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Criminal Justice Program Coordinator
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Social and Behavioral Sciences Department
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AREAS OF TEACHING INTEREST

Criminal justice foundational courses, ethics, criminal investigations, crisis intervention, research methods, homeland security, leadership, and justice administration.

AREAS OF RESEARCH INTEREST

Criminal justice leadership and management; homeland security issues; mass and public mass shootings; serial offenders; perception distortion and issues with eyewitness testimony; the impact of higher education on police performance; and the influence of Citizens Police Academies on public perception of the police.

EDUCATION

- Ph.D. 2017 Leadership (Criminal Justice specialization)**
University of the Cumberland, Department of Leadership Studies
Dissertation: *The Leadership Style Preferences of Law Enforcement Supervisors in the United States and Variables That May Affect Leadership Style Selection Among Supervisors of Various Ranks*
Committee: Jack Brown, Ph.D.; Luke Smith, Ph.D. (Chair); Barry Vann, Ph.D.
- 2011-2015 Doctoral Studies in Public Administration (Organizational Studies specialization)**
Florida Atlantic University, School of Public Administration
24 semester hours completed
- MS 2019 Justice Administration (Homeland Security specialization)**
University of the Cumberland, Department of Criminal Justice
Capstone: *Mass and Public Mass Shootings: Defining the Parameters*
- MPA 2008 Public Administration**
Barry University, Andreas School of Business
Capstone: *The Probable Effect of Legislation Requiring the Use of Hands-Free Cellular Telephone Devices in Florida: A Research Study*
- BPA 2006 Public Administration**
Barry University, Andreas School of Business
Summa Cum Laude

FULL-TIME ACADEMIC POSITIONS

- 2018-Present Assistant Professor of Criminal Justice**
Colorado Mesa University, Social and Behavioral Sciences Department

Graduate courses (D2L LMS):

- Budgeting and Finance in Criminal Justice – Online (added to catalog)
- Leadership in Criminal Justice – Online (added to catalog)
- Police Management and Administration – In development (added to catalog)

Undergraduate courses (D2L LMS):

- Comparative Criminal Justice – Hybrid
- Contemporary Issues in Criminal Justice: Multiculturalism in Law Enforcement – Hybrid
- Counterterrorism in Law Enforcement – Online & hybrid
- Criminal Investigations – On-campus & online
- Criminal Justice Topics: Organized Crime – Online
- Criminology – On-campus
- Crisis Intervention in Criminal Justice – On-campus (added to catalog)
- Ethics in Criminal Justice – On-campus & online
- Internship
- Introduction to Criminal Justice – On-campus
- Orientation to Criminal Justice Inquiry – On-campus & online
- Research Methods in Criminal Justice – Hybrid & on-campus
- Structured Research – On-Campus
- The Police Process – Hybrid
- White-Collar Crimes – Online & Hybrid (added to catalog)

PART-TIME ACADEMIC POSITIONS

2021-Present Adjunct Associate Professor of Public Safety Administration

University of Maryland Global Campus

Undergraduate courses (D2L LMS):

- Introduction to Public Safety Administration – Online
- Public Safety Administration Ethics – Online
- Public Safety Issues and Challenges – Online
- Public Safety Leadership – Online
- Public Safety Research and Technology – Online

2017-2018 Adjunct Instructor

Broward College, Institute of Public Safety

Teaching courses for police, corrections, and police service aide academies (D2L LMS).

2008-2018 Adjunct Professor of Public Administration

Barry University, Andreas School of Business

Undergraduate courses taught (Canvas LMS):

- Administrative Law and Process – On-campus
- Concepts and Issues in Public Planning – On-campus
- Critical Issues in Public Safety – On-campus
- Human Resources in the Public Sector – On-campus
- Productivity Improvement in the Public Sector – On-campus
- Public Administration Capstone – On-campus
- Public Budgeting and Finance – On-campus
- Public Policy and Administration – On-campus
- Research Methods and Techniques – On-campus
- Values and Ethics in Public Administration – On-campus

PROFESSIONAL DEVELOPMENT

- 2016 **Administrative Officers Course**
University of Louisville, Department of Criminal Justice, Southern Police Institute
Dean's Scholar, Class Vice President; 12 graduate hours
- 1998-2018 More than 2,500 hours of documented professional training in management and administration, law enforcement, emergency management, and law enforcement accreditation.

PROFESSIONAL POSITIONS

- 1998-2018 **Various Positions of Increasing Responsibility**
Miramar Police Department, Miramar, FL
Executive Commander, Office of the Chief (executive manager – 2016-2018); Bureau Commander, Support Services (senior manager – 2011-2016); Division Manager, Administrative Services (middle manager – 2009-2011); Police Emergency Management Planner (first-line supervisor – 2008-2009); Accreditation/Policy Program Coordinator (2006-2008); Community Service Aide (2000-2006); and Police Communications Officer (1998-2000). See [LinkedIn](#) page for full descriptions of these positions
- 1996-1998 **Asset Protection – Unit Safety Coordinator**
Sears Roebuck & Co., Pembroke Pines, FL
- 1993-1996 **United States Army**
1/319 AFAR, 82nd Airborne Division, Fort Bragg NC
Airborne Field Artillery Cannon Crewmember (13B1P); battery clerk, unit armorer, battery training NCO, and assistant NBC NCO.

UNIVERSITY SERVICE

- 2022-Present HLC Criterion Committee; Criterion One - Mission
- 2020-Present Graduate Curriculum Committee (Vice Chair, 2022-Present)
- 2020-Present Title IX Conduct Board
- 2020 Adaptations Subcommittee on Distance Education
- 2019-2022 Faculty Success Committee (Chair, 2020-2021)
- 2018-2022 Affirmative Action Representative

DEPARTMENT SERVICE

- 2022-Present Alpha Phi Sigma Criminal Justice Honor Society Faculty Advisor
- 2022-Present Social and Behavioral Sciences Department Scholarship Committee
- 2021-Present Criminal Justice Program Coordinator (Co-coordinator 2020-2021)
- 2019-Present Assistant Professor of Criminal Justice Searches (Chair and member)
- 2018-Present Criminal Justice Association Faculty Advisor

EDITORIAL AND REVIEWER WORK

- 2019-Present Assistant Editor – Journal of Colorado Policing
- 2019-Present Reviewer – Journal of Leadership Studies
- 2018-Present Editorial Board – Forensic Science and Crime Research Journal

2017-Present Reviewer – Policing: An International Journal

COMMUNITY SERVICE

2020-Present United States Coast Guard Auxiliary

2019-Present Police Commission [Chair (2020-2021); Vice Chair (2019)] – city of Fruita, CO

2019-2020 Comprehensive Plan Update Advisory Steering Committee – city of Fruita, CO

PUBLICATIONS

Watters, E. R. (2023, June). [Contextual leadership: An examination of the leadership style preferences of American police supervisors using the Vannsimpco Leadership Survey](#). *International Journal of Humanities and Social Science*, 13(2), 23–36. <https://doi.org/10.30845/ijhss.v13n2p3>

Watters, E. R. (2021, Fall). [Assessing stakeholder power and influence in the law enforcement accreditation process](#). *Journal of Colorado Policing*, 6(2), 16-21.

Watters, E. R. (2021, Spring). [Factors in employee motivation: Expectancy and equity theories](#). *Journal of Colorado Policing*, 6(1), 4-8.

Reece, J. G., Watters, E. R., & Macy, J. (2020, Fall). [Police citizen advisory boards in contemporary practice: A practical approach](#). *Journal of Colorado Policing*, 5(2), 6-11.

Watters, E. R. (2020, Spring). [Dams as potential terror targets in Colorado](#). *Journal of Colorado Policing*, 5(1), 19-24.

Watters, E. R. (2019, Fall). [Higher education requirements for hire or promotion: What is best for local law enforcement?](#) *Journal of Colorado Policing*, 4(1), 4–9.

Watters, E. R. (2019). [The applicability of Kouzes and Posner’s leadership practices inventory in measuring the use of transformational leadership practices in law enforcement: A review of the literature](#). *Forensic Science and Crime Research*, 1(1), 1–5. <https://doi.org/10.31021/fnoa.20191101>

Watters, E. R. (2017). [Pedagogy or andragogy for law enforcement education and training](#). *ACJS Today*, XLII (4), 25–28.

Watters, E. R. (2017, November 9). [What I learned about being a good leader by working for a bad boss](#). *PA TIMES Online*.

Watters, E. R. (2017). [The leadership style preferences of law enforcement supervisors in the United States and variables that may affect leadership style selection among supervisors of various ranks](#) [Doctoral dissertation, University of the Cumberland]. EBSCO Open Dissertation Database. (Accession No. 32953BA8E6A78636)

Watters, E. R. (2013, February 8). [Women in combat: How law enforcement gender integration strategies may inform U.S. military leaders](#). *PA TIMES Online*.

WORKING PAPERS

Watters, E. R. & Penington, D. R. *Mass and public mass shootings: Defining the parameters*.

ACADEMIC AWARDS

2021 Exemplary Faculty award (2020-2021 school year)

MEMBERSHIPS

- Academy of Criminal Justice Sciences
- American Society of Criminology
- Alpha Chi National College Honor Society
- Alpha Phi Sigma Criminal Justice Honor Society
- Southern Criminal Justice Association
- Southwestern Association of Criminal Justice