

CURRICULUM VITAE

Frank V. Hughes, Ph.D.

HOME ADDRESS

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BUSINESS ADDRESS

Grand Valley State University
School of Criminal Justice
269-C DeVos Center, 401 Fulton
Grand Rapids, MI 49504-6431
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EDUCATION:

Doctorate of Philosophy: Criminal Justice. Michigan State University, May 1990.

Masters of Criminal Justice, Michigan State University, May 1974

Bachelor of Arts: Political Science. Aquinas College, May 1971

AREAS OF INTEREST:

Police Management
Leadership
Criminal Investigation

Criminal Justice Policy
Law Enforcement Ethics
Selection & Performance Evaluation

TEACHING EXPERIENCE:

Professor, Grand Valley State University (Fall 2002 - Present)

Undergraduate

CJ 101: Justice and Society
CJ 312: Police Process
CJ 399: Independent Readings
CJ 499: Independent Study and Research
CJ 470: Crime Control & Justice Policy
CJ 495: Issues in Criminal Justice

Graduate

CJ 601: Criminal Justice Leadership
CJ 605: Program Evaluation
CJ 620: Advanced Police Systems
CJ 693: Graduate Project
CJ 695: Graduate Thesis
CJ 699: Directed Readings

Full-Time Temporary Faculty, College of Extended Learning, Central Michigan University, (1998-2002)

Masters in Science and Administration

MSA 600: Administrative Research and Report Methods

MGT 643: Personnel Management

MGT 620: Effective Administration and Organizational Behavior

MSA 610: Environments in Administration

MGT 647: Personnel Selection and Evaluation

MGT 646: Seminar in Labor Relations

PSC 711: Public Personnel Administration

PSC 735: Strategic Leadership

Adjunct faculty, College of Extended Learning, Central Michigan University,

Masters in Science and Administration (1990-1998)

MSA 600: Administrative Research and Report Methods

MGT 643: Personnel Management

MGT 620: Effective Administration and Organizational Behavior

MSA 610: Environments in Administration

MGT 647: Personnel Selection and Evaluation

MGT 646: Seminar in Labor Relations

PSC 711: Public Personnel Administration

PSC 735: Strategic Leadership

Graduate Assistant, School of Criminal Justice, Michigan State University (1985-1987)

Juvenile Justice Process

Police Administration and Management

Adjunct faculty, Lansing Community College (1979-1982)

Criminal Investigation

Introduction to Law Enforcement

Retail Security

Juvenile Delinquency

Security Administration

UNIVERSITY AWARDS AND RECOGNITION

Outstanding Teacher Award, College of Community and Public Service, 2007.

PEW Teaching Excellence Award, 2008

PUBLICATIONS

“Theories of Punishment and Their Influence on the Treatment of Sex offenders.” Law Enforcement Executive Forum, Western Illinois University, Volume 9, #2, May, 2009. Co-author, Dave Burlingame.

“A Leadership Approach to Criminal Justice Education: Developing Tomorrow’s Decision Makers.” Criminal Justice Studies, Volume 21, #1, March, 2008. Co-authors, Kristine Mullendore, Brian Kingshott, and Johan Prinsloo.

“Problem Officer Variables and Early Warning Systems.” Police Chief, October 2007. Co-author Lisa Andre.

“Translational Research: Bridging the Gap Between Theory and Practice.” Law Enforcement Executive Forum, Western Illinois University, Volume 7, #4, May, 2007. Co-authors, William Crawley, Lisa Dopke, and Hary Dolan.

“Performance Appraisal: Purposes of and Barriers to Effective Implementation within Law Enforcement Agencies”. Law Enforcement Executive Forum, Western Illinois University, Volume 6, #1, February, 2006. Co-author William Crawley.

“Using Assessment Centers in Selecting Middle-Management Level Police Officers: Does the Benefit Outweigh the Cost?” Police Chief, Volume 8, August 2006.

“Training Dyslexic Officers in Skill-Based Applications: Issues & Recommendations.” American Society for Law Enforcement Training (ASLET), Volume 18, #6, November 2003. Co-author Brian Johnson.

Love, K.G., Hughes, F. “Relationship of Self-Assessment Ratings & Written Test Score: Implications for Law Enforcement Promotional Systems”, Public Personnel Management. Volume 23, No.1, Spring 1994.

BOOK CHAPTER

Hughes, Frank. (2011) Sentencing. In: *Justice & Society an Introduction*. Grand Rapids MI: GVSU.SCJ.

PROJECT REPORTS

Michigan Fusion Center Services: A Survey of Michigan Law Enforcements Agencies, April 24, 2008. Co-authors, Joe Bosek and Brandon Kramb. Submitted to Colonel Peter Munoz, Director of the Michigan Department of State Police.

CONFERENCE PAPERS AND PRESENTATIONS

Midwestern Criminal Justice Association, September 23, 2010, co-authored paper presented with Ian Fields, Graduate Assistant, entitled “Taser Deployment: The Role of Departmental Policy and Training in Officer Discretion”.

American Criminal Justice Society, March 2009. Presented a paper as co-author with Dr. Tina Yalda, and Melissa Furtaw entitled “Cop” or “Counselor”: Reconciling Role Conflict of Criminal Justice Professionals on Drug Treatment Court Teams.

American Criminal Justice Association, March 2008. Presented a paper along with graduate assistant Joe Bozek entitled “Law Enforcement and the Media”.

Midwestern Criminal Justice Association, September 30, 2006, co-authored paper presented by Lisa Andre, Graduate Assistant, entitled “Problem Officer Variables and Early Warning Systems?”.

Midwestern Criminal Justice Association, September 30, 2005, presented a paper entitled “Using Assessment Centers in Selecting Middle-Management Level Police Officers: Does the Benefit Outweigh the Cost?”

Midwestern Criminal Justice Association, October 1, 2004, presented a paper entitled “Performance Appraisal: Purposes of and Barriers to Effective Implementation within Law Enforcement Agencies”.

Midwestern Criminal Justice Association, October 3, 2003, co-authored with Brian Johnson a paper entitled “Training Dyslexic Officers in Skill-Based Applications: Issues & Recommendations”.

American Society of Criminology, November 14, 2002, co-authored with Dr. Johan Prinsloo, Associate Professor Kristine Mullendore and James Bolger a paper entitled “What is the Role of our Universities in Developing Leadership Skills Within Our Students?” Paper was presented at a roundtable on Student Leadership.

WORK IN PROGRESS

COLLEGE AND UNIT SERVICE

- Interim Director of the School of Criminal Justice May 1, 2009 – May 1, 2010
- Member of CCPS personnel committee (2010-2012)
- Faculty representative for Student Visitation Day in Lansing on November 5, 2007. Program recruits high school students to attend GVSU and is sponsored by the Admissions Office in conjunction with the CCPS Advising Center.
- Member of the SCJ graduate committee (2002-present).
- Member of the committee to develop agenda for Faculty retreat on August 22, 2007
- Member of Faculty Search/Hiring Committee (2002 – present, chair in 2005).
- Participant in SCJ curriculum meeting to revise course objectives for undergraduate courses (4-6-07)
- Freshman orientation in summer of 2007.
 - May 5th and 6th
 - June 6th and 21st
- Evaluator for GVSU Scholarship competition, 2-10-07.
- Participant in Just Kids program in Spring Lake, Michigan, 3-26-07.
- Member of the committee to develop agenda for Faculty retreat on August 23, 2005.
- Chairman of the School of Criminal Justice Performance Evaluation Committee Fall, 2003.
- Member of committee to draft a position description for a Student Services Coordinator in the School of Criminal Justice (2003).
- Chair of the Public Safety Liaison Committee. Term expires August of 2011

- Member of the GVSU Outstanding Teaching Award Committee (2004-2005).
- Member of CCPS Curriculum Committee (2003 – present). Chair during 2005-2006 academic year.

COMMUNITY SERVICE

- Fusion Center Grant 2008
- A comparative evaluation of the 20th Circuit Adult and Juvenile Drug Treatment Courts in Ottawa County, Michigan, (2008)
- Facilitator in the development of a new performance appraisal system for Wyoming Police Department. Final document completed in May, 2007.
- Guest speaker at the Kentwood Citizen Academy Alumni meeting on August 8, 2005. Topic: Interagency cooperation/coordination between the MSP and local law enforcement; the role of community groups in effective law enforcement; the development of the 911 system.
- Participant in the Project Safe Neighborhood Conference held at GVSU on September 23, 2005 entitled “Guns, Drugs & Violent Crime: A Unified defense. Monitored the breakout session on Violent Crime and the Media and developed a summary of discussion points that was electronically shared with attendees following the conference.
- Speaker at the Michigan Public Service Institute on July 24, 2005. Topic: Managing Aggressive Behavior in the Workplace.
- Worked with Karen Henry, Executive Director of the Grand Rapids Weed & Seed Program (2004-2005). Reviewed the programs’ strategic plan and outcome measures, presented suggested changes, and attended several meetings with law enforcement personnel. Developed a comprehensive evaluation of the program for the steering committee.
- Continued involvement with the Law Enforcement Leadership Institute 1993 – present).
- Continued involvement as a member of the professional staff for the Law Enforcement Supervisor Assessment Center (1993-present).
- GVSU School of Criminal Justice was awarded a grant in 2002 from the state of Michigan’s Commission on Law Enforcement Standards to provide career development education programs for law enforcement professionals within the west Michigan region. One part of the grant involved a three day First Line Supervisory course. Developed the curriculum for an eight-hour block entitled “Decision Making & Coaching for Results”. Taught session seven times (2002-2004).
- A second part of the grant involved a Leadership Development Series. The format consisted of seven different topics, each presented in an eight-hour block. Developed the curriculum for a session entitled “The Leadership Challenge” and taught session four times (2003-2005).
- Member of the Western Michigan Law Enforcement Association. Continued involvement in this association provides an opportunity to learn first hand the issues and concerns facing law enforcement officers in western Michigan.
- Member of the GVSU Police Academy Advisory Board (2006-present)...

PROFESSIONAL EXPERIENCE:

Instructor for Northwestern University Traffic Institute, School of Police Staff and Command (1992-2000)

Graduate of FBI National Academy, Quantico Va., 170th Session (1995)

Law Enforcement Executive Leadership Institute; member of advisory council and former chairperson. (1992-present)

Professional staff member of the Law Enforcement Supervisor Assessment Center. (1993-present)

Post Commander, Michigan State Police, Mt. Pleasant Post. (1989-1998)

Assistant Post Commander, Michigan State Police, Brighton Post. (1983-1989)

Uniform staff sergeant, Michigan State Police, Executive Division. (1980-1983)

Trooper, Michigan State Police, assigned to general patrol duties at Grand Haven and Jackson Posts. (1973-1980)

