

Curriculum Vitae

Manuel F. Zamora, Ph.D.
Assistant Professor
Angelo State University
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Academic Background:

May 2006	Ph.D. Social Work, University of Houston-University Park, honors Dissertation: The effect of crisis intervention team training on attitudes of Houston Police Officers Houston, Texas
December 1999	M.A Sociology, University of Houston-Clear Lake, honors Thesis: Forensic hypnosis units for police departments Concentration in Criminology Houston, Texas
June 1989	B.S. Criminal Justice, University of Houston-Downtown, honors Practicum and internship: Internal Affairs Division, Proactive Unit Houston, Texas
May 2009	Leadership Institute of the National Hispanic Professional Organization Houston, Texas
December 1996	Project Blueprint Leadership Program, United Way Houston, Texas
March 1995	FBI National Academy, 180 th Session, with honors University of Virginia Quantico, Virginia
May 1994	Southwest Law Enforcement Management Institute Leadership and management training Dallas, Texas
November 1981	Houston Police Academy Federal, state, and local statutes; police procedures; community oriented policing; defensive tactics, weapons, constitutional law Houston, Texas

Professional and Developmental:

November 2011	Emergency Management Association of Texas Conference Pumping Up Preparedness Odessa, TX
September 2011	Biodefense Policy and Law Texas Tech University Lubbock, TX
August 2011	Homeland Security Educators Workshop U.S. Naval Postgraduate School Monterey, CA
July 2011	Texas Sheriffs Association Training Conference: Human Trafficking Houston, TX
June 2011	FEMA Higher Education Conference Emergency Management and Homeland Security Emmitsburg, MD
May 2011	Transborder International Police/Policia Internacional Transfronteriza Conference on International Relations Houston, TX

Current position:

Assistant Professor
Department of Security Studies

Responsible for developing and teaching courses on Border Security, Disaster Management, and Emergency Preparedness, in addition to performing community service, and researching criminal justice issues for peer-reviewed publication. Specific courses developed

International Human Trafficking and Advanced Studies in Human Trafficking
International Drug Trafficking
Trends in Terrorism
Criminology: Perspectives on Crime in America
Disaster Planning and Emergency Management

Committee Participation:

Criminal Justice Outlook Committee: Reviewed, modified, and advanced the curriculum offered for Criminal Justice and Border Security degree programs

Certification Programs: Developed a Certificate of Courtroom Security after consulting with private security companies and law enforcement agencies and determining that a need was imperative for enhancement and securing of courtrooms

Center for Security Studies Speaker Series: Served as participant and worked exclusively to invite and manage logistics for invitation and management of speaking engagement for former U.S. Attorney General Alberto Gonzales and Colonel Lou Ortiz (USAF ret.) at the ASU campus for both high school audiences and a community presentation

Collaboration with Boston University School of Medicine: Created collaboration for student and faculty research at Angelo State University and partners such as Shannon Medical Hospital, U.S. Customs and Border Protection, Air Command, Border Patrol, Tom Green County Sheriff's Department, San Angelo Emergency Operations Center, the Psychology Department, the Kinesiology Department, and others

Recruiting Events:

U.S. Air Force Ft. Dyess, TX Higher Education Fair

High School for Law Enforcement, Houston, TX Higher Education Fair

San Angelo First Responder Appreciation, San Angelo, TX

Sheriffs Association of Texas, Houston, TX Annual Training Conference

U.S. Army Ft. Huachuca, AZ Educators Fair

Community Service:

Mock Trial League. Prepared, judged, and edited student academic performance regarding preparation for 2012 Mock Trial Debate.

Judge for Mock Debate on U.S. Supreme Court Cases related to California's Compassionate Act (Dr. A. Battaglia)

Lieutenant of Police

Houston Police Department

Management Responsibilities:

Supervise a team of researchers and strategic planners. Serve as principal investigator and researcher, authoring academic manuscripts, reports, position papers, proposals, assessments, and evaluation reports on each of the following topics:

- Comparative analysis of Uniform Crime Reports of the largest U.S. cities

- Explaining crime through use of descriptive and inferential statistics
- Evaluation and testing of new law enforcement products and technologies:

Shotspotter[™] (gunfire triangulation and electronic and digital recording)

Wintec[™] ballistic resistant window film

StarTracker[™] transmitter for use on fleeing vehicles involved in police pursuits

Digital recording devices for motorized vehicles, personal protection (e.g. lapel camera)

G/S I[™] threat interdiction software

Quickclot[™] (blood clotting agent for serious wounds; used for control of blood loss)

Flashlights and ultraviolet forensics lights

Vests: Night time, ballistic

Performance management software (*360° feedback*[™], *The Brinkman*[™] *Method*)

Tire deflation devices, spike strips

Electric vehicles: Three wheelers, scooters, off-road motorcycles (*American Chariot*[™])

Personal restraints, handcuffs

Firearm holsters

Shirts, shoes/boots, and trousers

Management of firearms and ammunition testing

Narcotics field testing kits

Police cars, vans, and trucks, performance, markings and utility

Conducted energy devices (e.g. *Taser*)

Management and control of surveillance equipment

- Police staffing models (*PAM*, *AMPP*, *Staff Wizard*[™])
- Relationships between local crime and the economy
- Black on Black crime
- Jail diversion, benefit-cost analysis
- Use of force (analysis of police weapons discharges)
- Police injuries and relationships to the avoidance of seat belt use
- Sustaining police efforts to reduce crime
- Detoxification and alternatives to incarceration in municipal jails
- Effect of “decriminalizing” trace narcotics possession on property and violent crime
- Research collaborations with university researchers (UH, TSU, SHSU, Texas A & M International)
- Police interns, volunteers, and field practicum
- ArcGIS mapping and the Planning Division
- Design of the research effort to identify “best practices” in line-up identification
- Domestic violence
- Police carbines
- Recidivism in Harris County, Texas
- After action reports: Hurricanes Ike, Edouard, Rita, and Katrina
- Revisions of policy and procedures after legislative change
- Juvenile crime and curfew violations
- Review and recommend approval of theses, dissertations, and all research associated with Houston Police Department datasets by police undergraduate and graduate students
- Beta tester for the Harris County Criminal History data link to the Houston Police Department

Work experiences:

Section manager, lead researcher and principal investigator, Planning and Research

Researched and authored reports on major police issues, such as crime, use of force, court attendance, jail diversion, juvenile crime and curfew, racial profiling, attendance, productivity standards, performance reviews, community crime, UCR Part I and Part II crime, and surrounding dynamics, training, vehicle performance, weapons and equipment, uniforms, and many other topics.

Unit commander, Crime Analysis and Command Center

Authored the proposal for the creation of Houston's \$2.0 million Real Time Crime Center, to include creation of criminal intelligence officer positions, identification of software programs to use, selection of crime types for associational analysis, ergonomics and center physical layout and design, and many other related topics.

Provided training to criminal intelligence analysts

Unit commander, Recruiting Division

Researched and implemented Houston's first Marketing and Advertising Unit, effectively reducing a \$400,000 budget to \$80,000 and increasing diversity and qualifications of new recruits. Collaborated with Drake, Beam, and Morin, Inc. to place recruitment information on 200 bulletin boards worldwide *pro bono*.

Selected record setting police trainees from multiple disciplines and experiences. New classes included those comprised of large percentages and numbers of women and minority trainees not previously accomplished in the Houston Police Department.

Unit commander, Human Resources

Unit commander, Training and Field Training Administration Office

Authored all program manuals and policies related to field training. Trained all supervisors and managers.

Unit commander, Special Response Group

Managed 55 sworn officers in one field force as part of the department's effort to manage large scale events, such as crowds, riots, disasters, catastrophes, and demonstrations.

Support staff, Executive Board

Coordinated and managed the large-scale projects assigned to executive staff members.

Supervisory criminal investigator, Homicide, Sex crimes, Robbery, Auto theft

Supervisory undercover investigator, Internal Affairs Division, Proactive unit

Field supervisor, Field Operations

Undercover investigator, Task Forces: Street prostitution, vice, narcotics

Uniformed field officer

Curriculum developed and presented:

Police Officers and PTSD, Fall 2010	New Mexico State University CIT Las Cruces, NM
Logistics and Food Safety, Spring 2010	Houston Police Department Management and Executive Staff
Conflict Resolution, 2008	Houston Police Department Continuing Education Training
Conflict Resolution, 2008	Harris County Dispute Resolution Center Continuing Education Training
The USA PATRIOT Act, Summer 2002	Anti Terrorism and Seaport Security Conference, Houston
Bio-terrorism, 2002	Houston Police Academy
Confronting Oppression, Fall 2002	University of Houston, guest speaker
Communication, 2002	Houston Police Academy
Criminological Theories, Fall 2000	College of the Mainland, guest
Deviance, Spring 2001	University of Houston–Clear Lake, guest
Terrorism, USA PATRIOT Act, 2001	Houston Police Academy
Anatomy of Arrest, 2000 4 th Amendment to the U.S. Constitution	Texas Southern University Law School, Guest speaker and lecturer
Forensics and Evidence, 1996	FBI National Academy Quantico, Virginia

Police Management and Ethical Behavior, 1993	Houston Police Academy
Laws of Arrest, Search, and Seizure, 1991–94	Houston Community College
Police Supervision, 1991–97	Houston Community College
Sociological Perspectives – Police, 1995–96	B. F. Terry High School
Motorcycle Operator Certification, 1986–99	Houston Community College
Motorcycle Operator Certification, 1998	North Harris County College
Homicide Investigations, 1992–94	Houston Community College
Sexual Assault Investigations, 1992–94	Houston Community College
Robbery Investigations, 1992–97	Houston Community College
HPD Sergeant and Lieutenant Seminars, 1997–98	Houston Community College

Publications:

Zamora, M. (1996). Book Review (Certain Trumpets). *El Aguila*. Hispanic American Police Command Officers Association, Los Angeles, California.

Zamora M. (1995). Editorial and Book Review. *El Aguila*. Hispanic American Police Command Officers Association, Los Angeles, California

Zamora, M. (2003). Editor’s message. *Perspectives in Social Work*, 1, 1.

Zamora, M. (2004). Explaining corporate greed: Revisiting Enron. *Perspectives in Social Work*, 2, 1, 8-13

Zamora, M. (2004). From the Editor; Bookworm’s corner; Surfer’s report. *Perspectives in Social Work*, 2, 1, 19-21.

Zamora, M. (1999). *How to dominate exams! Effective study and test-taking strategies*. Zamora Brothers Productions, Houston, Texas.

Zamora, M. (2002). *Scientific recruiting, effective recruiting strategies*, published by the Major City Chiefs, 2003.

Zamora, M. (2004) Thinking about evidence-based practice? *Perspectives in Social Work*, 2.1.

Zamora, M. (2006). Social Policy Debate on National Health Insurance, in Karger, H. J. (2006). Controversial Issues in Social Policy, 3rd ed. Berkeley, CA: Pearson, Inc.

Zamora, M. (2006). Use of Force, U.S. Department of Justice

Zamora, M. (2006). Memorandum of Understanding, U.S. Department of Justice

Conference presentations and panel participation:

Zamora, M. (2004). Seaport Security. The USA PATRIOT Act.

Zamora, M. (2006). Social Work Speaks. Crisis Intervention.

Presented at the 2005 University of Houston Graduate College of Social Work Symposium: The Effect of Crisis Intervention Training on Attitudes of Houston Police Officers

Professional activities and services:

Invited assessor for behavioral analysis of management and supervisory candidates for promotion in the following jurisdictions:

Philadelphia	Tulsa	Denver	Tucson
San Francisco	Baltimore	Little Rock	Portland
Albuquerque	Miami	Jacksonville	U.S. Park Police

Expert witness on homicides and sexual assaults
Expert witness on vehicle crashes and accident reconstruction
Expert witness on crime related disorders and alcoholic beverage establishments
Facilitator and conciliator for the U.S. Department of Justice, Community Relations Service
Consultant on PTSD, University of New Mexico and the Chiricahua Apache Americans
Volunteer educator for police cadets requiring remedial training and education
Volunteer educator for Harris County Sheriff deputies seeking promotions
Chair of Education Committee, National Hispanic Professional Organization
Director, Position 6; Organization of Spanish Speaking Officers
Victim Chaplain, Champions Forest Baptist Church
Mediator for the Houston Police Department since 2002
Mediator for the Harris County Dispute Resolution Center since 2002

Mediate family cases, such as divorce, child support, parental rights, and terms
Mediate Children's Protective Services cases
Mediate community disputes including Spanish language cases
Mediate police-community and police-police cases
Mediator for Justice of the Peace Courts in Harris County, Texas
Trained to mediate and conciliate school, juvenile, elder care, and others

Defensive Driving Instructor
Defensive Tactics Instructor (application of oleoresin capsicum spray dispenser)
President of Phi Alpha, Social Work Honor Society, 2006.
Founding member and Editor of the University of Houston Graduate School of Social Work on-line doctoral journal, titled, *Perspectives in Social Work*, Fall 2002 – Fall 2004.
COPS Grant Reviewer, 1995-1996
Special Response Group, 1991 – 1996 (crowd management at special events)

Served on the following Houston Police Department committees:

Chairman of the Identification Specialist Booklist Committee, 1998

City Marshal Sergeant Booklist Committee, 1997

Promotional Process Task Force, 1991

Committee to research and propose a Field Training Program for Sergeants

Park Police Sergeant Promotional Committee, 1993

Accident Review Board, 1995. The purpose of the Board is to review all police vehicle accidents and recommend appropriate remedial and disciplinary action.

Committee to study "The Use of Unauthorized Force by Law Enforcement Personnel" (reviewed the Warren Christopher Report on the Los Angeles Police Department, contributed to the policy review and creation of use of force policy)

Police trainee Termination Review Committee, 1992-1995

Human Resources Committee, Major Cities Chiefs, 2001-2003

Human Resources Subcommittee Chairman, Police Recruiting, 2003

Honors and Achievements:

Invited Assessor for the Commission for Accreditation of Law Enforcement Agencies, 2010

Aetna Insurance, Inc., Leadership Institute Scholarship recipient, 2009

Scored well on captain's exams: 2009 (96.5); 2006 (91); 2002 (88.0); 1999 (97.8); 1994 (95.0)

Nominee for Lifetime Achievement Award, Texas Commission on Law Enforcement, 2008

Honorary Houston Fire Department Chief, 2001

Nominee for Hispanic Officer of the Year, 1994

Houston Chief of Police Unit Citation, 1993; 1994, 1995, 2011

Houston Chief of Police Commendation, 1986, 1987, 1992

100 Club of Houston, Officer of the Year, 1986

Exchange Club of Houston, Officer of the Year, 1986

Organization of Spanish Speaking Officers, Officer of the Year, 1985

Houston Police Meritorious Service, 1986; 1987

Houston Police Medal of Valor nominee, 1986; 1987

Steak and Ale Restaurant, Scholarship Recipient, 1986.

Professional organizations:

FBI National Academy Association: Texas Gulf Coast Chapter

International Association of Law Enforcement Planners

International Association of Chiefs of Police

National Hispanic Professional Organization

Houston Police Department Toastmasters

Licenses:

Texas Commission on Law Enforcement Standards and Education

Master peace officer

Crime prevention specialist

Forensic hypnosis

Police certified instructor
Mental health officer

Professional References:

Available upon request