

## **Aaron T. Olson – Curriculum Vitae**

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### **Education**

#### **Oregon State University, Corvallis, OR**

Master of Education (Emphasis on Adult Education), Jun. 2005

#### **Portland State University, Portland, OR**

Bachelor of Science – Administration of Justice, Jun. 1984

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### **Published Co-Author**

Shusta, Robert M., Deena R. Levine and Aaron T. Olson.

(2008, 2010, 2015, 2018). Multicultural Law Enforcement: Strategies for Peacekeeping in a Diverse Society, 4th, 5th, 6th, and 7th ed. Upper Saddle River, N.J.: Pearson Prentice Hall.

Wong, Herbert Z., and Aaron T Olson. (2009). Multicultural and Diversity Strategies for the Fire Service. Upper Saddle River, N.J.: Pearson Prentice Hall.

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### **Professional Background**

#### **Portland Community College, Portland, OR**

Adjunct College Professor

Criminal Justice Department: Jan. 2001 to Present

Currently teach CJA 101 and CJA 211 online. Below are all the courses I have taught.

- CJA 100, Professions in Criminal Justice – Distance Ed. Online
- CJA 101, Cultural Diversity in Criminal Justice Professions – Campus and Distance Ed. Online. Designed the first criminal justice cultural diversity course at PCC in 2001.
- CJA 111, Introduction to Criminal Justice Systems: Police – Campus and Distance Ed. Online
- CJA 112, Introduction to Criminal Justice Systems: Courts – Campus
- CJA 211, Civil Liability in Criminal Justice – Campus and Distance Ed. Online
- CJA 213, Evidence – Campus
- CJA 214, Criminal Investigation – Campus
- CJA 280A, Cooperative Education: Criminal Justice - Campus

Fire Protection Program: Nov. 2009 to Jun. 2012

- FP 210, Multicultural Strategies for Firefighters – Campus and Distance Ed. Online. Designed this first fire protection cultural diversity course at PCC in 2009.

### **A.T. Olson Consulting, L.L.C. Beaver Creek, OR**

Expert Witness Opinion – Human Resources Consultation – Training

Sole Proprietor: Aug. 2003 to Jan. 2019

Limited Liability Company: Jan. 2019 to present

- Assessments, Diagnostics and Expert Witness Opinions
- Communications: Basic, Advanced and Cross Cultural
- Conflict Resolution, Mediation and Problem Solving
- Cultural Diversity Awareness and Competency
- Customized Training and Curriculum Design
- Employee Coaching, Mentoring and Team Building
- Employee Performance, Evaluations and Work Plans
- Review Employer, Government and Media Investigations
- Review of Government Policies and Procedures
- Review of Police Procedures and Investigations
- Review of Bias, Discrimination, Harassment, Retaliation and all Workforce Policies, Investigations and Reports
- Meets the criteria of an expert witness as outlined in the Federal Rules of Evidence, Rule 702, and Oregon Revised Statutes, 40.410, Rule 702
- Deposed as an expert witness, U.S. District Court – Portland, OR, Zachary Penor v. Columbia County et al. USDC Court Case No. CV 08-1114-MO. Judge Michael W. Mosman, Nov. 16, 2010
- Testified as an expert witness, Arbitration termination hearing – Hillsboro, OR, Garrick Garland v. Washington County. Arbitrator Eric Lindauer, Jan. 23, 2020

### **Eastern Oregon University, La Grande, OR**

Adjunct University Professor

Fire Service Administration, College of Business: Jan. 2012 to Present

- Designed the curriculum and teach FSA 345 - Multiculturalism in Emergency Services. Is a 4-credit hour university distance education online course.
- Course works consists of weekly discussions, weekly tests, and one research paper on a multicultural problem in a selected emergency services profession.
- Designed this first multiculturalism in emergency services college course in the Fire Service Administration, Bachelor of Science Degree Program at EOU in 2011.

### **Pacific University, Forest Grove, OR**

Adjunct University Professor (Left in good standing)

School of Social Sciences: Feb. 2016 to May 2016

- Contract adjunct professor during the 16-week spring semester. Taught Criminal Justice 200 in the new Criminal Justice, Law, and Society Bachelor of Science degree program. Recruited before the semester began and taught a three-hour night class once a week. This was a new class. The curriculum touched on police, courts, corrections, and juvenile offenders. The student enrollment of the program was small with limited course offerings for teaching.

### **Local Government Personnel Institute, Salem, OR**

Human Resources Investigator (Left in good standing)

Part-time/On-call: Jun. 2008 to Dec. 2014

- Conducted internal affairs investigations and findings of fact on employees, police chiefs, and elected officials in city and county government.
- Internal affairs investigations included the allegations: sexual harassment, gender bias, retaliation, misconduct, and violations of the city charter.
- Other investigations included background investigations, use of force, executive performance evaluations and organizational assessments.
- Most of the investigations were in Oregon and a few in Washington. One background investigation required out of state travel to California.
- Deposed as a witness, U.S. District Court – Eugene, Mark Chase vs Junction City et al. USDC Court Case No. 6:15-cv-01028. Judge Thomas M. Coffin, Feb. 19, 2016
- Deposed as a witness, U.S. District Court – Portland, OR, Miguel Monico and Shawn Watts; vs City of Cornelius et al. USDC Court Case No. 3:13-cv-02129-HZ. Judge Marco A. Hernandez. Dec. 15, 2014
- Testified as a witness, U.S. District Court – Portland, OR, Doug Greisen v. Jon Hanken et al. USDC Court Case No. 14-cv-01399-SI. Judge Michael H. Simon, Jul. 20, 2016

### **Concordia University, Portland, OR**

Adjunct University Professor (Left in good standing)

Department of Homeland Security, College of Education: May 2013 to Jun. 2014

- Contract adjunct professor teaching online homeland security courses in the Homeland Security Bachelor of Science degree program. It was a new program and had a small enrollment of students. Classes I instructed were:
- HLS 372, Interest Integration for Homeland Security – Distance Ed. Online
- HLS 342, Value and Security Policy – Distance Ed. Online

### **Department of Public Safety Standards and Training, Salem, OR**

Paid Part-time Trainer: Jul. 2003 to Jul. 2005 (Left in good standing)

Part-time Trainer - Oregon State Police duty status: Oct. 1984 to Jul. 2003

- 40 Hour Basic Instructor Train-The Trainer Development Course, Statewide
- 40 Hour Motor Vehicle Code Course at Oregon State Police Academy

- Pre-Employment Screening 4 Hour Class, Mid-Management Academy
- Job Task Analysis Committee Member for the position of Oregon Police Officer
- Cultural Diversity 4 Hour Class, Multi-Discipline, Basic Academy
- Basic Background Investigations 8 Hour Class, Statewide
- Co-authored (2) Instructor Development Course Manuals
- Internal Affairs Investigations 8 Hour Class, Statewide
- Basic Leadership 8 Hour Class, Statewide

### **Oregon State Police: 26 Years and Retired**

Patrol Sergeant and Shift Supervisor: Apr. 1995 to Oct. 2004

Patrol Division, Portland, OR

- Supervised senior troopers, troopers, college interns, and volunteers
- Directed major crime scene and traffic crash investigations
- Reviewed and approved administrative, police, and use of force reports
- Investigated personnel complaints against senior troopers and troopers and made findings of fact on allegations
- Managed Grant and Construction Zone Traffic Enforcement Contracts
- U.S. Secret Service Motorcade Protection Assignments in Portland, OR
- Established Carus Elementary School Storefront Office program
- Pioneered "Police and 9-1-1" workshops for Immigrants and Refugees

Sworn Recruitment Supervisor (Human Resources): Sept. 1991 to Apr. 1995

General Headquarters, Salem, OR

- Oversaw recruiting and hiring process for cadet and trooper applicants
- Job Task Analysis Committee Member for Oregon State Police Trooper
- Updated pre-employment process for cadet and trooper applicants
- Worked closely with Oregon Attorney General's office on updating pre-employment procedures for cadet and trooper applicants
- Member of Agency's Policies, Procedures and Regulations Committee

Communications Supervisor: Feb. 1989 to Sept. 1991

Regional Dispatch Center, Portland, OR

- Shift supervisor and responsible for seven counties
- Supervised dispatchers, troopers, and senior troopers

Patrol Division, Trooper and Senior Trooper: Oct. 1978 to Feb. 1989

Beaverton, OR

- Investigated crimes against persons and property
- Enforced traffic, criminal and fish/wildlife laws
- Provided community talks and legislative testimony
- Specialized assignments: Background Investigator, Recruiter and Trainer

## **Military Service**

### **United States Army Reserves** (Honorably retired)

Sergeant First Class, 2nd and 1<sup>st</sup> Lieutenant and Captain: Sept. 1985 to Sept. 1997  
Training Unit, Portland-Corvallis, OR and Vancouver, WA

- Drill Sergeant and later received direct commission to 2<sup>nd</sup> Lieutenant
- Company and Brigade Staff Training Officer
- Headquarters Detachment and Company Commander

### **Oregon Army National Guard**

Specialist, Sgt., Staff Sergeant and Sergeant First Class: Jun. 1976 to Sept. 1985  
Military Police, Tigard, OR

- Held the positions of assistant squad leader, squad leader, platoon sergeant, and detachment first sergeant
- Patrol services and tactical support on military operations

### **United States Army – Active Duty** (Honorable Discharge)

Private, Private First Class and Specialist: Jun. 1973 to Jun. 1976  
Military, Police, Wurzburg and Augsburg, Germany

- Physical security at a HAWK missile site
- Patrol services to military and dependent personnel

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## **Active Certifications**

1. U.S. Department of Veterans Affairs Center for Verification and Evaluation (CVE) as a Verified Service-Disabled Veteran Owned Small Business (SDVOSB)
2. Oregon Certification Office for Business Inclusion and Diversity (COBID), Certification #12046, Salem, OR
  - Service-Disabled Veteran Business Enterprise (SDVBE)
  - Emerging Small Business (ESB)

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## **References and Training Courses**

- Available on request

Sept. 3, 2020