

## Nicholas D. Paul

Department of Criminal Justice  
University of Central Florida  
12805 Central Florida Blvd.  
Orlando, FL 32816-1600  
[Nicholas.Paul@ucf.edu](mailto:Nicholas.Paul@ucf.edu)

### EDUCATION

- |      |   |
|------|---|
| 2022 | <b>Ph.D. in Criminal Justice</b> , University of Central Florida<br><i>Dissertation: An Examination of Street-Level Drug Enforcement Tactics and Court Outcomes</i> |
| 2007 | <b>M.S. in Criminal Justice</b> , University of Central Florida   |
| 2007 | <b>B.S. in Criminal Justice</b> , University of Central Florida   |
| 2005 | <b>A.S. in Administration of Justice</b> , Barstow Community College  |

### APPOINTMENTS

#### *University of Central Florida [2023 – present]*

Lecturer

Department of Criminal Justice

#### *University of Central Florida [2017 – 2022]*

Graduate Teaching Assistant

Doctoral Student

#### *Evaluation of Stepping Up Efforts to Improve Mental Health Services and Justice Utilization, National Institute of Mental Health. [2020 – 2022]*

Graduate Research Assistant

### PUBLICATIONS AND PRESENTATIONS

#### *Peer-Reviewed Publications*

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|------|---|
| 2022 | Gau, J.M., Paoline III, E.A., & <b>Paul, N.D.</b> (2022). De-Policing as a result of public scrutiny: Examining officers' perceptions of negative media attention and willingness to engage in self-initiated activity. <i>Journal of Crime and Justice</i> , 1-13. |
| 2019 | Gau, J.M., & <b>Paul, N.D.</b> (2019). Police officers' role orientations: Endorsement of community policing, order maintenance, and traditional law enforcement. <i>Policing: An International Journal</i> , 42(5), 944-958.                                       |

### *Papers in Progress*

- In Progress      Viglione, J., **Paul, N.D.**, Ray, J.V. (in-progress). The development of the Perceived Liability Scale for use with probation and parole officers.
- In Progress      **Paul, N.D.**, Viglione, J., Rosen, R., Johnson, J., & Taxman, F. S. Impact of COVID-19 on the provision of mental health and substance use services for justice-involved individuals.

### **Book Chapters**

- In progress      Viglione, J., & **Paul, N.D.** The state of community supervision in Florida. Invited chapter for the *Global Community Corrections Handbook*, Eds. Faye S. Taxman & Ioan Durnescu.
- 2021              Wetherington, T., **Paul, N.D.**, Burton, C., & Hoyle, J. (2021). Spuriousness. *The Encyclopedia of Research Methods in Criminology and Criminal Justice*, 1, 331-336.
- 2019              Gau, J. M., & **Paul, N.D.** (2019). The impact of broken-windows policing on lower criminal courts. In A. Smith and S. Madden (Eds.), *The lower criminal courts*. New York, NY: Taylor & Francis.

### **Conference Presentations**

- 2022              **Paul, N.D.** “An Examination of Street-Level Drug Enforcement Tactics and Court Outcomes.” To be presented at Atlanta, GA. American Society of Criminology
- 2021              **Paul, N.D.**, Lockwood, A., Roman, K., Steen, A., Viglione, J., Johnson, J., & Taxman, F. “IM Stepping Up: Findings from the baseline survey.” Chicago, IL. American Society of Criminology
- 2021              Lockwood, A., **Paul, N.D.**, Ramezani, N., Viglione, J., Johnson, J., & Taxman, F. “Mental health treatment across the United States: Exploring variations of validated assessments, availability of evidence-based practices and policies, and funding.” Denver, CO. Health Association Annual Meeting and Expo
- 2021              Lockwood, A., Steen, A., **Paul, N.D.**, Viglione, J., Johnson, J., & Taxman, F. “Behavioral health treatment accessibility: An examination of service availability across the United States.” Denver, CO. Health Association Annual Meeting and Expo
- 2020              Roman, K., **Paul, N.D.**, Lockwood, A., Steen, A., Viglione, J., Taxman, F., & Johnson, J. “Examination of the evidence-based treatments for mental health and substance use disorders across the United States.” Chicago, IL. American Society of Criminology

- 2019      **Paul, N.D.**, Baker, T., & Gau, J.M. “Examining the process-based model among offenders: Measurement and mediation.” San Francisco, CA. American Society of Criminology
- 2019      Gau, J.M., & **Paul, N.D.** “Police officers’ support for community policing and order maintenance.” San Francisco, CA. American Society of Criminology
- 2019      Gau, J.M., & **Paul, N.D.** “The impact of broken-windows policing on lower criminal courts.” San Francisco, CA. American Society of Criminology
- 2018      Gau, J. M., Moreto, W., & **Paul, N.D.** “Organizational strategies for enhancing police recruitment and retention.” Pensacola, FL. Southern Criminal Justice Association

### TEACHING ACTIVITIES

#### *Instructor of Record:*

CCJ4701: Research Methods in Criminal Justice (Fall 2022)  
 CJE4014: Police and Society (Summer 2022, *online*)  
 CJE4014: Police and Society (Spring 2022)  
 CCJ4701: Research Methods in Criminal Justice (Fall 2021)  
 CCJ 4746: Data Analysis for Criminal Justice (Summer 2021, *online*)  
 CJE 3001: Careers in Criminal Justice – (Fall 2020, *virtual face-to-face*)  
 CCJ 4746: Data Analysis for Criminal Justice – (Summer 2020, *online*)  
 CJE 3001: Careers in Criminal Justice (Spring 2020)  
 CJE 3001: Careers in Criminal Justice (Fall 2019)  
 CCJ 4746: Data Analysis for Criminal Justice (Summer 2019)  
 CJE 3001: Careers in Criminal Justice (Summer 2019)

#### *Guest Lectures:*

CCJ 3024: Criminal Justice System – Policing in America (Spring 2022)  
 CCJ 7096: Seminar in Criminal Justice Systems – Police Discretion (Fall 2021)  
 CJE 4014: Police and Society – Use of Force (Fall 2021)  
 CCJ 3024: Criminal Justice System – Policing in America (Fall 2021)  
 CJE 4014: Police and Society – Use of Force (Spring 2020)  
 CJE 4014: Police and Society – Use of Force (Fall 2019)  
 CCJ 3024: Criminal Justice Systems – Police History (Spring 2019)

### RESEARCH EXPERIENCE

2020 - present    Evaluation of Stepping Up Efforts to Improve Mental Health Services and Justice Utilization (MPIs Faye S. Taxman and Jennifer Johnson), National Institute of Mental Health, National Institutes of Health (2019-2023; \$4,254,430.00).

- *Project Manager for Survey Administration* (online, mail, and telephone), survey and protocol development, manage and coordinate survey administration, qualitative data analysis, mentoring and training both undergraduate and graduate students

2019 - 2020 Orlando Police Department Climate Surveys, (PIs Eugene Paoline and Jacinta Gau)

- Survey administration (in-person), data entry, and coding

2017 - 2018 Osceola County Sheriff's Office Study of Personnel Needs, (PIs William Moreto and Jacinta Gau), (2017-2018; \$66,968)

- Semi-structured interviews, protocol development, and transcription

### SERVICE ACTIVITIES

2017 – present Managing Editor, *Race and Justice Journal*  
 2019 – 2020 Student Representative, Division of Policing, American Society of Criminology  
 2021 – present Reviewer for *Police Practice and Research*  
 2020 – present Reviewer for *Policing: A Journal of Policy & Practice*

### PROFESSIONAL EXPERIENCE

2014 – 2017 Gang Investigator (Orange County Sheriff's Office)  
 2015 – 2017 Task Force Officer (U.S. Marshal's Fugitive Gang Task Force)  
 2012 – 2017 SWAT Operator (Orange County Sheriff's Office, SWAT team)  
 2012 – 2014 Problem Oriented Policing Deputy (Orange County Sheriff's Office)  
 2008 – 2012 Deputy Sheriff – Uniform Patrol (Orange County Sheriff's Office)  
 2007 – 2008 Crime Analyst - Internship (Orange County Sheriff's Office)  
 2005 – 2007 Security Officer (Valencia College)  
 2001 – 2005 Military Police Officer (United States Marine Corps)

### PROFESSIONAL TRAINING COURSES

R.I.C.O and long-term wiretap investigations  
 Social networks and internet investigations  
 Narcotics and dangerous drugs investigations  
 Knock and talks and confidential informants  
 Juvenile sexual offender investigations  
 Introduction to criminal investigations  
 Reid interview and interrogation techniques (basic and advanced)  
 Case preparation and courtroom testimony  
 Criminal law  
 Basic undercover operations  
 Street gang identification  
 Gangs and human trafficking

Identifying gang members in the military  
 Promoting procedural justice with at-risk and minority youth  
 Crisis recognition and de-escalation  
 Applying intelligence and technology to policing  
 Deadly force encounters  
 Dynamics of officer involved shootings  
 Dynamic vehicle takedowns and tactical parks  
 Linear assault training (SWAT)  
 Active shooter – Swift Assisted Victim Extraction  
 Dignitary protection  
 Tactical breaching  
 Basic SWAT seminar  
 Special reaction team seminar (USMC)  
 Weapons of mass destruction and mass casualty response  
 Weapons of mass destruction tactical operations

### **PROFESSIONAL CERTIFICATIONS**

Less Lethal/Chemical Agent Instructor  
 Gang Specialist  
 Controlled Force Defensive Tactics Instructor  
 Pursuit Intervention Technique  
 Speed Measurement and RADAR

### **AWARDS AND RECOGNITION**

2022 Society for Implementation Research Collaboration (SIRC) Mission Award. Awarded to The Stepping Up Initiative Study Team at SIRC 2022 biannual conference  
 2022 Department of Criminal Justice (UCF) Doctoral Funding Award - \$2121.52  
 2016 Unit Citation, SWAT (OCSO) – Pulse Response  
 2015 Unit Citation, Gang Enforcement Unit (OCSO) – Operation Glass House  
 2013 Certificate of Meritorious Service (OCSO)  
 2012 Unit Citation, Problem-oriented Policing Squad (OCSO) – Human Trafficking Details  
 2011 Deputy of the Month (OCSO)  
 2010 Letter of Appreciation (OCSO) – Illegal Firearm Seizures  
 2009 Unit Citation, Uniformed Patrol Squad 9 (OCSO) – Crime Prevention  
 2004 Non-commissioned Officer of the Quarter (USMC)  
 2003 Marine of the Quarter (USMC)  
 2002 Honor Graduate of Military Police Academy (USMC)

### **SCHOLARLY AND PROFESSIONAL MEMBERSHIPS**

2019 – present American Society of Criminology  
 2019 – present Academy of Criminal Justice Sciences  
 2019 – present Division of Policing (ASC)  
 2017 – present Southern Criminal Justice Association  
 2017 – present Criminal Justice Graduate Student Association (UCF)

2017 – present Law Enforcement Action Partnership (LEAP)  
2014 – 2017 Florida Gang Investigators Association  
2012 – 2017 Florida SWAT Association  
2012 – 2017 National Tactical Officer Association