation
Bee Cave, Texas

2013 Consultant. Provided guidance for the development of a social media
policy for the Kyle, TX Police departmental with Beth Sanders.

AWARDS & HONORS

2014 Recognized by a graduating student as a person at Texas State University who
made a contribution to their academic career, Texas State University.

2014 Recognized by a new student as a person at Texas State University who
made a contribution to their academic career, Texas State University.

PROFESSIONAL AFFILIATIONS

Academy of Criminal Justice Sciences (ACJS)
American Society of Criminology (ASC)
South-West Association of Criminal Justice (SWACJ)