T. MARK BROWN

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PROFESSIONAL SUMMARY

Accomplished, law enforcement professional and academic scholar with over two decades of law enforcement experience at the municipal, county, and federal level. Retired from federal law enforcement as a Supervisory Special Agent with the U.S. Department of Justice (ATF). Expertise in all aspects of criminal investigations, law enforcement training, and constitutional policing. Proven leadership in academic settings as an Assistant Professor, Department Chair, and Adjunct Instructor. Strong background in curriculum development, criminal justice training, and professional instruction for law enforcement and civilian personnel. Currently the owner of Law Enforcement Organizational Strategies LLC, providing consulting and audit services to public safety agencies.

CURRENT POSITION

Law Enforcement Organizational Strategies LLC – Principal | Lead (2021 – Present)

- Provide consulting and audit services for public safety agencies.
- Deliver data-driven audits and culture assessments for public safety agencies using proprietary Triad360™ framework.
- Develop organizational assessment tools and strategies to improve operational efficiency.
- Coach executive-level leadership on policy development, human resource management and community engagement.
- Offer expert guidance on use-of-force policies, training methodologies, and law enforcement leadership development.
- Train public safety personnel on discriminatory policing practices and methodologies to reduce racial discrimination.

EDUCATION

- **Ph.D., Criminal Justice** – Tarleton State University, 2024
- **Master of Criminal Justice** – Tarleton State University, 2019
- **Master of Arts (Communication)** – University of Texas at Tyler, 2000
- **Bachelor of Science** – Dallas Baptist University, 1995

ACADEMIC APPOINTMENTS

Texas State University – Lecturer (August 2025 – Present)

- Instruct Terrorism (4314) for undergraduate students in synchronous online environment.
- Develop, facilitate, and evaluate student progress toward degree completion.
- Provide guidance and mentorship for undergraduate students in academic and professional goals.

Tarleton State University – Adjunct Professor (2024 – Present)

- Instruct courses in Criminology (3305/5301), Criminal Justice System (5310), Homeland Security (5352), and Terrorism (5351) for undergraduate and graduate students.
- Develop, facilitate, and evaluate student progress toward degree completion.
- Integrate application of academic principles and theories into practical public safety environments.
- Provide guidance to graduate students seeking elevated responsibilities in public safety.

Louisiana State University | National Center for Biomedical Research & Training (NCBRT) – Adjunct Instructor (2023 – 2025)

- Provided active shooter response training to law enforcement officers.
- Conducted lectures, facilitated, monitored, and evaluated scenario-based training and critical thinking exercises.

Dallas Baptist University – Assistant Professor & Department Chair (2021 – 2023)

- Led the Criminal Justice Department and directed the William B. Dean M.D. Institute for Criminal Justice Leadership.
- Redrafted and regenerated the internship pipeline for placement of criminal justice students in police agencies.
- Conducted a full program review for SACSCOC reaccreditation.
- Led adjunct faculty in integrating faith-informed pedagogy into course design and assessment across all course offerings.

Tarrant County College – Southeast Campus – Adjunct Instructor (2013 – 2014)

- Taught Fundamentals of Speech Communication focused on business, interpersonal, informative, persuasive, non-verbal communication, related to public speaking.

University of Texas at Tyler – College of Business – Adjunct Instructor (2000 – 2001)

- Instructed Business Communication, focusing on professional writing and presentations.
- Engaged in data analysis of Business Communication course offerings.

LAW ENFORCEMENT EXPERIENCE

White Settlement Police Department

Chief of Police (Interim) – (January 2022 – April 2022)

- Provided contract services to the Police Department following the retirement of the previous chief and while a nationwide search for the new chief was completed.
- Provided daily oversight of patrol, investigations, jail, and dispatch functions ensuring full emergency police services.
- Analyzed departmental data, provided guidance in human resources matters, evaluated departmental personnel including command staff.
- Oversaw a complex audit of evidence vault, departmental firearms and sensitive equipment.
- Conducted a full-scale internal audit of all department policies and personnel functions which were reported in an executive summary provided to the City Manager, City Council, and incoming Chief.

U.S. Department of Justice | Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF)

Commander | Supervisory Special Agent (Retired, 2021) | GS 1811/14

- Led tactical operations across multiple ATF Field Divisions nationwide (primary responsibility for Dallas, Phoenix, New Orleans, Nashville and Houston Field Divisions).
- Managed team readiness for high-risk deployments in non-permissive environments.
- Developed policies and training programs for tactical operations and use of force.

Senior Special Agent – Special Response Team (SRT) Operator/Medic (2010 – 2021) | GS 1811/13

- Conducted covert surveillance, high-risk operations, and tactical training.
- Provided tactical medicine and firearms instruction at the ATF Special Agent Basic Training.
- Acted as Deputy Team Commander (2012-2014) and Acting Team Commander (2014) for ATF SRT 3.

Senior Special Agent | Firearms Instructor Coordinator & Tactical Advisor – Dallas Field Division (2015 – 2018) | GS 1811/13

- Managed firearms training for over 150 federal agents and task force officers.
- Oversaw use-of-force training and tactical readiness.
- Served as the primary training coordinator for firearms and tactical medicine.

Special Agent – Dallas Field Division | Oklahoma City, OK (2001 – 2010) | GS 1811/9-13

- Conducted investigations into firearms trafficking, explosives violations, and violent crimes.
- Collaborated with federal, state, and local law enforcement agencies.
- Assigned to the U.S. Marshals Fugitive Task Force and Oklahoma City Police Department, Gang Enforcement Unit.

CERTIFICATIONS & TRAINING

- National Disaster and Emergency Management Certification – FEMA (2025).
- Less Lethal, NFDD, & Chemical Munitions Instructor – National Tactical Officers Association (2019)
- TCOLE Basic Peace Officer & Instructor Certification (2019, 2017)
- TCOLE Firearms Instructor (2016)
- Firearms Instructor Certification – ATF Special Operations Training Branch (2011)
- Expanded Scope Medic | Tactical Medical Officer – ATF/SOD/Johns Hopkins Medical Center (2015)
- Emergency Medical Technician (EMT-B) – NREMT Certified (2015)
- TASER Instructor Certification – ATF Special Operations Division (2015, 2017, 2019, 2021)
- Glock Armorer Certification – Glock USA (2015, Recertified 2019)
- Special Response Team Basic Training – ATF Special Operations Training (2007)
- Firearms Interstate Nexus Expert – ATF Firearms Technology Branch (2006)

PUBLICATIONS

- **Brown, T.M.** (2025). *Chapter Submission: Federal pattern and practice investigations*. Routledge Handbook of U.S. Federal Criminal Justice (ed. Jeffrey Bumgarner). Taylor & Francis
- **Brown, T.M**. (2024). *Police culture as a predictor of outcomes in federal pattern and practice investigations: An application of Black's Behavior of Law to policing.* Proquest.
- del Carmen, A. & **Brown, T.M**. (2021). *A path towards the identification of racial profiling in policing*. Security Theory & Practice.

REFERENCES

Available upon request.