

CURRICULUM VITAE

MICHAEL W. HUGHES

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EDUCATION

University of Texas – Dallas Richardson, Texas Doctor of Philosophy – Criminology <i>(One course remaining, comprehensive exams & dissertation)</i>	NCA
Sam Houston State University Huntsville, Texas Master of Science: Criminal Justice Management	2003
Columbia College of Missouri Naval Air Station, Fort Worth, Texas Bachelor of Arts: Criminal Justice Administration Honors and Awards: Dean’s List 1999	2000
Tarrant County College Fort Worth, Texas Associate of Arts	1998

TEACHING EXPERIENCE

Hill College Police Academy – Hillsboro, Texas (Current Director)

- Full Police Academy Curriculum

University of North Texas – Denton, Texas (Adjunct Faculty Member - Current)

- Advanced Criminalistics I
- Advanced Criminalistics II
- Crime Scene Investigation

Texas Christian University – Fort Worth, Texas (Adjunct Faculty Member - Current)

- Introduction to Criminal Justice
- Critical Issues in Criminal Justice

Tarrant County College - Fort Worth, Texas (Adjunct Faculty Member – Current)

- Police Systems and Practices

- Fundamentals of Criminal Law
- Criminal Investigation
- Introduction to Criminal Justice
- Penal Code
- Crime Scene Investigation

Tarrant County College - Fort Worth, Texas (Police Academy – Past Experience)

- Code of Criminal Procedure
- Arrest, Search and Seizure
- Fitness and Wellness
- Stress Management
- Use of Force
- Background Investigation
- Internal Affairs Investigation
- Crime Scene Investigation
- Instructor Course
- New Supervisor Course
- Racial Profiling
- Asset Forfeiture
- Special Investigative Topics
- Legislative Updates

All classes taught on ongoing basis.

North Central Texas Council of Governments – Arlington, Texas Regional Police Academy (Part-Time – Current)

- Crime Scene Investigation
- Arrest, Search and Seizure
- Code of Criminal Procedure
- Shooting Scene Investigation
- Basic Criminal Investigation
- New Supervisor Course

All classes taught on ongoing basis.

Columbia College – Columbia, Missouri (at Naval Air Station-Joint Reserve Base, Fort Worth, Texas) - (Adjunct Faculty Member - Current)

- Management of Criminal Justice Organizations
- Police in a Democratic Society
- Introduction to Criminal Justice
- Cultural Diversity
- Criminal Investigation (online and in classroom)
- Crime Scene Photography
- Crime Scene Investigation
- New Supervisor Course

- Problem Solving and Decision Making

All classes taught on ongoing basis.

Tarrant County College Police Academy – Fort Worth, Texas (Past Experience)

- Crime Scene Investigation (In-service class and in police academy)
- Advanced Crime Scene Investigation (In-service class)
- Crime Scene Photography (In-Service Class)
- Courtroom Demeanor and Testimony (Academy class)

All classes taught on ongoing basis.

Strategic Government Resources – Keller, Texas

- Leading Teams
- Customer Service – Starting Strong
- Customer Service Made Easy
- Managing Employee Performance

Classes taught at cities throughout the Dallas-Fort Worth Metroplex and the state: Colleyville, Keller, Corinth, Longview, Burleson, Round Rock, McKinney, and Rockwall.

Saginaw Police Department – Saginaw, Texas (Employer – Retired)

- Crime Scene Investigation (Practitioner Course - 40 hours)
 - Saginaw Police Department (various dates)
 - Mansfield ISD Police Department, 2001.
- Cultural Diversity
 - Saginaw Police Department, 1997, 2002.
 - Westworth Village Police Department, 1997.
- Emergency Vehicle Operations
 - Saginaw Police Department, 1995, 1999, 2002.
 - Westworth Village Police Department, 1995
- Police Photography – An Overview
 - Saginaw Police Department, 2000.
- Racial Profiling
 - Saginaw Police Department, 2002.
- Search and Arrest Warrants
 - Saginaw Police Department, 2000
- Special Investigative Topics
 - Saginaw Police Department, 1997, 2002
 - Westworth Village Police Department, 1997.
- Standardized Field Sobriety Testing
 - Saginaw Police Department, 1997.
 - Tarleton State University, 1998.

WORK HISTORY

Coordinator – Hill College Police Academy Hillsboro, Texas	2018-present
Coordinator – Criminal Justice Training Center Tarrant County College, Fort Worth, Texas	2011 - 2018
Instructor – Regional Police Academy North Central Texas COG, Arlington, Texas	2010 - present
Instructor – Strategic Government Resources Keller, Texas	2008 - present
Chief of Police Wasilla Police Department, Wasilla, Alaska	2010 - 2011
Instructor – Criminal Justice Training Center Tarrant County College, Fort Worth, Texas	2006 - 2018
Captain (Operations Division Commander) Saginaw Police Department, Saginaw, Texas	2009 – 2010 (Retired)
Captain (Operations Division Commander) Saginaw Police Department, Saginaw, Texas	2004 - 2009
Sergeant (Criminal Investigations Unit) Saginaw Police Department, Saginaw, Texas	2001 - 2004
Background Investigator Saginaw Police Department, Saginaw, Texas	2001 - 2003
Training Coordinator Saginaw Police Department, Saginaw, Texas	2001 - 2003
Investigator / Instructor Saginaw Police Department, Saginaw, Texas	1990 - 2001
Security Officer Harris Hospital, Fort Worth, Texas	1990
Patrol Officer (Reserve) Marshall Creek Police Department, Marshall Creek, Texas	1990
Patrol Officer (Full-time & Reserve) Westworth Village Police Department, Westworth Village, Texas	1988 - 1989
Staff Sergeant/Security Supervisor United States Air Force Reserve	1989 - 1991
Staff Sergeant/Security Supervisor United States Air Force	1984 – 1989

HIGH PROFILE ASSIGNMENTS & APPEARANCES

Lead investigator attempted murder case, later shown on *Discovery Channel – Investigation Discovery: The Possum and the Snake*, 2014.

Investigator with cold-case homicide investigation, later featured on *A&E's Cold Case Files - The Killer's Tattoo*, 2005.

Investigator during Opal Jennings child abduction case, 1999.

LEADERSHIP AND MANAGEMENT TRAINING

FBINAA Command College (2009)

The command college provides training in areas of leadership, employee retention, media relations and legal issues as well as numerous other subjects critical to agency leaders. The command college also facilitates networking of the represented smaller agencies and bolsters the relationships of participating departments.

Leadership Northwest, Class I (2007)

Similar to many of the approximately 800 community leadership programs across the country, this training enhances leadership skills and cultural flexibility, creates a networking system among community leaders, and engages participants in community issues.

Command Staff Leadership Series (2006)

Through the Bill Blackwood Law Enforcement Management Center, Huntsville, Texas, this program consists of a 40-hour curriculum mirroring the Texas Police Chief Leadership Series and includes instruction in leadership development, legislative and legal updates, crisis intervention, and organizational communication.

FBI National Academy (2005)

The FBI National Academy is arguably the most prestigious police training available for law enforcement administrators. This eleven week program is held four times per year on the Marine base in Quantico, VA. While literally thousands apply, less than one-half of one percent of all police officers are able to attend this course.

CERTIFICATIONS AND LICENSES

TASER Instructor, Axon, 2019.

Force Science Institute Certification, Force Science Institute, 2015.

Gracie Survival Tactics Level I and II Instructor Certification, Arlington, Texas, 2015.

Advanced Instructor, Texas Commission on Law Enforcement, 2015.

CrossFit Level II Instructor, CrossFit, Inc., 2014.

Master Peace Officer Certification, Texas Commission on Law Enforcement Officer Standards and Education, 1998.

Advanced Peace Officer Certification, Texas Commission on Law Enforcement Officer Standards and Education, 1996.

Intermediate Peace Officer Proficiency Certification, Texas Commission on Law Enforcement Officer Standards and Education, 1996.

Standardized Field Sobriety Testing Instructor, Texas Engineering and Extension Service, The Texas A&M University System, Law Enforcement and Security Extension Service, 1995.

Police Emergency Driving Instructor, Texas Engineering and Extension Service, The Texas A&M University System, Law Enforcement and Security Extension Service, 1994.

Police Instructor License, Texas Commission on Law Enforcement Officer Standards and Education, 1994.

Basic Peace Officer Proficiency Certification, Texas Commission on Law Enforcement Officer Standards and Education, 1988.

Security Supervisor, United States Air Force, 1988

Base and Installation Security System Operator, United States Air Force, 1987.

Security Specialist, United States Air Force, 1984.

PRESENTATIONS AND PAPERS

Police Use of Force – Foresight over Hindsight

Paper publication through the Texas Public Police Foundation, Austin, Texas, 2019.

Identifying Successful Detective Candidates

Presentation and defense of paper in partial fulfillment of requirements for graduation from the Leadership Command College, Bill Blackwood Law Enforcement Management Institute of Texas, Huntsville, Texas, 2002.

SSRI Drugs And Aggressive Behavior In Women

Paper presented at Columbia College, Naval Air Station, Fort Worth, TX, 2000.

Major Case Investigations – A Lessons-Learned Perspective

Paper presented at Columbia College, Naval Air Station, Fort Worth, Texas, 2000.

Managing the Investigative Function

Paper presented at Columbia College, Naval Air Station, Fort Worth, Texas, 1999.

Striving For Culturally Aware Police Officers

Paper presented at Columbia College, Naval Air Station, Fort Worth, Texas, 1999.

Ethics in Criminal Investigations

Paper presented at Columbia College, Naval Air Station, Fort Worth, Texas, 1999.

PROFESSIONAL ORGANIZATIONS

Previous

- American Society of Law Enforcement Trainers
- Leadership Command College Alumni Association
- Texas District and County Attorneys Association
- International Association of Chiefs of Police
- National Tactical Officer's Association
- Texas Tactical Police Officer's Association
- International Law Enforcement Educators and Trainers Association

PROJECTS AND WORK-PRODUCT

Academy Upstart – Hill College Police Academy

Hired in 2018 to reestablish a police academy program at Hill College. Program went online in July 2018, and the first class started in January of 2019.

Facilities Design & Update – Tarrant County College Criminal Justice Training Center

Assisted in planning and implementing changes and updates to the training facility, including new conference room, fitness room, and mock dispatch center for reality-based scenario training.

Training Design – Tarrant County College Criminal Justice Training Center

Updated the Use of Force training process by adding scripted scenarios to allow cadets exposure to situations they will likely encounter in their careers.

Process Streamlining - Tarrant County College Criminal Justice Training Center

- Implemented 90-day goals planning process, a structured approach to better manage projects and prioritize the training center's overarching goals.
- Assisted in updating older policies/procedures and developed new material to address contemporary standards.

Fitness & Wellness Program - Tarrant County College Criminal Justice Training Center

Implemented CrossFit based physical fitness program, which had a dramatic impact on overall general physical preparedness of cadets, as measured by benchmark workouts, and performance during defensive tactics scenarios.

Accreditation - Wasilla Police Department

Commenced process to pursue Department Accreditation through the Alaska Association of Chiefs of Police.

Facilities Design & Update – Wasilla Police Department

Assisted in planning and implementing new additions to the police facility, including office space, and an interview room co-located with investigator offices. Began research for retrofitting a facility to be a new police headquarters.

Process Streamlining – Wasilla Police Department

- Implemented overall Investigations Unit case management process and solvability scoring to facilitate case investigations.
- Promoted a sergeant to provide direct oversight of the unit, and a lieutenant to oversee division operations.
- Developed, designed, and constructed a web-based pass-on program to share information to various shifts.
- Initiated research projects for a land-mobile radio system, and alarm response data for proposed false-alarm ordinance.

Integrated Policing Strategies – Saginaw Police Department

Researched, developed and implemented Integrated Policing Strategies (IPS) program, a localized version of CompStat. This operational system focuses on real-time response to crime and disorder problems and pushes this responsibility to the patrol sergeant level. Patrol sergeants constantly assess their districts and look for existing or innovative strategies to solve problems. These strategies can include directed patrol, saturation patrol, directed traffic enforcement, problem-oriented policing and crime prevention. The process relies on developing partnerships with the community. Efforts have enhanced supervisor accountability, officer productivity and the department's ability to respond to citizen needs and concerns.

Department Website – Saginaw Police Department

Involved in design, development and on-going maintenance of department website (www.saginawpolice.org). This site features on-line reporting and crime/sex offender mapping.

Bicycle Unit – Saginaw Police Department

Implemented department bicycle unit, consisting of one sergeant and four team members. The unit and its members were featured in the Fort Worth-Star Telegram in December of 2005.

SWAT – Saginaw Police Department

Assisted in the development of the department's tactical response team. Trained in tactical operations, including command strategies.

Facility Construction – Saginaw Police Department

Assisted with various aspects of planning of new 16,500 square foot police facility (completed Spring 2007).

Technology – Saginaw Police Department

Developed, designed and constructed computer databases for case management, records request tracking, fleet maintenance and juvenile records. Developed system for tracking and reporting racial profiling data. Spearheaded conversion of outdated mobile data system to newer and more stable technology. Involved in purchase of radio console system for new police department (through a Homeland Security grant).

Budget, Purchasing and Grants - Saginaw Police Department

Involved in preparation and oversight of annual budget for operations and services divisions. Conduct annual vehicle and equipment purchasing. Administer grants related to division operations.

Personnel Matters – Saginaw Police Department

Developed and implemented employee tracking system used to monitor employee performance and as a tool during evaluations. Implemented bi-annual fitness assessment program for sworn staff. Developed and implemented department's first promotional assessment center, which was used in the promotion of a sergeant for the criminal investigations unit. Created procedural framework for department's background investigation process.

Amber Alert – Saginaw Police Department

Researched and developed department policy related to the Amber Alert system.

Equipment – Saginaw Police Department

Involved in research and later purchase of department patrol rifles. Acquired and equipped a major incident response vehicle to be used at crime scenes, accidents, other critical incidents, and special events

Investigations – Saginaw Police Department

Investigator during Opal Jennings child abduction case. Assisted lead investigator with cold-case homicide investigation later featured on A&E's Cold Case Files (The Killer's Tattoo).

Wrecker Ordinance – Saginaw Police Department

Conducted extensive research for developing wrecker ordinance.

Standard Operating Procedures - Saginaw Police Department

Developed guidelines for unit operations.

Property and Evidence Guideline

Developed operational guidelines and example manual for property and evidence storage.

Needs Assessment - Saginaw Police Department Criminal Investigations Unit
Project in partial fulfillment for the degree of Master of Science, Sam Houston State University, Huntsville, Texas (ongoing).

Identifying Successful Detective Candidates – Sam Houston State University
Research project in partial fulfillment of requirements for graduation from the Leadership Command College, Bill Blackwood Law Enforcement Management Institute of Texas, Huntsville, Texas, 2002.

Traffic Accident Study – Saginaw Police Department
Research conducted at Saginaw Police Department regarding purported increases in accidents at an intersection of a major thoroughfare and an intersecting roadway. Report contained results of statistical tests conducted on archival data, 2000.

SSRI Drugs and Aggressive Behavior in Women
Research conducted as part of an undergraduate project at Columbia College, Naval Air Station, Fort Worth, Texas in conjunction with Saginaw Police Department, Saginaw, Texas for crisis negotiations policy and procedure development.

Hostage / Crisis Negotiation Program
Research conducted at Saginaw Police Department for equipment recommendations, personnel selection, training, policy and procedure considerations and professional organization membership considerations.

Juvenile Processing Procedures
Research conducted at Saginaw Police Department for implementation of standardized processing of juvenile offenders taken into custody by officers.

Evidence Collection and Preservation
Research conducted at Saginaw Police Department to prepare operational policy.

Internal Affairs
Research conducted at Saginaw Police Department to prepare operational policy.

Assault Victim's Packet
Streamlined process for obtaining proper information in domestic violence cases. Combined multiple documents into one packet.

Missing Person Packet
Streamlined process for obtaining proper information in missing person cases. Combined multiple documents into one packet.

Report Writing Reference Manual
Developed current report writing standard and designed reference manual.

SPECIAL SKILLS

Computer Systems

- Blackboard
- Desire2Learn
- Adobe Captivate
- Microsoft® Word to include form and template design
- Microsoft® Access to include database design
- Microsoft® Frontpage
- Microsoft® Excel
- Microsoft® Outlook
- Familiar with Visual Basic Programming
- Past experience in macro development for WordPerfect® for DOS
- Experience in small scale networking
- Skilled in HTML programming / design

Photography

- Trained and skilled in 35mm photography / digital equipment
- Familiar with digital photography equipment, photographic techniques and related software.

SIGNIFICANT AWARDS AND ACCOMPLISHMENTS

- Saginaw Police Department Educational Achievement Award and Ribbon
- Saginaw Police Department Master Peace Officer Award and Ribbon
- Saginaw Police Department FBI National Academy Award and Ribbon
- Saginaw Police Department Instructor License Award and Ribbon
- Saginaw Police Department SWAT (Inactive) Award and Ribbon
- Saginaw Police Department Leadership Command College Award and Ribbon
- Saginaw Police Department Master Marksman Award and Ribbon
- Saginaw Police Department Physical Fitness Certificate
- Saginaw Police Department 18 Year Safe Drive Certificate
- United States Air Force Commendation Medal
- United States Air Force Achievement Medal
- United States Air Force Good Conduct Medal
- Kuwaiti Liberation Medal
- National Defense Service Medal

PROFESSIONAL TRAINING

Force Science Certification, Texas Department of Public Safety, Austin, Texas, 2016.

Reality Based Training Instructor, Dallas Police Department, Dallas, Texas, 2014.

Police Officer Certification Program (*for out-of-state licensees*), Sitka, Alaska, 2011.

FBINAA Command College, Southern Methodist University, Dallas, Texas, 2009.

Current Trends In Forensic Science, Tarrant County Medical Examiner's Office, Fort Worth, Texas, 2008.

Investigating Use of Force for Field Supervisors, John E. Reid and Associates, Inc., Chicago, Illinois (at Wichita Falls Police Department, Texas), 2008.

Leadership Northwest, Saginaw Area Chamber of Commerce, Saginaw, Texas, 2007.

FBI National Academy, Federal Bureau of Investigation, Quantico, Virginia, 2005.

Incident Command System, Federal Emergency Management Agency, 2003.
Continuing Leadership Development, Law Enforcement Management Institute of Texas, Sam Houston State University, Huntsville, Texas, 2003.

Incident Command for Law Enforcement, Law Enforcement Management Institute of Texas, Sam Houston State University, Huntsville, Texas, 2003.

Developing a Mentoring Process, Southlake Police Department, Southlake, Texas, 2002.

Leadership Command College, Law Enforcement Management Institute of Texas, Sam Houston State University, Huntsville, Texas, 2002.

Cultural Diversity, Law Enforcement Management Institute of Texas (Module II, Texas Woman's University, Denton, Texas, 2002.

Racial Profiling, Saginaw Police Department, Saginaw, Texas, 2002.

Report Writing, Saginaw Police Department, Saginaw, Texas, 2002.

Asset Forfeiture, Saginaw Police Department, Saginaw, Texas, 2002.

CPR, Saginaw Police Department, Saginaw, Texas, 2002.

Use of Force Issues, Saginaw Police Department, Saginaw, Texas, 2002.

2001 - 2003 Texas Legislative Update, Texas County and District Attorney's Association, Fort Worth, Texas, 2001.

Safety Issues in the Use of Mobile Data Terminals, Saginaw Police Department, Saginaw, Texas, 2001.

Designing the Total Fitness and Wellness Program, Law Enforcement Management Institute of Texas, Sam Houston State University, Huntsville, Texas, 2001.

Background Investigation, Tarrant County College Police Academy, Fort Worth, Texas, 2001.

Basic Data Recovery and Analysis, National White Collar Crime Center, Fairmont, West Virginia, 2001.

Internal Affairs Investigation, Regional Police Academy, Arlington, Texas, 1999.

Computer and Digital Media Forensics and Investigations, Regional Police Academy at Lockheed-Martin, Fort Worth, Texas, 2001.

TCIC / NCIC Policy and Procedures, Texas Department of Public Safety at Saginaw Police Department, 2000.

Community Notification of Sex Offenders, Tarrant County College Police Academy, Fort Worth, Texas, 2000.

FBI Hostage/Crisis Negotiations Course, Federal Bureau of Investigation at Tarrant County Sheriff's Office, Fort Worth, Texas, 1999.

Advanced Investigations School, National Law Enforcement Institute at Irving Police Academy, Irving, Texas, 1999.

Behavioral Crime Scene Analysis, Regional Police Academy, Arlington, Texas, 1999.

Emergency Medical Technician Refresher Course, 1998

Trace Evidence Analysis Class, Tarrant County Medical Examiner's Office through Saginaw Police Department, Saginaw, Texas, 1998.

Forensic Anthropology: Applications in a Medical Examiner's Setting, Tarrant County Medical Examiner's Office through Saginaw Police Department, Saginaw, Texas, 1998.

DNA Applications Within the Medical Examiner's Office Class, Tarrant County Medical Examiner's Office through Saginaw Police Department, Saginaw, Texas, 1998.

Basic Latent Fingerprint Comparison Course, Saginaw Police Department, Saginaw, Texas, 1998.

Cultural Diversity Course, Saginaw Police Department, Saginaw, Texas, 1997.
Special Investigative Topics Course, Saginaw Police Department, Saginaw, Texas, 1997.

Statement Analysis Course, Fort Worth Police Academy, Fort Worth, Texas, 1997.

Bloodstain Pattern Analysis (Basic) Course, Oklahoma Council on Law Enforcement Training at Oklahoma City Police Academy, Oklahoma City, Oklahoma, 1997.

Bloodstain Pattern Analysis (Advanced) Course, Oklahoma Council on Law Enforcement Training at Oklahoma City Police Academy, Oklahoma City, Oklahoma, 1997.

Crime Scene Reconstruction Course, TBI at Saginaw Police Department, Saginaw, Texas, 1997.

Crime Scene Photography Course, Regional Police Academy, Arlington, Texas, 1997.

FBI Advanced Latent Fingerprint Development Course, Federal Bureau of Investigation at Irving Police Academy, Irving, Texas, 1997.

Standardized Field Sobriety Instructor Course, Texas Engineering and Extension Service, The Texas A&M University System, Law Enforcement and Security Extension Service, 1995.

Advanced Crime Scene Course, Forensic Consultant Services at Mansfield Police Department, Mansfield, Texas, 1995.

Bomb Incident Management Course, Fort Worth Police Department / Fort Worth Fire Department, Fort Worth, Texas, 1995.

Auto Theft Investigation Course, Tarrant County Auto Theft Taskforce at Fort Worth Police Academy, Fort Worth, Texas, 1995.

Emergency Medical Technician Refresher Course, Eagle Mountain Fire Department, 1995.

Child Abuse Investigation Course, Saginaw Police Department, Saginaw, Texas, 1995.

Use of Force Course, Tarrant County Sheriff's Office, Fort Worth, Texas, 1995.

Police Instructor Course, Weatherford College Police Academy at Azle, Texas, 1994.

Police Emergency Driving Instructor Course, Texas Engineering and Extension Service, The Texas A&M University System, Law Enforcement and Security Extension Service, 1994.

FBI Fingerprint Classification Course, Federal Bureau of Investigation at Tarrant County Sheriff's Office, 1994.

Haz-Mat Operations For First Responders Course, Saginaw Fire Department, Saginaw, Texas, 1994.

Pedophile Investigation Course, Fort Worth Police Academy, Fort Worth, Texas, 1993.

Criminal Patrol and Felony Interdiction Course, Killeen Police Academy, Killeen, Texas, 1993.

Forensic Aspects of Ritual Crime Scene Investigations Course, 1993.

Aerosol Subject Restraint Course, Saginaw Police Department, Saginaw, Texas, 1992.

Crime Scene Search Course, Regional Police Academy, Arlington, Texas, 1992.

Open Hand Control Course, Fort Worth Police Academy, Fort Worth, Texas, 1992.

Grade Crossing Collision Investigation Course, Fort Worth Police Department, Fort Worth, Texas, 1991.

Hostile Encounter Control Course, Tarrant County College Criminal Justice Training Center at River Oaks Police Department, River Oaks, Texas, 1991.

ASP Tactical Baton Course, Saginaw Police Department, Saginaw, Texas, 1991.
Municipal / Civil Liability Course, United States Department of Justice at River Oaks Police Department, River Oaks, Texas, 1991.

Emergency Medical Technician Course, North Richland Hills Fire Department at Saginaw Fire Department, Saginaw, Texas, 1991.

Street Survival '90 Course, Caliber Press, Arlington, Texas, 1990.

Field Sobriety Testing, Tarrant County Junior College, Fort Worth, Texas, 1989.

Hit and Run Accident Investigation, Fort Worth Police Academy, Fort Worth, Texas, 1989.

Patrol Drug Awareness Course, 1989.

Ecology of Excellence: Public Relations Course, Harris Hospital, Fort Worth, Texas, 1989.

Air Force Supervisor's School (Correspondence), Carswell Air Force Base, Texas, 1988.

Air Force Leadership School, Barksdale Air Force Base, Louisiana, 1988.
Basic Police Academy, Texas A&M University System at Carswell Air Force Base, Texas, 1988.

Air Force Security Police Academy, Lackland Air Force Base, Texas, 1984.

Air Force Ground Combat School, Lackland Air Force Base, Texas, 1984.

Air Force Security Police Dispersal Course (Tactical), Lackland Air Force Base, Texas, 1984.