TEXAS STATE UNIVERSITY VITA

I. Academic/Professional Background

A. Name: **Dr. Brian Anthony Reyes** Title: **Professor**

B. Educational Background

Degree	*Year*	*University*	*Major*	*Thesis/Dissertation*
Ph.D.	**2017**	**Texas State University**	**Criminal Justice**	**"The impact of conducted energy device policies on citizen complaints against the police."**
MBA	**2025**	**University of Texas at SA**	**Business**	
M.S.	**2009**	**Texas State University**	**Criminal Justice**	
B.A.	**1999**	**University of Texas at Austin**	**Psychology**	

C. University Experience

Texas Lutheran University- Guest Lecturer (2006-2007)

The University of the Incarnate Word- Criminal Justice Professor (2015-Present)

- Developing curricula and delivering course material.
- Conducting research, fieldwork, and investigations, and writing reports.
- Publishing research, attending conferences, delivering presentations, and networking with others in the field.
- Traveling to other universities or academic settings to participate in learning opportunities and gain experience.
- Participating in committee, departmental, and faculty meetings.
- Providing training and mentoring to students.
- Reviewing methods and teaching materials and making recommendations for improvement.
- Assisting with student recruitment, interviews, and academic counseling sessions.
- Strong teaching and mentoring skills.
- Excellent presentation and written and verbal communication skills.
- A sound understanding of and passion for subject matter.

The University of Texas at San Antonio- Criminal Justice Professor (2018-Present)

- Developing curricula and delivering course material.
- Attending conferences, delivering presentations, and networking with others in the field.
- Participating in committee, departmental, and faculty meetings.
- Providing teaching, training, and mentoring to students.
- Reviewing methods and teaching materials and making recommendations for improvement.
- Assisting with student recruitment, interviews, and academic counseling sessions.
- Strong teaching and mentoring skills.
- Excellent presentation and written and verbal communication skills.

- A sound understanding of and passion for subject matter.

Texas State University- Criminal Justice Professor (2023-Present)

- Developing curricula and delivering course material.
- Attending conferences, delivering presentations, and networking with others in the field.
- Participating in committee, departmental, and faculty meetings.
- Providing teaching, training, and mentoring to students.
- Reviewing methods and teaching materials and making recommendations for improvement.
- Assisting with student recruitment, interviews, and academic counseling sessions.
- Strong teaching and mentoring skills.
- Excellent presentation and written and verbal communication skills.
- A sound understanding of and passion for subject matter.

D. Relevant Professional Experience

Patrol Operations Commander-San Antonio Police Department (2023)

- Planning, supervising, and reviewing the activities of all personnel assigned to the Patrol Division.
- Supervision over a large staff of sworn and civilian personnel as the highest-ranking officer on duty.
- Participates in the preparation of the budget by recommending personnel and capital needs for a division.
- Assisting and directing in the handling of citizen complaints regarding police personnel conduct and services.
- Commanding the Police Department, when assigned as duty Commander, by organizing and directing personnel and equipment during major events or emergencies.
- Interacting with community organizations and representing the Police Department on various committees and boards.
- Coordinating activities with other law enforcement agencies; and participating in various Citywide projects and/or programs.
- Recommends comprehensive goals and objectives and is responsible for their implementation and results achieved.
- Provides highly complex staff assistance to the Chief of Police, Assistant Police Chiefs and Deputy Police Chiefs.

Airport Police Commander-San Antonio Police Department (2021-2023)

- The rendering of basic police services to include the development and evaluation of goals, objectives and policy while providing direction of all operational, fiscal, and administrative functions of the San Antonio Airport Police Department (SAAPD).
- Develop the goals and objectives of the SAAPD in conformance with the Department's long-term strategic initiatives.
- Develop programs necessary to deliver services needed by the public.
- Maintains, reviews, and issues the Patrol Division Standard Operating Procedure Manual.
- Establish quantifiable performance measures for determining levels of officer, shift, and station efficiency within the Patrol Division.
- Develop personnel by providing the necessary training and career development programs.
- Coordinate efforts with other Aviation Units to achieve objectives.

- Evaluate Department's performance using goal-oriented criteria.
- Prepare, develop, and administer the Department's budget.
- Oversee the distribution and follow-up of administrative disciplinary action, including line complaints and suspensions within the Department.
- Establish and maintain communication flow with the various Federal, State and local agencies assigned to the airport.

Training Academy Commander-San Antonio Police Department (2018-2021)

- Oversees all police recruitment, applicant processing, and cadet training performed and coordinated by the Training Academy.
- Set a departmental record in the number of cadets put through Academy in 2019.
- Created the Probationary Police Officer Review Board and wrote the standard operating procedures and policies for the implementation of the Board.
- Revised and refined Police Civil Service Rules for consistency and efficiency.
- Revised and updated Academy Rules and Regulations for better effectiveness.
- Identifies departmental training needs and establishes the department's training goals and objectives.
- Ensures maintenance of training standards with oversight, approval and authorization on all training schedules, state rosters, lesson plans, curriculums, examinations and skills training for cadets and sworn in-service training.
- Approves and oversees all accredited, specialized and operational training programs conducted at the Training Academy.
- Ensures that the Training Academy maintains the licensing standards set by the Texas Commission on Law Enforcement (TCOLE).
- Serves as Master of Ceremonies at cadet graduation ceremonies.
- Prepares preliminary budget for the Training Academy, Applicant Processing, and Recruiting, Polygraph Details and Psychological Services offices. Conducts ongoing review of all expenditures.
- Prepares staff reports on key issues confronting the Training Academy.
- Evaluates Training Academy, Applicant Processing, Recruiting and Polygraph staff activities.
- Administers sections of the Collective Bargaining Agreement related to training functions.
- Ensures that the department and officers comply with Texas Commission on Law Enforcement (TCOLE) licensing mandates.
- Supervises the Director of Recruitment and Applicant Processing and the Director of Cadet and Probationary Training.
- Ensures maintenance of and controls use of all Training Academy facilities and equipment.
- Responsible for administering the department's role in the promotion process for sworn personnel in coordination with the COSA Human Resources Department and the Fire and Police Civil Service Commission.
- Responsible for the collection, preparation, coordination, and presentation of written materials for the department's promotional testing of sworn personnel.
- Prepares documentation for selection of individuals to Training Advisory Board

Internal Affairs/Professional Standards Commander-San Antonio Police Dept. (2016-2018)

- Ensures Department maintains the highest standards of professionalism and integrity.

- Supervises the conduct of the staff in the performance of their duties, as established in SAPD procedures, and in Departmental General Orders.
- Establishes the unit's goals and objectives.
- Prepares the unit budget and conducts an ongoing review of unit expenditures.
- Ensures that an inventory control list of fixed assets is maintained and updated.
- Determines the number, selection, and assignment of the unit's staff.
- Conduct periodic meetings of all personnel under my command.
- Schedules orientation and training for civilian members of the Complaint and Administrative Review Board (CARB).
- Develops and communicates unit policies.
- Ensures that necessary services and equipment are made available to unit personnel, to accomplish their assigned mission.
- Represents Internal Affairs at the Complaint and Administrative Review Board meetings.
- Reviews and approves all completed investigations.
- Disseminates a yearly analysis and interpretation of data collected from Use of Force Reports.
- Receives and reviews all incoming correspondence and complaints.
- Provides direct assistance in selected major investigations.
- Ensures that complaints are handled under appropriate classification(s).
- Reviews and approves reports and other documents prepared by staff.
- Provides the Chief with timely information regarding matters affecting the Department's professionalism and integrity.
- Verbally notifies the Chief immediately upon receiving information that is of utmost importance, i.e., cases involving serious bodily injury/death, criminal misconduct by a member.
- Ensures that open lines of communication are maintained with department administrators, other units within the Department, and other agencies.
- Ensures compliance towards subpoenas issued to the Internal Affairs Unit and contacts the City Attorney's office for assistance, if necessary.
- Ensures release of information to the media and public falls within policy and State Law.
- Administers and oversees the Officer Concern Program.
- Produces the yearly Chief's Internal Affairs Annual Report.
- Worked on the following special projects in the Internal Affairs Unit:
    - Implemented the online process for handling all complaints against officers utilizing Blue Team.
    - Transitioned the Department to go paperless and complete all Use of Force forms online utilizing Blue Team.
    - Looked at refining the Early Warning Intervention system by using algorithms to predict officer misconduct.

Patrol Lieutenant/Unit Director-San Antonio Police Department (2014-2016)

- Developed and implemented staffing plans for effective coverage of service area.
- Directed problem-solving efforts of subordinates.
- Supervised sergeants and assisted in supervision of officers and civilian employees assigned to the shift.
- Studied crime and other reports to determine trends for proper deployment of dept. resources.

- Interpreted, applied, and made decisions in accordance with applicable federal, state and local policies, laws and regulations.
- Able to deal with the public firmly and courteously under stressful situations.
- Encouraged Community Oriented Policing with officers on the shift.
- Established effective working relationships with the community, news media, and others contacted in the course of work.
- Demonstrated an awareness and appreciation of the cultural diversity of the community.
- Inspected subordinates in accordance with General Manual procedures.
- Reviewed manpower requirements, staffing needs, and coordinated deployment of shift personnel.
- Provided roll call training to officers to better educate and inform, so officers can accomplish the mission of the department more effectively.
- Assisted with and reviewed investigations of complaints involving subordinates.
- Monitored and evaluated the performance of the shift and its personnel.
- Attended community meetings as required.
- Oversaw approval of vacation schedules, shift assignment, and other leave to ensure adequate staffing.
- Complied with unit reporting and file management procedures.
- Ensured the maintenance of service area station security.
- Ensured officers were recognized for meritorious work and given praise.
- Assisted with and reviewed investigations of complaints involving subordinates.

Special Projects Lieutenant/Director-Chief's Office-San Antonio Police Dept. (2013-2014)

- Involved in many special projects such as:
    - Created the SAPD 2014 Strategic Plan that addressed (5) Quality of Life issues:
        - Panhandling
        - Prostitution
        - Burglary of vehicle
        - Open air drug markets
        - Graffiti
- Operationalized the SAPD 2014 Strategic Plan with outside agencies for proper implementation.
- Implemented new calls for service codes to properly track Quality of Life issues.
- Worked with PIO to create Public Safety Announcements over Quality-of-Life issues.
- Worked with Academy Staff to create roll call training videos for Quality-of-Life issues.
- Collaborated with Haven for Hope, Restoration Unit, and other mental health agencies to properly execute SAPD 2014 Strategic Plan dealing with panhandlers.
- Liaison between TXDOT, Union Pacific and SAPD to clean up graffiti on bridges and railroads.
- Looked at alternative methods (Best Practices) for accreditation of the department.
- Worked on TASER effectiveness study for SAPD using 2009-2013 TASER data.

Patrol Shift Sergeant/Supervisor of Police Officers-San Antonio Police Dept. (2010-2013)

- Supervised officers on the shift and ensured effective collaboration and cooperation between officers and other units in the department.
- Ensured subordinates are aware of and understand procedures, directives, and rules and regulations through one-on-one, group, and other training methods.

- Ensured that subordinates are aware of the shift's defined goals and objectives and monitored progress toward their attainment through continuous review of individual officer's activity.
- Conducted supervision in the field to ensure proper handling of calls.
- Was a field training supervisor in charge of the efficient training of cadets and new officers.
- Committee member that revised/updated FTO program policies, forms and procedures.
- Identified training needs and conducted on-the-job training, coaching and counseling of subordinates.
- Monitored performance of officers assigned to the shift to ensure attainment of unit goals and objectives.
- Investigated traffic accidents involving on-duty sworn personnel operating city vehicles and wrote the requisite reports.
- Assisted the Patrol Lieutenant in his/her duties including but not limited to roll-call, pay sheets, in-service and vacation scheduling.
- Performed duties as Acting Lieutenant on patrol shift.
- Managed and supervised police pursuit cases according to departmental policy.
- Responded to requests for service or calls requiring a supervisor and ensured compliance with proper procedures.
- Maintained documentation in subordinate's field folders and complied with file management procedures.
- Handled officer complaints effectively by providing customer service and citizen satisfaction.
- Released newsworthy information in accordance with departmental procedures.
- Encouraged officers to employ a community-oriented style of policing.

Administrative Sergeant/Supervisor- Chief's Office-San Antonio Police Dept. (2009-2010)

- Involved in and assisted in numerous projects in Service and Support Division such as:
    - The creation of a new state-of-the-art property room facility.
    - The construction of a new police headquarters and parking garage.
    - The formation of new police storefronts for better accessibility to citizens.
    - The making of a new communication dispatch facility.
    - The selection of the consulting firm that analyzed and interpreted our law enforcement-initiated data for racial profiling purposes.
    - Looked at more efficient ways to report our UCR crime report data to DPS.

Detective Investigator-Homicide & Property Crimes-San Antonio Police Dept. (2005-2009)

- Worked in Homicide and handled misdemeanor and felony cases (2005-2008).
- Reviewed evidence on cases and requested additional tests from laboratory as necessary.
- Worked in Property Crimes and handled misdemeanor and felony cases (2008-2009).
- Investigated assigned cases and provided customer service to all parties involved.
- Coordinated activities and exchanged information with other departmental units and outside law enforcement agencies.
- Interviewed and obtained statements from victims, witnesses and suspects.
- Inspected crime scenes and when necessary, processed any additionally located evidence.
- Obtained and executed arrest and search warrants.
- Filed cases and ensured proper follow up and sensitivity with victims.

Police Officer-San Antonio Police Department (2001-2005)

- Handled calls for service and assisted community with any problems or issues.
- Provided customer service to community in order to strengthen the bond between police and the community.
- Worked as part of a team to effectively address crime problems and community issues.
- Engaged in traffic enforcement activities; issuing written traffic warnings or citations, investigating traffic accidents, and directing traffic under emergency conditions.
- Patrolled assigned areas and reduced fear of crime through visibility in the community.
- Initiated positive contacts to enhance the Department's image.

E. Other Professional Credentials (licensure, certification, etc.)

Market Square Fiesta Event Commander (2019/2021)
Chairman of Probationary Police Officer Review Board (2018-2021)
Chairman of the Applicant Review Panel (2018-2021)
Basic, Intermediate, Advanced, & Master's Texas Peace Officer License (2001-Present)
Crisis Intervention Training (2004-Present)
Standard Field Sobriety Testing Intoxilyzer Operator (2004-2008)
Racial Profiling Seminar (2009)
United Way Executive Officer Training (2010)
Field Training Sergeant (2010-2013)
Texas Commission on Law Enforcement (TCOLE) Instructor's License (2011-Present)
Management Institute Training Course- City of San Antonio (2014)
Member of the Chief's Officer Concern Program Board (2014)
SAPD Peer Support Team (2015-Present)
Assessment Center Evaluator- City of Tucson (2015)
Member of the Chief's Advisory Action Board (2015)
Assessment Center Evaluator- City of Laredo (2016)
The University of the Incarnate Word Faculty Workshop- (2016 & 2017)
Chairman of Chief's Awards Evaluation Committee (2018-2020)
Coordinator of the Training Advisory Board Meetings (2018-2021)
Assessment Center Evaluator- City of Houston-Harris County (2019)
Major Cities Chiefs Association Conference (2019)
TCOLE Conference- City of Corpus Christi (2019 & 2022)
San Antonio College Criminal Justice Program Advisory Committee (2019-Present)
Nominated to Assist on the Presidential Commission on Law Enforcement and the Administration of Justice (2020)

II. TEACHING

A. Teaching Honors and Awards:

B. Courses Taught:

Introduction to Criminal Justice
Law Enforcement in America
White Collar Crime
Criminological Theory
Introduction to Policing

Contemporary Police Practices
Juvenile Justice Issues
Police Systems & Practice
Special Problems in CJ System
Management Principles in Criminal Justice
Leadership in Criminal Justice

C. Directed Student Learning (i.e. theses, dissertations, exit committees, etc.):

Committee Member on Dissertation Committee (2019-2020)

D. Courses Prepared and Curriculum Development:

Introduction to Criminal Justice
Law Enforcement in America
White Collar Crime
Criminological Theory
Introduction to Policing
Contemporary Police Practices
Juvenile Justice Issues
Police Systems & Practice
Special Problems in CJ System
Management Principles in Criminal Justice
Leadership in Criminal Justice

E. Teaching Grants and Contracts

1. Funded External Teaching Grants and Contracts:

2. Submitted, but not Funded, External Teaching Grants and Contracts:

3. Funded Internal Teaching Grants and Contracts:

4. Submitted, but not Funded, Internal Teaching Grants and Contracts:

F. Other:

G. Teaching Professional Development Activities Attended

III. SCHOLARLY/CREATIVE

A. Works in Print (including works accepted, forthcoming, in press):

1. Books:

a. Scholarly Monographs:

b. Textbooks:

c. Edited Books:

d. Chapters in Books:

e. Creative Books:

2. Articles:

a. Refereed Journal Articles:

b. Non-refereed Articles:

3. Conference Proceedings:

a. Refereed Conference Proceedings:

b. Non-refereed:

4. Abstracts:

5. Reports:

6. Book Reviews:

7. Essays:

8. Poems:

9. Short Stories:

10. Other Works in Print:

B. Works Not in Print:

1. Papers Presented at Professional Meetings:

2. Invited Talks, Lectures, and Presentations:

3. Consultancies:

4. Workshops:

5. Other Works not in Print:

a. Works "submitted" or "under review":

b. Works "in progress":

c. Other Works Not in Print:

C. Scholarly / Creative Grants and Contracts:

1. Funded External Grants and Contracts:

2. Submitted, but not Funded, External Grants and Contracts:

3. Funded Internal Grants and Contracts:

4. Submitted, but not Funded, Internal Grants and Contracts:

D. Scholarly / Creative Fellowships, Awards, Honors:

E. Scholarly / Creative Professional Development Activities Attended:

F. Media Recognition:

IV. SERVICE

A. Institutional

1. University:

2. College:

3. Department/School:

B. Professional:

C. Community:

City Council Place 5- City of Garden Ridge
Chairman and Vice Chairman of Pastoral Council Committee (2022-Present)
CYO Baseball and Basketball Coach (2008-2010) / (2015)
Little League Head Coach/Manager (2010-Present)
Catechism Teacher (2012-2013)
Church Lector and Usher (2013-Present)
Little League VP Board Member (2018-2020)

D. Organization Memberships:

National Scholars Honor Society (1999-Present)
Texas Exes-University of Texas at Austin Alumni Association (1999-Present)
Phi Theta Kappa National Honor's Society (2008-Present)
American Criminal Justice Association (2009-Present)
Texas State University Alumni (2009-Present)
Hispanic American Police Command Officer's Association (2010-Present)
Shields of Christ (2012-Present)
International Association of Chiefs of Police (2017-Present)
National Internal Affairs Investigators Association (2018)
University of Texas at San Antonio Alumni (2019-Present)

E. Service Honors and Awards:

F. Service Grants and Contracts:

1. Funded External Service Grants and Contracts:

2. Submitted, but not Funded, External Service Grants and Contracts:

3. Funded Internal Service Grants and Contracts:

4. Submitted, but not Funded, Internal Service Grants and Contracts:

G. Service Professional Development Activities Attended: