

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



Professional Background

A.T. Olson Consulting, L.L.C. Beavercreek, OR

Expert Witness Opinions on Police Practices, Human Resource Practices and Customized Training

Sole Proprietor: Aug. 2003 to Jan. 2019

Limited Liability Company: Jan. 2019 to present

- Expert Opinions on Police Practices, Procedures, Investigations, Arrests, Use of Force, Pursuits and Misconduct
- Expert Opinions on Human Resources Investigations: Bias, Discrimination, Harassment, Retaliation and Misconduct
- Assessments and Diagnostics
- 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

Portland Community College, Portland, OR

Adjunct College Professor

Criminal Justice Department: Jan. 2002 to Present

Paralegal Department: Nov. 2021 to Present

Fire Protection Program: Nov. 2009 to Jun. 2012

Currently teach CJA 101 and CJA 211 online. Below are 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
- PL 250, Intercultural Competence in the Legal Field – Remote
- FP 210, Multicultural Strategies for Firefighters – Campus and Distance Ed. Online. Designed this first fire protection cultural diversity course at PCC in 2009.

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.

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.

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 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 fatal 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 Sergeant (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 Sergeant: 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)

Sgt. First Class, 2nd and 1st Lieutenant and Captain: Sept. 1985 to Sept. 1997
Training Unit, Portland, OR, 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 Sgt., and Sgt. 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, West 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)

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.

References and Training Courses

- Available on request

March 30, 2022