

# CRAIG E. FERRELL, JR.

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## **SUMMARY OF PROFESSIONAL EXPERIENCE & EDUCATION**

*Versatile educator & senior law enforcement executive with 34 years of notable leadership in the Houston Police Department. Keen ability to stimulate classroom discussion & student interaction. Experienced with strategic planning and managing complex operations and programs while aligning efforts with organizational goals and focusing on student and/or government agencies needs.*

- Doctor of Jurisprudence  
-Published Numerous Articles  
-Adjunct Professor HCC  
2011 – Present  
-Adjunct Professor SHSU  
2000-2006  
-Leadership & Management  
-Budget & Fiscal Planning  
-Public/Community Relations  
-Change Management  
-Multi-Agency Collaboration  
-Focus on Government and  
Criminal Justice Education  
-Motivator  
-Human Capital –Management  
-Instructor TPCA & LEMET  
-25 years Teaching Experience  
-Superior Communication  
-Business Acumen  
-Civil rights & Labor Expertise

- **Experienced Educator:** Adjunct Government Professor for Houston Community College - Northwest 2011-present. Adjunct Criminal Justice Professor for Sam Houston State University 2000-2006. Trained police officers of all ranks since 1985. Guest lecturer for U. S. Department of State's International Law Enforcement Academy as well as speaker at State Bar of Texas CLE courses and numerous Law Enforcement Seminars. Instructor for the Major Cities Chiefs Association (MCCA) & National Executives Institute Associates. 2005-2011.
- **Seasoned Executive:** Served as Deputy Director/General Counsel for the 4<sup>th</sup> largest city in the U.S. for 19 years. Extensive expertise in planning, supporting, managing, and improving complex programs involving thousands of employees and multi-million dollar budgets. Executive Board Member and General Counsel for the Major Cities Chiefs Association 2005-2011.
- **Operations Leadership:** Career built on a solid foundation of proven success. Since 1977, progressed from Patrol Officer to Deputy Director. Member of Houston Police Department Senior Executive Staff from 1992 through 2011.
- **Change Management:** Demonstrated ability to embrace and enforce positive change in training, operations, technology, and communications to continuously improve community relations and organizational effectiveness. Served as chief negotiator on all the department's "Meet & Confer Agreements" with the Houston Police Officers Union. Responsible for organizing and managing the merger of 4 City of Houston Police Departments (Parks, Airport, Marshals & HPD) into one highly regarded department.
- **Interpersonal Communication:** Highly developed ability to communicate and coordinate with diverse groups of personnel at all levels of an organization. Deep-rooted dedication to mentorship, training and education.

## **EDUCATION AND PROFESSIONAL TRAINING/CERTIFICATION**

- Federal Bureau of Investigation National Law Institute Graduate - United States Department of Justice (1999)
- Doctor of Jurisprudence - University of Houston (1987)
- Bachelor of Science, Criminal Justice - University of Houston (1982)
- Licensed to practice law in the State of Texas, United States District Court (Southern District of Texas), United States Court of Appeals for the 5<sup>th</sup> Circuit Court of Appeals, and the United States Supreme Court
- Texas Commission on Law Enforcement Officer Standards and Education (TCLEOSE) Certifications:
  - TCLEOSE Instructor License
  - Master, Advanced, Intermediate and Basic Police Officer Certifications

## **PROFESSIONAL PUBLICATIONS**

### **A. Articles in Peer-Reviewed Journals**

- Ferrell, C. (2010). "Chief's Counsel: What Every Police Chief Should Know About Electronic Control Devices," *The Police Chief* 77 (December 2010): 12-15. Print
- Ferrell, C. (2006). "Chief's Counsel: Houston – We Have a Solution," *The Police Chief* 73 (December 2006); 10-11. Print
- Ferrell, C. (2006). "Chief's Counsel: Case Law Alert: U. S. Supreme Court Decides Georgia v. Randolph, Holds That Denial by One Resident Overrides Grant of Consent by Another," *The Police Chief* 73 (June 2006); 10-11. Print
- Ferrell, C. (2004). "Chief's Counsel: Law Enforcement Safety Act of 2004," *The Police Chief* 71 (October 2004): 14-20. Print
- Ferrell, C. (2004). "Immigration Enforcement: Is It Local Issue?" *The Police Chief* 71 (February 2004): 36-40. Print
- Ferrell, C. (2003). "Code of Silence – Fact or Fiction?" *Law Enforcement Executive Forum* 3.5 (2003): 41-43. Print
- Ferrell, C. (2003). "The War on Terror's "Absconder Initiative," *Texas Police Journal* 51 (February 2003):13-15. Print
- Ferrell, C. (2003). "Chief's Counsel: Code of Silence – Fact of Fiction?" *The Police Chief* 70 (November 2003): 9-11. Print
- Ferrell, C. (2002). "Chief's Counsel: The War on Terror's Absconder Initiative," *The Police Chief* 69 (October 2002): 12-14. Print
- Ferrell, C. (2001). "Chief's Counsel: Atwater Underscores the Need for Carefully Crafted Department Policies," *The Police Chief* 68 (June 2001): 10-12. Print
- Ferrell, C. (2001). "Code of Silence – Fact or Fiction?" *Texas Police Journal* 49 (April 2001): 14-16. Print
- Ferrell, C. (1999). "Chief's Counsel: The Arbitration Experience; Splitting the Baby, or Justice?" *The Police Chief* 66 (August 1999): 11-13. Print
- Ferrell, C. (1999). "Chief's Counsel: U.S. Supreme Court: Don't Base Car Search Only on Traffic Violation," *The Police Chief* 66 (May 1999): 10. Print
- Ferrell, C. (1999). "Supreme Court Clarifies Employer Liability for Sexual Harassment," *Texas Police Journal* 47 (March 1999): 13-14. Print
- Ferrell, C. (1998). "Chief's Counsel: Police Pursuits – The Supreme Court Has Set the Standard," *The Police Chief* 65 (August 1998): 11-12. Print

Ferrell, C. (1997). "Chief's Counsel: The Department's Rights to Question vs. The Officer's Right to Avoid Self-Incrimination," *The Police Chief* 64 (October 1997): 10-12. Print

## **B. Books, Reports, and Chapters – Reviewed and Edited**

Ferrell, C. Rev. of Civil Liabilities & Rights of Police Officers and Supervisors in Texas by Rolando V. del Carmen, Che´ D. Williamson, William P. Bloss, and Jay Coons. *Bill Blackwood Law Enforcement Management Institute of Texas*. 2003.Print.

**NOTE:** (Chaired Book Review Board of Consultants)

## **C. Articles in Peer-Reviewed Conference Proceedings:**

Ferrell, C. (2000). "Civil Liability: What Every Executive Should Know" Law Enforcement Management & Institute of Texas Criminal Justice Center Sam Houston State University (August 2000): 1-165. Print

Ferrell, C. (2005). "Chief's Counsel: "Law Enforcement Safety Act 2004" IACP 2005 Annual Conference Slide Presentation (September 25, 2005): 1-88. Print & web.16Aug.2011  
[http://www.majorcitieschiefs.org/pdf/LESA\\_Pres\\_MCC\\_IACP\\_04.pdf](http://www.majorcitieschiefs.org/pdf/LESA_Pres_MCC_IACP_04.pdf).

Ferrell, C. (2005). "MCC Model Policy on Concealed Handguns Major Cities Chiefs Police Association website. MCC.September24,2005.web.16Aug.2011.  
[http://www.majorcitieschiefs.org/pdf/MCC\\_Model\\_Policy\\_guns\\_06.pdf](http://www.majorcitieschiefs.org/pdf/MCC_Model_Policy_guns_06.pdf).

Ferrell, C. (2011). "M.C.C. Immigration Committee Recommendations for Enforcement of Immigration Laws by Local Police Agencies" Major Cities Chiefs Conference (June 2006): 1-11. Print & web.16 Aug.2011.  
<http://ww.houstontx.gov/police/pdfs/MCC-position.pdf>.

Ferrell, C. (2011). "General Counsel Report" MCC Sun Valley Conference (June 2011): 1-21. Print

Ferrell, C. (2010). "General Counsel Report" MCC Orlando Conference (October 2010): 1-27, 53-55. Print

Ferrell, C. (2010). "General Counsel Report" MCC Sun Valley Conference (June 2010): 1-25, 51-53. Print

Ferrell, C. (2009). "General Counsel Report" MCC Denver Conference (October 2009): 1-39. Print

Ferrell, C. (2009). "General Counsel Report" MCC Sun Valley Conference (June 2009): 1-42. Print

Ferrell, C. (2008). "General Counsel Report" MCC San Diego Conference (November 2008): 1-20. Print

Ferrell, C. (2008). "General Counsel Report" MCC Sun Valley Conference (June 2008): 1-45. Print

Ferrell, C. (2007). "General Counsel Report" MCC New Orleans Conference (October 2007): 1-21. Print

Ferrell, C. (2007). "General Counsel Report" MCC Sun Valley Conference (June 2007): 1-21. Print

Ferrell, C. (2006). "General Counsel Report" MCC Conference (October 2006): § 7 1-21. Print

Ferrell, C. (2006). "General Counsel Report" MCC Sun Valley Conference (June 2006): 1-31. Print

Ferrell, C. (1992 - 2011). "Legal Briefs" Houston Police Department Training Academy: 1 to 10 pages per quarterly report. Print

## **PROFESSIONAL EXPERIENCE**

Houston Police Department

05/1977-06/2011

**Deputy Director**

**10/1992-06/2011**

Reported directly to the Chief of Police and assisted in the management of an annual budget of more than \$660 million dollars with a staff of 5400 sworn officers and more than 1600 civilian employees. Specific responsibilities included, but were not limited to:

*Select Value-Added Highlights:*

- **Directing the department's legislative and governmental efforts in Austin & Washington D.C.**
- **Planning, directing and facilitating enhanced police officer education and training;**
- **Conferring with other city officials and national leaders on public safety issues while simultaneously serving as Major Cities Chiefs Association General Counsel and Executive Board member since 2005;**
- **Maintaining community-based policing philosophy;**
- **Soliciting cooperation and input from the public in pursuit of the police mission of preserving order and protecting life and property;**
- **Formulating department policies and procedures and monitoring accountability and compliance standards to optimize the efficiency of operations management and service delivery.**

Houston Legal Department

05/1977 – 06/2011

**Trial Attorney & Forfeiture Abatement Support Team (FAST) Director**

**10/1990 – 10/1992**

*Select Value-Added Highlights:*

- **First Chair attorney with responsibility for an average caseload of over 100 cases in County, State District, State Appellate and Federal Courts. Specialized in cases involving police civil rights, auto accidents, premise liability, and other general tort litigation.**
- **Created multi-dimensional, inter-departmental Forfeiture Abatement Support Team (F.A.S.T.) Unit to utilize state laws and city ordinances in addressing public nuisances.**
- **Developed the F.A.S.T. Standard Operating Procedures and prepared draft pleadings and demand letters.**

Houston Police Department

05/1977 – 06/2011

**Sergeant / Detective / Police Officer**

**05/1977 – 10/1990**

*Selected Value-Added Highlights:*

**Sergeant of Police (1986 - 1990)**

**Legal Advisor (1987 - 1990)**

- **Advised Chief of Police and command staff on legal issues.**
- **Handled Civil Service hearings, arbitrations and Open Records requests.**
- **Instructor at Academy for Cadet's and in-service classes.**
- **Assistant Budget Officer (1987 – 1990) Assigned to Professional Standards Command.**
- **Detective: Burglary & Theft (1983 – 1986) Involved in all phases of case investigation.**

**Police Officer (1977 – 1983) North Shepherd and Northwest Patrol Divisions, Jail Division and Special Operations Division**

#### **PUBLIC SERVICE AND COMMUNITY INVOLVMENT**

- **Active member of Fairfield Baptist Church, Cypress, Texas**
- **Guest Lecturer for State Bar of Texas CLE courses**
- **Instructor and consultant for various law enforcement agencies**
- **Consultant for Major Cities Chiefs Association**
- **Advisor for Dickinson Police Department**