

Curriculum Vitae
Thomas “Tad” Hughes

Department of Justice Administration
Southern Police Institute
University of Louisville
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Education

2000	Doctor of Philosophy, University of Cincinnati Division of Criminal Justice
1993	Masters of Science, University of Cincinnati Division of Criminal Justice
1991	Juris Doctor, University of Dayton School of Law
1986	Bachelor of Arts, University of Dayton Department of Psychology

Professional Experience

2009-Present	Director, Southern Police Institute
2005-Present	Associate Professor, University of Louisville Department of Justice Administration
2005-2006	Faculty Member Southern Police Institute
1999-2005	Assistant Professor, University of Louisville Department of Justice Administration
1994-98	Teaching Assistant, University of Cincinnati Department of Criminal Justice

Publications

Peer-Reviewed Publications:

28. Keeling, D. and **Hughes, T.** (2011). Police Officer Attitudes Toward Muslims And Islam: "Worlds Apart", American Journal of Criminal Justice, Vol. 36, No. 4, pp. 307-318.

27. **Hughes, T.**, Rushing, P., Shain, C., Brodt, E., & Schiller, T. (2010). Implementation Issues in Police Training Officer Programs: "*The change [is] made uptown*", Law Enforcement Executive Forum, Vol. 10, No. 4 pp. 155-165.

26. Higgins, G., **Hughes, T.**, Ricketts, M.L., & B. Fell* (2010). "Self-protective identity theft behaviors of college students: An exploration using the Rasch person-item map", Southwest Journal of Criminal Justice Vol. 7 (1) pp. 24-46.

25. **Hughes, T** (2009). *Arizona v. Gant*, The application of a search incident in vehicles: "*Wreck on the Highway*", Law Enforcement Executive Forum, Vol. 9, No. 4. pp 13-33.

24. **Hughes T.** (2009). "*Arizona v. Johnson*, Frisks in the Traffic Stop Context: "*Just a Little of That Human Touch*", Law Enforcement Executive Forum, Vol. 9, No. 2. pp. 61-74.

23. **Hughes, T.** & Edwards, T. (2008). "*Scott v. Harris*, Police Use of Force, and High Speed Pursuits: *Born to Run*", Law Enforcement Executive Forum, Vol. 8, No. 4. pp. 95-106.

22. **Hughes, T.** & Keeling, D. (2008). "Police Change: Stimuli and Sustainability Efforts, Law Enforcement Executive Forum, Vol. 8, No. 5. pp. 113-128 (Forthcoming).

21. Keeling, D. & **Hughes, T.**, (2008). "Democratic Policing: Core Principles, Characteristics and Strategies for Sustainability", (Forthcoming).

20. Higgins, G., **Hughes, T.**, Ricketts, M. L., & Wolfe, S. E.* (2008). "Identity theft complaints: Exploring the state-level correlates", Journal of Financial Crime Vol. 15. No. 3, pp. 295-307.

19. Grossi, E., Balenovich, J.* & **Hughes, T.** (2008). "Toward a balanced approach: Defining police responses to domestic abuse", The American Journal of Criminal Justice, Vol., 33, No 1. pp 19-31.

18. **Hughes, T.** & Magers, M.** (2007). "The Perceived Impact of Crime Scene Investigation Shows on the Administration of Justice", Journal of Criminal Justice and Popular Culture, Vol. 14, No. 3, pp. 260-276.
17. **Hughes, T.**, Magers, J., & Fell, B.* (2007). "Castle Rock v. Gonzales: Due process, Police Discretion, and Mandatory Enforcement of Protective Orders: *The Promised Land?*" Law Enforcement Executive Forum, January, 2007, 75-88.
16. **Hughes, T.** & Fell, B.* (2006). "The Fourth Amendment and Canine Searches in *Illinois v. Caballes*: "The Dogs on Main Street Howl", Law Enforcement Executive Forum. Vol. 6, No. 2, pp 167-182.
15. **Hughes, T.** (2006). "Terry Stops, Identification Requests, and the Constitution in *Hiibel v. Sixth Judicial District Court of Nevada*: "but they just want to know your name", Criminal Justice Studies, Vol. 19, No. 3, pp. 275-289.
16. Higgins, G., **Hughes, T.**, Rickttes, M.L., & Fell, B.* (2005). "Student Perception and Understanding of Identity theft: "We're Just Dancing in the Dark", Law Enforcement Executive Forum, Vol. 5, No. 5, pp. 163-178.
13. Edwards, T., **Hughes, T.**, & Grossi, E. (2005). "Police Managers Experience with Civil Liability: *The Price You Pay For Promotion*", Law Enforcement Executive Forum, Vol. 5. No. 1, pp. 155-171.
12. **Hughes, T.** (2005). "Drug Testing and the Special Needs Doctrine in *Board of Education v. Earls*: "Just Getting Tougher". Criminal Justice Policy Review, Vol. 16, No. 1, pp. 3-17.
11. **Hughes, T.** (2004). "Garrity, Immunity, and the Interrogation of the Police: "I Hold My Tongue; I Don't Do Much Talking", Law Enforcement Executive Forum, Vol. 4, No. 3, pp. 125-138.
10. **Hughes, T.** (2003). "*Chavez v. Martinez*, the Fifth Amendment, and Police Questioning: "No One Watches As The Ambulance Pulls Away". Criminal Justice Studies, Vol. 16, No 4, pp. 339-353.
9. Holsinger, A. & **Hughes, T.** (2003). "*Correctional Services Corporation v. Malesko*: Boss, "They Can't Hurt You Now", Criminal Justice Policy Review, Vol.14, No. 4, pp. 451-463.

8. **Hughes, T.** (2003). “*Jordan v. The City of New London*, Police Hiring, and IQ: “*When all the answers they don’t amount to much*”, Policing: An International Journal of Police Strategies and Management, Vol. 26, No.2, pp. 298-312.

7. **Hughes, T.** (2003). “Bus Interdiction Efforts by the Police: *United States v. Drayton*”, The American Journal of Criminal Justice, Vol. 27, No.2, pp. 197-215.

6. **Hughes, T.** (2002). “*Saucier v. Katz*, Excessive Force and Qualified Immunity: “*A Reason To Believe In Reasonableness*”, The Justice Professional, Vol. 15, No. 3, pp. 227-237.

5. **Hughes, T.** (2002). “*Soroka v. Dayton Hudson Corporation*, Legal Implications for the “Psychscreen”, Journal of Security Administration, Vol. 25, No. 1, pp. 23-32.

4. **Hughes, T.** (2001). “Thermal Imaging and the Fourth Amendment: *Kyllo v. U.S.*”, The American Journal of Criminal Justice, Vol. 26, No. 1, pp. 43-60.

3. **Hughes, T.** (2001). “*Maximum Lawman Run Down Flamingo*”: *County of Sacramento v. Lewis* and Police Pursuit Liability”, The Justice Professional, Vol. 14, No. 2, pp. 135-150.

2. **Hughes, T.** (2001). “Police Officers and Civil Liability: “*the ties that bind?*”, Policing: An International Journal of Police Strategies and Management, Vol. 24, No. 2, pp. 240-262.

1. **Hughes, T.** (2000). “*The Board of County Commissioners v. Jill Brown*: Municipal Liability and Police Hiring Decisions”, The Justice Professional, Vol. 13, pp. 143-162.

* Graduate Student

**Undergraduate Student

Monographs:

Langworthy, R., **Hughes, T.**, & Sanders, B. (1995). Law Enforcement Recruitment, Selection, and Training: A Survey of Major Police Departments in the U.S. Academy of Criminal Justice Sciences-Police Section, Highland Heights, KY.

Other Publications:

Hughes, T. (2007). "IT and Distance Learning For Legal Education in The Academy", *Bench and Bar*, July, p. 27.

Hughes, T., Sanders, B., and Langworthy, R. (1996). "Police Officer Training: A Survey of Major Police Departments in the U.S.", Police Forum, 6(2).

Sanders, B., **Hughes, T.**, and Langworthy, R. (1996). "Police Officer Recruitment and Selection: A Survey of Major Police Departments in the U.S.", Police Forum, 5(4).

Book Chapter:

Hughes, T. (2002). "The Creation and Concerns Surrounding Megan's Law: "The DA Can't Get No Relief", In R. Holmes and S. Holmes, Current Perspectives on Sex Crimes, (pp. 135-142). Thousand Oaks, CA: Sage.

Technical Reports:

Hughes, T., Shain, C. & Schiller, T. (2010). "Community Policing in Lebanon: On Site Assessment Report". Prepared for the United States State Department, US Embassy Lebanon.

Tewksbury, R., and **Hughes, T.** (2001). "Morale, Satisfaction, and Desire for Change: Perceptions and Experiences of Officers in the Fifth District of the Louisville Division of Police", Technical Report, Department of Justice Administration, University of Louisville.

Book Review:

Hughes, T. (2004). "A Law Enforcement Officer's Guide to Testifying in Court", Criminal Justice Review, 29 page 242-3.

Grants Received

- 2006 Undergraduate Research Support Grant, Office for the Vice President of Research. Funding to basic support of an independent mentored undergraduate research project, Award \$300.00.
- 2004 Team Member
Collaborative Planning and Development Grant, (Award \$10,000)
University of Louisville.
- 2004 Co-Principal Investigator and Team Member
Regional Computer Forensics Lab Grant, (Award \$2.9 Million).
Federal Budget Allocation via C.O.P.S. Office.
- 2003 Undergraduate Research Support Grant, Office for the Vice President of Research. Funding to basic support of an independent mentored undergraduate research project, (Award \$300.00).

Contracts Administered

- 2012 **Kentucky State Police Promotional Process Examinations, Frankfort, KY (\$46,395)**
Contract between the Southern Police Institute and the Kentucky State Police to develop the Kentucky State Police promotional process for the ranks of Sergeant, Lieutenant and Captain (conducting focus groups; providing a written report on focus groups; developing written test questions; and developing job simulation exercises (JSEs).
- 2011 **Louisville Metro Government, Police Chief Search (\$49,000)**
Contract between Southern Police Institute and the Louisville Metro Government (Mayor's Office) to advise, design, and administer police Chief Search for Louisville Metro Police Department.
- Crime Prevention Through Environmental Design (CPTED)**
IL
32 hour CPTED course in Green Hills, IL (\$6,800)
Police officers and Code Enforcement Officers.

2010

Kentucky State Police, Methamphetamine Evaluation Grant, Frankfort KY (\$22,000). Sub grant to the Southern Police Institute to conduct and evaluation of the impact and effectiveness of the Kentucky State Police Methamphetamine Reduction grant received from the United States government.

Kentucky Fish and Wildlife-Frankfort, KY (\$7,000)
Contract between the Southern Police Institute and the Commonwealth of Kentucky Department of Fish and Wildlife to prepare a written examination to screen applicants for the position of Conservation Officer Recruit (based upon the competencies identified in the Job Task Analysis (performed per contract from FY 2008-2009)).

Kentucky State Police Promotional Process Examinations, Frankfort, KY (\$54,075)
Contract between the Southern Police Institute and the Kentucky State Police to develop the Kentucky State Police promotional process for the ranks of Sergeant, Lieutenant and Captain (conducting focus groups; providing a written report on focus groups; developing written test questions; and developing job simulation exercises (JSEs))

Lebanon Community Policing Training Program – Louisville, KY – Beirut, Lebanon (\$129,175)
Contract between the Southern Police Institute and the U.S. Department of State, INL for the delivery of training to the Lebanon Internal Security Forces. (Design and delivery of 1) a Community Policing and Problem Solving training program at the SPI in Louisville, KY in November 2009, and 2) an assessment of the ISF with regard to Community Policing in modern Lebanon.

2009

Kentucky Fish and Wildlife-Frankfort, KY (\$22,100)
Contract between the Southern Police Institute and the Commonwealth of Kentucky Department of Fish and Wildlife to perform a Job Task Analysis of Conservation Officers (conducting focus groups; administering the Job Task Analysis to all Conservation Officers; conducting a statistical analysis of the data from the Job Task Analysis; and developing structured interview questions for each rank based upon the dimensions of the Job Task Analysis).

**Kentucky State Police Promotional Process Examinations,
Frankfort, KY (\$53,025)**

Contract between the Southern Police Institute and the Kentucky State Police to develop the Kentucky State Police promotional process for the ranks of Sergeant, Lieutenant and Captain (conducting focus groups; providing a written report on focus groups; developing written test questions; and developing job simulation exercises (JSEs))

Invited Lectures and Presentations

2010 Presenter, International Managers and Police College Training Section (IMPACT), International Association of Chief's of Police (IACP) Annual Conference. *Making the Rule of Law Matter- "Lebanese ISF (Internal Security Forces) Community Policing Immersion Program"*, Chicago, IL.

2009 Presenter, International Leadership Program: Understanding the Administration of Justice in the U.S. A project for Cameron. *"Rule of Law in the Administration of Justice"*, Louisville, KY, August, 2009

Presenter, Louisville Metro Police Command Officers Association, *"Lewis and Clark and the Corp of Discovery: Lesions on Leadership and Teamwork"*, Louisville, KY, June, 2009

Presenter, Louisville Metro Police Training Academy *"Issues in First Line Supervision"*, First Line Supervision Academy, June, 2009

2007 Keynote Speaker, GCC Police and Army Role in National Economic Development Conference, *Police Innovation: Issues, Concerns, and Methods*, Dubai, UAE, March, 2007. Audience: Police and Military Officers from the Middle East.

Panel Discussant, GCC Police and Army Role in National Economic Development Conference, *Restructuring and Building a Modern GCC Police Organization*, Dubai, UAE, March, 2007 Audience: Police and Military Officers from the Middle East.

Conference Presentations

2012

2011

Paper Presenter, *Kentucky v. King*: Exigent Circumstances and the Fourth Amendment: “It’s Hard to be a Saint in the City”, With Cory Burton*, Washington DC, A.S.C. Annual Meeting.

Paper Presenter, Police GPS Surveillance on Vehicles and the Warrant Requirement: *That Equipment you got’s so outdated*, With Cory Burton*. Chicago, Midwestern Criminal Justice Association Annual Meeting.

Panel Member, The Future of Policing Scholarship, 20th Anniversary of Doctoral Program Conference, Cincinnati, Ohio. 2011.

2010

Panel Member, Intelligence Led Policing in Action: Hillsborough County and Tampa, Florida, Southern Criminal Justice Association Annual Meeting, Clearwater, Florida, 2010.

Paper Presenter, Implementation Issues in Police Training Officer Programs: “*The change [is] made uptown*”, ACJS Annual Meeting, San Diego, CA, 2010

2009

Paper Presenter, *Arizona v. Gant*, The application of search Incident to Arrest in Vehicle: “Counting on a Miracle”. ACJS Annual Meeting, Boston, MA, 2009.

2008

Paper Presenter, Police Officer Attitudes toward Muslims and Islam: “*Worlds Apart*”? European Society of Criminology, Annual Meeting, Edinburgh, UK September 2008

Paper Presenter, ACJS, Annual Meeting, Cincinnati, OH. *Scott v. Harris*, Police Use of Force, and High Speed Pursuits: Born to Run. With Jeff Magers and Terry Edwards.

Round Table Discussant, ACJS, Annual Meeting, Cincinnati, OH, Recruitment and Diversity in Law Enforcement: The Role of College and University Departments of Criminal Justice.

- 2007 Paper Presenter, Police Change: Stimuli and Sustainability Efforts, European Society of Criminology, Annual Meeting, Bologna, Italy, September 2007
- Paper Presenter, Teaching Ethics in Digital Forensics and Computer Curricula. Presentation, Digital Forensics Working Group National Meeting, Louisville, KY, June, 2007
- 2006 Paper Presenter, A.S.C. Annual Meeting, Los Angeles, CA
Police Supervisors and Liability: “Better Days” or a “Roll of the Dice”.
- 2006 Paper Presenter, A.C.J.S. Annual Meeting, Baltimore, Maryland
Castle Rock v. Gonzales, Due Process and Property Interests in Restraining Orders “Our old Fears and Failures, Baby they do linger”.
- 2006 Paper Presenter, A.C.J.S. Annual Meeting, Baltimore, Maryland
Television Shows and the Administration of Justice: The Perceived Consequence and Impact of the “CSI Effect”.
- 2005 Paper Presenter, S.C.J.A. Annual Meeting, Jacksonville Beach Florida. The Fourth Amendment and Canine Searches in *Illinois v. Caballes*: “The Dogs on Main Street Howl”.
- 2005 Paper Presenter, Conference on Democracy and Global Security June 2005, Istanbul, Turkey. The Rule of Law: Application to Law Enforcement in a Globalizing World.
- 2005 Paper Presenter, A.C.J.S. Annual Meeting, Chicago, IL.
Student Perception and Understanding of Identity Theft: “We’re Just Dancing in the Dark”, With George Higgins, Melissa Ricketts, and Brian Fell.
- 2004 Paper Presenter, A.C.J.S. Annual Meeting, Las Vegas, NV.
Factors Associated with Domestic Violence Arrest Decisions, With Elisabeth Grossi, John Balenovich, and Amanda Westerman.
- 2004 Paper Presenter, A.C.J.S. Annual Meeting, Las Vegas, NV.
Police Managers and Civil Liability: The Price You Pay For Promotion, with Terry Edwards and Elizabeth Grossi.
- 2003 Round Table Discussant, M.C.J.A. Annual Meeting, Chicago, IL.
“Recent Issues and Research in Police Organizations”.

- 2003 Paper Presenter, M.C.J.A. Annual Meeting, Chicago, IL.
Garrity Immunity and the Interrogation of the Police: “*I hold my tongue I don’t do Much Talking*”.
- 2003 Paper Presenter, S.C.J.A. Annual Meeting, Nashville, TN...
“*Toward a balanced approach: Police officer roles in domestic violence crimes*”, with John Balenovich, Elizabeth L. Grossi.
- 2003 Paper Presenter, S.C.J.A. Annual Meeting, Nashville, TN.
Chavez v. Martinez, the Fifth Amendment, and Police Questioning: “No one watches as the ambulance pulls away.”
- 2003 Paper Presenter, A.C.J.S. Annual Meeting, Boston, MA.
Drug Testing and the Special Needs Doctrine in *Board of Education v. Earls*: Public School Students Take a Piss at Fortune’s Sweet Kiss.
- 2002 Paper Presenter, S.C.J.A. Annual Meeting, Clearwater Beach, FL.
“You Just Say No”: Seizures and Consent in *United States v. Drayton*.
- 2002 Paper Presenter, A.C.J.S. Annual Meeting, Anaheim, CA.
Saucier v. Katz, Reasonableness, and Qualified Immunity: Judicial Reasoning “Lost in the Flood ”.
- 2001 Paper Presenter, S.C.J.A. Annual Meeting, Baton Rouge, LA.
Jordan v. The City of New London, Police Hiring, and IQ: “When all the answers they don’t amount to much”
- 2001 Paper Presenter, A.C.J.S., Annual Meeting, Washington, DC
“Police Use of Thermal Imaging Technology”
- 2001 Paper Presenter, S.C.J.A. Annual Meeting, Charleston, SC,
“Minnesota Multitphasic Personality Inventory
And Private Security Employment Practices: Legal Implications for
The “Psychscreen” in *Soraka v. Dayton Hudson Corporation*.”
- 1999 Paper Presenter, A.C.J.S. Annual Meeting, New Orleans, LA,
“Police Officer Perceptions of Civil Liability: Demographic Variables.”
- 1999 Paper Presenter, A.C.J.S. Annual Meeting, Orlando, FL,
“Police Officer Perceptions of Civil Liability.”

- 1998 Poster Presenter, A.C.J.S. Annual Meeting, Albuquerque, NM, "Board of County Commissioners of Bryan County, Oklahoma v. Jill Brown: Implications for Police Liability Under 42 U.S.C. §1983."
- 1997 Paper Presenter, A.S.C. Annual Meeting, San Diego, CA. "Negligence Liability and Community Policing."
- 1997 Poster Presenter, A.C.J.S. Annual Meeting, Louisville, KY. "Community Members and Community Police Officers: Can They Conspire Under Title 18, Section 241?"
- 1996 Poster Presenter, A.C.J.S. Annual Meeting, Las Vegas, NV. "Section 1983 and Community Policing: A Potential Legal Interaction Effect."
- 1995 Poster Presenter, A.C.J.S. Annual Meeting, Boston, MA. "Police Academy and Field Training: A Survey of Major Police Departments in the U.S."

Teaching Experience

Organizational Behavior in Law Enforcement	Police Effectiveness*
Senior Seminar (Organization and Management)	Criminal Justice in the Cinema**
Criminal Justice Methods	Legal Issues in Corrections
Criminal Law and Evidence	Private Security Management
Criminal Procedure	Theories of Crime and Delinquency
Police and the Community	Legal Issues in Criminal Justice*
Managing Organizational Performance**	Theories of Crime and Delinquency*

*Graduate course

** Split level undergraduate and graduate

Research

Research in Progress

Issues in Search Incident to Arrest
 Attorney Client Privileges and Social Justice
 Police supervisors experience with civil liability
 Police Perceptions of Islam

Research Interests

Police Liability
 Criminal Procedure
 Private Security
 Police Organizations

Professional Affiliations

The National Native American Law Enforcement Association
Academy of Criminal Justice Sciences
American Society of Criminology
Southern Criminal Justice Association
European Society of Criminology
Ohio State Bar-Active Status Member

Awards

- 2005 Faculty Favorite Award, One of Ten at the University to receive the award, Students were surveyed via the web regarding which faculty most impact their lives.
- 2004 Nominated for *Outstanding Faculty Adult Learner Award*, Regional Award for seven area colleges and universities Presented by Metroveristy, Inc.

Professional Service

- 2012 Kentucky Law Enforcement Counsel - Member. Curriculum Committee Member
- 2011 Kentucky Law Enforcement Counsel, Shein Award committee Member.
- Kentucky Law Enforcement Counsel - Member. Curriculum Committee Member
- 2010 Kentucky Law Enforcement Counsel - Member. Curriculum Committee Member
- Kentucky Law Enforcement Counsel, Shein Award committee Member.
- Kentucky Law Enforcement Counsel, Special committee on Distance Learning and Alternative Training Methods-Committee Member.
- Kentucky Law Enforcement Counsel, Special committee on Decertification Practices and Procedures-Committee Member.

- 2009 KY Youth Violence Prevention & Reduction Strategies Summit, Steering Committee.
- Kentucky Law Enforcement Counsel - Member. Certification Committee Member; Curriculum Committee Member.
- 2009 Reviewer for *Justice Quarterly* and *Police Practice and Research: An International Journal* and *Policing: An International Journal of Police Strategies and Management*, *The American Journal of Criminal Justice*.
- 2009- Present European Society of Criminology- Police Working Group.
- 2007-08 Reviewer for *Justice Quarterly* and *Police Practice and Research: An International Journal* and *Policing: An International Journal of Police Strategies and Management*, *The American Journal of Criminal Justice*.
- 2007 Reviewer for *Police Practice and Research: An International Journal* and *Policing: An International Journal of Police Strategies and Management*, *Journal of Criminal Justice*.
- 2006 Seminar Committee, Learning Disabilities Association of Kentucky
- 2005 Executive Committee, Learning Disabilities Association of Kentucky
- 2004 Lexington-Fayette County Police Department Promotion Board
- 2004 Kentucky State Police Promotion Board
- 2004 Strategic Planning Committee, Learning Disability Association of Kentucky
- 2004-2005 Constitution and By-Law Committee, American Society of Criminology
- 2003-2004 Reviewer for *Journal of Criminal Justice Education*
- 2003-2004 Editorial Board, *The Journal of Crime and Justice*
- 2003-2004 Chair, Constitution and By-Law Committee, American Academy of Criminal Justice Sciences.

2002	La Grange Police Department Policy Project Co-Reviewer
2002	Fraternal Order of Police, Louisville Research Consultant
2002	Kentucky State Police Promotion Board
2002	Teller Committee, Southern Criminal Justice Association
2001-2006	Learning Disability Association of Kentucky, Board of Directors Member.
2000-2006	Reviewer for <i>Policing: An International Journal of Police Strategies and Management</i>
1999-2001	Member Southern Criminal Justice Association Committee for Outstanding Graduate Student Award.
2000-2005	Member Southern Criminal Justice Association Committee on Constitution and By-Laws.
2001-2003	Member American Academy of Criminal Justice Sciences- Constitution and By-Laws Committee.
1999- 2001	Member of American Academy of Criminal Justice Ad Hoc committee on Insurance.