

Herbert G. Williams Jr.

M.A. Organizational Leadership-Emergency Management • MBA • CPOI

PROFESSIONAL PROFILE

Accomplished leader with a distinguished career spanning law enforcement, higher education, security administration, and emergency management. Recognized for building and directing academic programs, fostering industry partnerships, and developing curricula that bridge classroom learning with real-world application. Committed to integrity, diversity, and innovation in every professional setting.

EDUCATION

Master of Arts, Organizational Leadership – Concentration in Emergency Management

Waldorf University, 2018 • Graduated Summa Cum Laude

Dissertation: Leading Organizational Change through Diversity, Inclusion, and Innovation

Master of Business Administration – Emphasis in Sports Management

Columbia Southern University, 2006 • Graduated Cum Laude

Dissertation: The Ineffectiveness of D.A.R.E. Education and Financial Implications

Bachelor of Science, Criminal Justice

Columbia Southern University, 2003 • Graduated Cum Laude

CORE COMPETENCIES

- Curriculum Design & Accreditation Compliance (ACICS, DETC, ICAC, ANSI)
- Academic Program Development (Dual & Concurrent Enrollment)
- Law Enforcement Operations & Major Investigations (23-year career)
- Emergency Management & Homeland Security
- Faculty Recruitment, Training & Evaluation
- Industry Advisory Board Development & Stakeholder Relations
- Learning Management Systems: Blackboard, Canvas, Moodle, Workday, Trivector
- Online Certification Program Development
- Diversity, Equity & Inclusion Leadership
- Data Analytics & Technology Integration

PROFESSIONAL EXPERIENCE

Director | **Institute for Security Preparedness** • Casa Grande, AZ • 2012–Present

- Founded and operate a Homeland Security and Crime Scene Management certification organization
- Achieved ISO-9001 Certification; developed online credentialing platform and secured Veterans approval
- Designed curriculum, engaged subject matter experts, and built an active advisory board
- Developed seven Homeland Security online courses (Critical Incident Series / CBRNE)

Director of Education | **International Foundation for Protection Officers (IFPO Interactive)** • Henderson, NV • 2015–Present

- Oversee security and emergency management curriculum development and online course delivery
- Negotiated college articulation agreements and developed learning management systems
- Created workbooks, manuals, and hands-on training modules; facilitated national conferences

Adjunct Faculty | **Chandler-Gilbert Community College** • Gilbert, AZ • 2021–Present

- Teach undergraduate Administration of Justice and Criminal Justice courses
- Support dual enrollment initiatives and Arizona standards development

Criminal Justice Instructor | **Williams Field High School** • Gilbert, AZ • 2020–Present

- Deliver Criminal Justice curriculum aligned to Arizona CTE standards
- Coordinate dual enrollment and SkillsUSA programming for secondary students

Business Education Teacher / FBLA Advisor | **Coolidge School District** • Coolidge, AZ • 2019–Present

- Taught Business and Science; managed school-based business center and student clothing store
- Developed dual enrollment agreements and Arizona standards-aligned curriculum

Director of Criminal Justice | **Kaplan College / Brightwood College** • Las Vegas, NV • Oct 2015–Mar 2017

- Directed degree program and supervised adjunct faculty in Criminal Justice and Health Information Technology
- Served as Campus Emergency Management Director; managed accreditation compliance (ACICS)
- Oversaw recruitment, retention, placement, job fairs, tutoring, and articulation agreements

Teacher | **Fox Creek Junior High School** • Bullhead City, AZ • Jul 2018–Jun 2019

- Developed College and Career curriculum and lesson plans; taught Physical Education
- Supervised Community Service Club; served on District Nutrition and Wellness Team

Director, Security Operations | **Metris Security Group** • Mesa, AZ • Jul 2014–Oct 2015

- Led commercial security operations; administered annual operating budget and supervised 75+ staff
- Conducted employee evaluations, background investigations, and leadership training
- Managed large airport security team in Columbus, OH, in compliance with TSA, federal, and state regulations

Instructor – Law, Public Safety & Security | **East Valley Institute of Technology (EVIT)** • Mesa, AZ • Jul 2013–Jan 2015

- Developed two-year program map and CTE curriculum; facilitated dual enrollment through CGCC and EAC
- Chaired criminal justice steering committee and developed Arizona CTE state assessment questions
- Coached SkillsUSA team to Arizona State Silver Medal (2014); managed advisory board and grant writing

Manager, Security Operations | **Wild Horse Pass Development Authority (Gila River Indian Reservation)** • Phoenix, AZ • Apr 2013–Jul 2013

- Supervised large security team; developed SOPs, training, and emergency management plan
- Conducted hiring, internal investigations, and built relationships with federal, state, and local law enforcement

Instructor – Law, Public Safety & Security | **Central Arizona Valley Institute of Technology (CAVIT)** • Coolidge, AZ • Sep 2011–May 2013

- Developed curriculum and two-year program map; managed dual enrollment through CACC and Pima CC
- Coached SkillsUSA teams to Arizona State Gold Medals (2012, 2013) and National Championship (2012)

Partnership Development Representative | **Columbia Southern University / Waldorf College** • Alabama & Iowa • 2009–2011

- Built relationships with police and fire organizations; established articulation agreements and alumni network
- Coordinated athletic recruitment across multiple sports in several cities

Detective / Police Officer | **Oro Valley Police Department** • Oro Valley, AZ • 1986–2009

- Conducted major criminal investigations; served in Internal Affairs, Narcotics, SWAT, Motors, SRO, and Vice
- Developed and directed Shop with a Cop, Safe Treats, and Arizona Special Olympics Winter Games
- Certified Fitness Instructor (Cooper's Institute); conducted background investigations and human resources functions

COURSES TAUGHT

Procedural Law • Police Functions • Introduction to Criminal Justice • Criminal Investigation I • Crime Scene Investigation • Criminalistics: Physical Evidence • Criminalistics: Biological Evidence • Ethics: Administration of Justice • Substantive Law • Terrorism • Juvenile Delinquency • The Correction Function • Courtroom Testimony Seminar • Report Writing • Impression Evidence • Blood Pattern Documentation • Security • Professionalism-Business • Introduction to Health Information Technology

SELECTED PRESENTATIONS

- AZCTE Summer Conference – Blood Never Lies; Animal Decontamination (July 2026)
- AZCTE Summer Conference – Breaking Down Arizona Law Standards; Crime Scene Investigation (July 2025)
- University of Phoenix, Las Vegas – Forecasting & Strategic Planning in Law Enforcement (2018); Criminal Organizations (2017); Localized Gangs (2017)
- Las Vegas Metropolitan Police Department – Critical Incident Response Team Report Writing Standards (Feb 2016)
- Association for Career Technical Education of Arizona (ACTE-AZ) – Presenter/Facilitator (2012–2017) on forensics, Arizona standards, dual enrollment, and CTE program development
- Northern Arizona University – Effective Negotiations with City Government (2006)
- University of Arizona Law School – DUI Investigations from the Law Enforcement Perspective (2000)
- Central Arizona Regional Law Officers Training Academy – Drug recognition, civil law, and burglary investigations (2000–2009)

PROFESSIONAL AFFILIATIONS

- International Foundation for Protection Officers (IFPO) – Certified Instructor (ICPO), 2015–Present
- Institute for Professional Certification and Accreditation (IPCA) – Board Member, 2016–Present
- Higley Unified School District Advisory Board, 2020–Present
- Arizona Regional Advisory Board, 2020–Present
- Arizona SkillsUSA – Program Chair, Criminal Justice & CSI
- American Criminal Justice Association (ACJA) – Secretary, CSU Chapter, 2014–2016
- Oro Valley Fraternal Order of Police Lodge #53 – President, 2000–2007
- Columbia Southern University Alumni Association – Past President, 2006–2007
- Arizona Investigators Homicide Association, 2003–2010
- National School Resource Officer Association, 2003–2005
- Advisory Board Member – Pima Joint Educational District; East Valley Institute of Technology

LICENSURE & CERTIFICATIONS

Licensure

- Arizona Department of Education – Business and Marketing Endorsement (2019)
- Arizona Department of Education – CTE Endorsement (2018)
- Arizona Guard Card Qualified Party (2015–2016)
- Arizona Property and Casualty License (2011–2014)
- Arizona POST Licensed Police Officer (1986–2009)

Certifications

- Arizona POST General Instructor
- Police Supervision (Arizona POST)
- Cooper's Institute of Fitness
- American Red Cross (CPR, AED, First Aid, Bloodborne Pathogens, Wildland First Aid)
- Department of Defense Dignitary Protection

- MOAB (Management of Aggressive Behaviors)
- Police Motorcycle Certification
- SWAT Certification (Mesa PD)
- Clandestine Laboratory Certification

PROFESSIONAL TRAINING

Forensic Science & Criminal Investigations

- Forensic Anthropology: Mapping and Exhumation of Clandestine Burials — National Institute of Justice, July 2013
- Advanced Medical Imaging in Medicolegal Death Investigation — National Institute of Justice, June 2013
- Forensic Fingerprint Analysis Basics — National Institute of Justice / FEMA, December 2012
- Presidents DNA Initiative: What Every Law Enforcement Officer Should Know About DNA — DOJ, January 2014
- Scattered Remains Recovery — Phoenix Police Department, 1999
- Basic Forensic Interviewing — Southern Arizona Children's Center, 2004
- Basic Clandestine Laboratory — U.S. Department of Justice, 1998
- Clandestine Laboratory Investigations, 1990
- Critical Incidents Investigations, 2004
- Aircraft Investigations, 2006
- Internal Affairs Investigation, 2009
- Advanced Traffic Investigation, 1987
- Horizontal Gaze Nystagmus (HGN) Department of Public Safety, 1987

Emergency Management & Homeland Security

- Emergency Management, Waldorf 2017-2018
- Crisis Communications, Waldorf 2017-2018
- Risk Management, Waldorf 2017-2018
- Case Studies in Natural Catastrophes and Man-Made Disasters, Waldorf 2017-2018
- Legal Aspects of Emergency Management, Waldorf 2017-2018
- Leadership and Decision making in Emergency Management, Waldorf 2017-2018
- National Protection Framework - FEMA, April 2018
- Public Information Officer Awareness —FEMA, April 2016
- Introduction to the Command Systems for Higher Education, FEMA, February 2016
- Radiological Emergency Management — FEMA/EMI, November 2013
- Preparing for Federal Disaster Operations: FEMA Response Partners — EMI, June 2013
- Decision Making and Problem Solving — FEMA/EMI, February 2013
- Retail Security Awareness: Understanding the Hidden Hazards — FEMA/EMI, January 2013
- Diversity Awareness — FEMA/EMI, January 2013
- Animals in Disaster: Awareness and Preparedness (IS-10a) FEMA, October 2012
- Animals in Disasters: Community Planning (IS-11) — FEMA
- Livestock in Disasters (IS-111) FEMA
- Introduction to Incident Command System (IS-100) FEMA, September 2012
- Single Resources and Initial Action Incidents (IS-200) FEMA
- Basic Workplace Security Awareness (IS-906) FEMA
- Surveillance Awareness — FEMA/EMI, May 2014 & May 2013
- Effective Communication — FEMA/EMI, May 2014
- FEMA Incident Command Systems 100 & 200, 2011
- Mobile Field Force, 1999
- Transportation of Hazardous Materials and Compliance, 1988

Law Enforcement Operations & Leadership

- Leadership Theory and Practice, Waldorf 2017-2018
- Diversity and Inclusion in the Organizational Culture, Waldorf 2017-2018
- Personal leadership and Development, Waldorf 2017-2018
- Leading Complex Change, Waldorf 2017-2018
- FBI Crimes: Child Abuse and Exploitation — FBI Academy, Quantico, VA, 2001
- Department of Defense Dignitary Protection — Marana, AZ, 1998
- SWAT Training Certification — Mesa Police Department, 1993
- Basic SWAT Training — Mesa Police Department, 1993
- Police Motorcycle Training and Enforcement — Tucson Police, 1992
- Police General Instructor Certification — Arizona POST, 1990
- Basic Police Supervision — Arizona POST, 2000
- Arizona Basic Police Officer Academy, 1986
- Advanced Narcotics Enforcement and Organized Crime — DEA, 1989
- Advanced Narcotics Investigation — Tucson Police, 1988 & 1989
- Advanced Drug Training — Tucson Police, 1989
- Advanced Gang Investigations — National Law Enforcement Institute, 1995
- Criminal Intelligence Analyst — Department of Public Safety, 1996
- Criminal Psychology — Tucson Police Department, 1998
- Killology — Santa Cruz Sheriff's Office, 2000
- Child Sexual Assault and Abuse — Tucson Police Department, 1994
- Advanced Sexual Assault Investigations — Arizona POST, 2000
- DARE Training — Arizona DARE, 2004
- Spanish for Law Enforcement, 2008
- Dealing With Difficult People — Pima Community College, 2001

Animal Investigations & Welfare

- Investigating Animal Abuse for Law Enforcement — ASPCA, February 2014
- Dog Bite Prevention / Officer Safety — ASPCA, February 2014
- Combating Dogfighting — Department of Justice & ASPCA, October 2012
- Animal Cruelty Investigations, 2008
- Advanced Animal Cruelty — Pima County Animal Cruelty Task Force, 2000
- An Overview of Mental Illness for Correctional Staff — American Correctional Association, March 2013

Health, Safety & Physical Fitness

- First Aid, Health and Safety — NFHS, February 2019
- Concussion in Sports — NFHS, 2013
- A Guide to Heat Acclimatization and Heat Illness Prevention — NFHS, 2013 & 2014
- Sports Nutrition — NFHS, January 2014
- Emergency Medical Technician Certification, 1983
- Cooper's Institute of Physical Fitness — Phoenix, AZ, 2002
- Tobacco Sensation — U.S. Department of Health, 1999
- Repelling Instructor Certification, 2012

COMMUNITY SERVICE

- House of Refuge, Gilbert, Arizona 2025-2026
- House of Refuge, Gilbert, Arizona 2024-2025
- Maricopa Teen Court, 2021-Present
- Maricopa County Probation Teen Court, 2021–Present
- House of Refuge, Gilbert, AZ, 2023–2026

- Feed My Starving Children, Mesa, AZ, 2021–2024
- Project Director, Revitalization of Angel Acres (5-acre horse property), Mesa, AZ, 2014–Present
- Race Director, EVIT Fitness 5K Run fundraiser (EVIT Law Enforcement & Angel Acres), 2014
- Director & Board Member, Oro Valley Torch Run for Special Olympics, 1992–2006
- Arizona Special Olympics Torch Run Board Member, 2000–2001
- Co-Chaired, Oro Valley Rosie Fishing Derby, 2000–2009
- Las Vegas United Way, 2016; Holiday Food Drive (Brightwood College), 2015–2016