

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

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.

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 1st Lieutenant and Captain: Sept. 1985 to Sept. 1997
Training Unit, Portland-Corvallis, OR and Vancouver, WA

- Drill Sergeant and later received direct commission to 2nd 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

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)

References and Training Courses

- Available on request

Sept. 3, 2020