



Gregory Campbell, Ph.D.
6815 Redwood Terrace Lane
Spring, TX 77389
☎: 281-638-6271 (cell)
✉: gcampbell@gcjenterprises.org

EDUCATION

Walden University, Minneapolis, MN **May 2012**
Ph.D. in Management, Leadership and Organizational Change
Dissertation: *"The Relationship between Emotional Intelligence and Leadership Styles of Law Enforcement Executives"*
Honors: Dissertation passed "with Distinction"

California State University, of Dominguez Hills Carson, CA **May 1994**
Master of Arts in Behavioral Science
Specialization: **Negotiation and Conflict Management**
Thesis: Gangs in Elementary Schools

California State University, of Dominguez Hills Carson, CA **December 1990**
Bachelor of Arts in Sociology
Specialization: **Criminal Justice**

CONTRIBUTION

- **Walden Dissertation Cohort Peer Mentoring Program:** established a peer mentoring model to improve student engagement and assist students with meeting dissertation milestones. The program consists of accountability partners, SharePoint site with dissertation tools, bi-weekly cohort calls, and mock orals. Since Winter Term 2018, six students have completed their dissertations under this model.
- **Walden Social Committee Faculty Advisor:** Alpha Phi Sigma (Criminal Justice) Honor Society. In my first year in position, the Phi Nu Chapter hosted an induction ceremony honoring 115 inductees on August 4, 2017
- **Adjunct faculty:** nine years of teaching experience at **Columbia Southern University, Strayer University, Trident University International, Walden University** and **Utica College** using traditional classroom methods and online technology



- **Doctoral Cohort Leader and Lead Peer Mentor:** Coordinated, directed, and administered a PhD and DBA cohort of 21 students at Walden University using E-college and interactive media technology to *teach* weekly sessions on the dissertation process, including the prospectus, proposal, literature review, research methods, results, and oral defense
- **Organizational leadership and management:** Exceptional **Deputy Chief Inspector**, with over 27 years of demonstrated leadership success in federal law enforcement, including the U.S. Postal Inspection Service (USPIS) and the U.S. Pretrial Services Office
- Highly skilled in training, mentoring, coaching, and developing teams
- **Transformational leader** who applies strategic intuitive skills in developing and implementing new programs that enhance and improve existing procedures
- Plans and leads nationally coordinated high-impact, high-profile, law enforcement, and public service initiatives
- Facilitates training seminars, presentations, and conferences
- **Certified in Emotional Intelligence** from Emotional Intelligence Learning Systems
- **Advisory Board Member**, the Center for **Identity Management and Information Protection** (CIMIP). A research collaborative dedicated to furthering a national research agenda on identity management, information sharing, identity theft and data protection
- Currently serves on the **Board of Advisors** for the **Economic Crimes Institute**, Utica College, New York
- Developed a National Leadership Academy to identify and develop future leaders in law enforcement, which included the design and development of an Executive Mentoring Program

TEACHING EXPERIENCE

Core Faculty
WALDEN UNIVERSITY
Baltimore, MD

Jan 2016 – Present

- Courses taught in the Public Policy and Administration: Foundations of Doctoral Studies,
- Leadership and Organizational Change, Putting Theory Into Practice in Criminal Justice
- Dissertation Mentor, URR, and Committee Member
- Established a Peer Mentoring Program for Dissertation Students in PPPA 9000
- Faculty Sponsor for Criminal Justice Society-Alpha Phi Sigma
- Lead Faculty
- Online instructor using blackboard technology
- Engaged students and focused on learning outcomes



- Provided feedback for curriculum and course enhancement

Adjunct Faculty
COLUMBIA SOUTHERN UNIVERSITY
Orange Beach, AL

2013 – 2017

- Courses taught in the Business and Criminal Justice Programs: **Business Leadership, Applied Research Project, Training and Development in Criminal Justice, Crisis Communication Management, Theory of Crime and Criminology, Critical Analysis of Criminal Justice Administration**
- Online instructor using blackboard technology
- Prepared students to function effectively in a global business environment
- Engaged students and focused on learning outcomes
- Provided feedback for curriculum and course enhancement

Adjunct Faculty
TRIDENT UNIVERSITY INTERNATIONAL
Cypress, CA

2012 – 2016

- Courses taught in the Business Program: **Business Law, Principles of Management, Criminology and Public Policy, Criminal Justice System, Criminal Justice Administration, Capstone in Criminal Justice Administration**
- Prepared students to function effectively in a global business environment
- Engaged students and focused on learning outcomes
- Provided feedback for curriculum and course enhancement

Adjunct Faculty
UTICA COLLEGE
Utica, NY

2012 – Present

- Faculty in the Economic Crime Management Program, School of Business and Justice Studies
- Redesigning a graduate course in **Organizational Theory, Structure, and Design; Professional Capstone Project 1 & 2.**
- Designed course to familiarize students with the structure and design of organizations
- Emphasized systems theory and its applicability to today's environment
- Identified external environmental forces
- Explored optimal corporate structure for the organization's mission and changing organizational structure



Adjunct Faculty
STRAYER UNIVERSITY
Ashburn, VA

2009 – 2011

- Developed lesson plans and facilitated instruction for various criminal justice courses, including **(a) crime and criminal behavior; (b) introduction to criminal justice; and (c) juvenile delinquency and justice**
- Introduced students to the components and operations of the criminal justice system, such as law enforcement, the courts, and corrections
- Examined the historical development of social and behavior explanations of adult crime, as well as juvenile crime and new evolutions in crime, including cyber crimes
- Examined the criminal activity of juveniles, including the study of gangs, status offenses, and the problems facing juveniles today, such as the causes of juvenile crime, juvenile court system, institutionalization, rehabilitation, and treatment of juveniles
- Provided advising and mentoring to students

Lead Peer Mentor and Cohort Leader
WALDEN UNIVERSITY (On-line)

2010 – 2012

- Cohort leader and lead peer mentor for 21 doctoral students in the College of Management and Technology and Doctorate of Business
- Utilized E-college and interactive technology media to teach weekly teleconferences on the dissertation process and supervise student research presentations
- **Introduced students to the components of the dissertation, such as the statement of the problem, background of the study, significance of the study, nature of the study, theoretical framework, research questions, hypotheses, assumptions, definition of terms, limitations, literature review, research methods, and results of the study**
- Assist faculty mentor with the development of best practices that cultivate an online learning community that engenders student-centeredness, collaboration, and positive social change

EXPERTISE IN:

- | | |
|-----------------------------|---------------------------|
| • Multimedia Instruction | • Student Counseling |
| • Seminar Planning | • Textbook Selection |
| • Curriculum Implementation | • Lesson Development |
| • Classroom Management | • Multi-level Instruction |
| • Dissertation Process | |
-

PROFESSIONAL EXPERIENCE



Overview of United States Postal Inspection Service (USPIS): The USPIS security responsibilities include the protection of a 66 billion dollar business, over 30,000 postal facilities, the largest civilian transportation fleet in the world, and more than half a million postal employees. The USPIS is one of the nation's oldest federal law enforcement agencies with a mission to protect and support... the Postal Service and its employees, infrastructure, and customers; enforce laws that defend the nation's mail system from illegal or dangerous use; and ensure public trust in the mail. With approximately 1400 postal inspectors, the USPIS enforces over 200 laws that deal with the Postal Service and the US Mail that range from mail theft, mail fraud, burglaries, robberies, bombs, drugs, child pornography, assaults, and threats on employees. The Postal Service connects every American, every door, and every business, everywhere through the simple act of delivering mail. The USPS sits at the center of a *\$900 billion* industry that drives commerce, plays an integral part of every American community, and remains the greatest value of any post in the world. The USPIS law enforcement efforts support the Postal Service and help it continue to be *"America's most trusted government agency."*

Deputy Chief Inspector

Western Field Offices

May 2009 – 2018 (Retired)

- Senior law enforcement executive with **management responsibility of seven Field Divisions**, which are located in Seattle, San Francisco, Los Angeles, Phoenix, Denver, Dallas, and Houston
- **Personnel and operating budget of over 365 million**
- Provides strategic planning, program guidance and policy interpretation for all criminal and security programs to include; Mail Theft, Fraud, Violent Crimes, Dangerous Mail Investigations, and Child Exploitation
- Establishes policy and maintains local, state, federal, national, and international coordination and cooperation in matters in securing the nation's mail system
- Develops and leads national strategies to support and protect the United States Postal Service and provides leadership in investigating criminal, civil, and administrative violations of postal-related laws, often using forensics and cutting-edge technologies
- **Developed and implemented a national leadership development program that involved talent management, course development, succession planning, mentoring, executive coaching, and emotional intelligence assessments**

EXPERTISE IN:

- Criminal Investigations
- Law Enforcement
- Talent Management
- Succession Planning



- Criminal Justice
- Physical Security
- Fraud Investigations
- Security Management
- Government Policy
- Supervisory Skills
- Research
- Security
- Homeland Security
- Executive Protection
- Employee Development
- Risk Management
- Team Building
- Strategic Planning
- Compliance

RELATED EXPERIENCE

Inspector in Charge
Washington Division (USPIS)
March 2008 – May 2009
Columbia, MD

- Led day-to-day management of Inspectors; Postal Police; and professional, technical, and administrative support staff in Virginia, Maryland, and District of Columbia
- Provided program guidance and policy interpretation for Mail Theft, Fraud, Violent Crimes, Dangerous Mail Investigations, and Child Exploitation
- Developed and coordinated training of division personnel and budget
- Developed and led division strategies to support and protect the United States Postal Service

Inspector in Charge
Global Investigations Division (USPIS)
April 2007 – March 2008
Arlington, VA

- Established a new Global Investigations Division to align the Inspection Service to support of the Postal Service Global Business organization
- Managerial responsibility to monitor and aggressively investigate international crime trends that could have a significant impact on the Postal Service, its products/services, and its customers
- Led Global initiatives to promote consumer awareness and prevention against crimes committed via the illegal use of the mail. Including the following responsibilities:
- Developed centralization and standardization for international investigations
- Work closely with foreign law enforcement, post, and customs to protect USPS Global products from criminal misuse



- Coordinated efforts that help to reduce the illegal use of the U.S. mails by foreign national to conduct payment technology and e-commerce fraud
- Conducted intelligence lead policing operations against criminals stealing mail destined for military troops overseas by working with Military Postal Service Agency (MPSA)

Inspector in Charge
Detroit Division (USPIS)
April 2005 – April 2007
Detroit, MI

- Led day-to-day management of Inspectors; Postal Police; and professional, technical, and administrative support staff in Michigan and Indiana
 - Provided program guidance and policy interpretation for Mail Theft, Fraud, Violent Crimes, Dangerous Mail Investigations, and Child Exploitation
 - Developed and coordinated training of division personnel and budget
 - Developed and led division strategies to support and protect the United States Postal Service
-

RESEARCH INTERESTS

Interrelationships between leadership, emotional intelligence, organizational change, and organizational culture. Impact of mentorship and career development on succession planning within private and public organizations. Impact of posttraumatic stress disorder (PTSD) on military reservist, including law enforcement officers.

RESEARCH METHODOLOGY

Analyzed the theoretical underpinnings of quantitative and qualitative research methodologies to gain greater understanding of philosophical tenets and practical techniques. Demonstrated ability to apply quantitative techniques to design and execute doctoral research.

STATISTICAL ANALYSIS – QUANTITATIVE ANALYSIS

Formulated hypotheses and performed statistical procedures inclusive of random



sampling, correlation and regression analyses. Experienced with quantitative and qualitative research methods, including leading 21 PhD and DBA students in a graduate cohort.

PRESENTATIONS AND PUBLICATIONS

Article Submission, *Journal of Social Change*, October 2018. *African American Male Ex-Offenders' Perceptions of a Reentry Program and the Social Learning Theory*.

Article Submission, *International Journal of Applied Management Technology at Walden University*, Expected December 2018 publishing. *Exploring Critical Success Factors (CSF) in Data Integration for Decision Making in Law Enforcement*.

Fusion 2.0 Conference, Conference Presenter, *Developing You: Understanding Your Leadership Point of View*; October 2018.

Article Publication, *Journal of Social Change* 2018, Volume 10, Issue 1, Pages xx–xx DOI: 10.5590/JOSC.2018.10.1.0x. *Crisis Intervention Team Training and the Protection Motivation Theory*. https://scholarworks.waldenu.edu/cgi/viewcontent.cgi?article=1202&context=jsc&z=1533746334&preview_mode=1&login=2589508

Ken Blanchard Leadership Summit 2017, Conference Presenter, *Leadership is a partnership: How to Establish a leadership and employee development program in law enforcement*; October 11, 2017.

Pi Alpha Alpha (Public Policy) Induction Ceremony Keynote Speaker, on May 12, 2016.

Washington Post Magazine, First Person Singular Article, by Robin Rose Parker, March 12, 2013, http://www.washingtonpost.com/lifestyle/magazine/first-person-singular-gregory-campbell-deputy-chief-inspector-us-postal-inspection-service/2013/03/12/45766db2-7b9c-11e2-a044-676856536b40_story.html

Consumer Protection Summit, Department of Justice, Financial Fraud Enforcement Task Force/Consumer Protection Working Group, March 8, 2013. <http://www.c-spanvideo.org/program/311396-1>



Article Publication, *Organizational Cultures: An International Journal*, Volume 12, Issue 1, pp.101-114, 2013. *The Relationship between Emotional Intelligence and Leadership Styles of Law Enforcement Executives*.

Contributing author in *Breakthrough Mentoring in the 21st Century* by Dr. Walter McCollum, 2011, McCollum Enterprises, Fort Washington: MD.

Panelist on *The Challenges in Law Enforcement* at Mount St. Mary University, 8th Annual Delaney Lecture sponsored by the Criminal Justice Student Association, March 7, 2012.

Conference presenter on *Law Enforcement Security* at the **National Postal Forum**, Orlando, FL, April 2012.

Conference presenter on *Breakthrough Mentoring in the 21st Century* at the **District 29 Toastmasters International Spring Conference**, Chantilly, VA, May 2012.

Conference presenter at the **12th International Conference on Knowledge, Culture, and Change in Organizations**, Chicago, IL, July 2012 on "*The Relationship between Emotional Intelligence and Leadership Styles of Law Enforcement Executives*".

Conference presenter at the **Summer 2012 Research Symposium**, Walden University, Minneapolis, MN, August 24, 2012 on "*The Relationship between Emotional Intelligence and Leadership Styles of Law Enforcement Executives*".

.

TRAINING AND CERTIFICATION

College of Executive Coaching- pursuing certification to become an executive coach
Certified in Homeland Security (CHS) - CHS Level 3 Certified Executive Liaison of the USPIS
Certified in Homeland Security-National Emergency Response Team
Certified in FEMA National Response Plan (NRP)-Emergency Management Institute
Check and Credit Card Investigations, California Financial Crimes Investigation Association
Principles of Project Management, Versatile Project Management Company
Corporate, Certified in Emotional Intelligence from Emotional Intelligence Learning Systems
Succession Planning Program-Executive Development American Society for Industrial Security,
Protection Professional Certification in progress International Association of Bomb Technicians and Investigators (IABTI).



Computer Skills: PC, Internet Savvy, MS Windows, MS Word, MS Excel, MS PowerPoint, MS Publisher, MS Works.

AWARDS

Graduate Scholar Award at the 12th International Conference on Knowledge, Culture, and Change in Organizations, Chicago, IL, July 2012 on *“The Relationship between Emotional Intelligence and Leadership Styles of Law Enforcement Executives”*.

MEMBERSHIPS

Faculty Member of Alpha Phi Sigma (Criminal Justice) Honor Society
The National Association of Black Law Enforcement Executive (NOBLE)
International Association of Chief of Police (IACP)
International Association of Financial Crime Investigators (IAFCI)
Member of Sigma Iota Epsilon (SIE)
International Association of Financial Crime Investigators (IAFCI)

DISSERTATION COMMITTEES CHAIRED

Impact of Correspondent Banking Enhanced Due Diligence Practices
University: Swiss Management Center University
Advisor: Dr. Gregory Campbell
Student: Dr. William Scott Grob
Date: 10/2017

Exploring Critical Success Factors (CSF) in Data Integration for Decision Making in Law Enforcement
University: Capital Technology University
Advisor: Dr. Gregory Campbell
Student: Dr. Marquay Edmondson
Date: 5/2018



The Effect of Transformational Leadership on Employees' Job Satisfaction and Organizational Commitment: Exploring the Nigerian Banking Industry

University: Swiss Management Center University

Advisor: Dr. Gregory Campbell

Student: Dr. McLeish U. Otuedon

Date: 5/2018

Crisis Intervention Team Training Among CIT-Trained Police Officers

University: Walden University

Advisor: Dr. Gregory Campbell

Student: Dr. Monique Allen

Date: 6/2018

Crisis Intervention Team Training Among CIT-Trained Police Officers

University: Walden University

Advisor: Dr. Gregory Campbell

Student: Dr. Monique Allen

Date: 6/2018

African American Male Ex-Offenders' Perceptions of a Reentry Program's Impact on Recidivating

University: Walden University

Advisor: Dr. Gregory Campbell

Student: Dr. Latoya Burt

Date: 09/2018

An Exploration of the Lived Experiences of African American Noncustodial Fathers in Tennessee

University: Walden University

Advisor: Dr. Gregory Campbell

Student: Dr. Anovia Slaughter

Date: 09/2018

Organizational Size's Effect Strategic Service Innovation and Strategic Service Delivery Innovation

University: Walden University

Advisor: Dr. Gregory Campbell



Student: Dr. Sheikh Tejan-Gbla
Date: 11/2018

Relationship Between Victims of Urban Violence and Post-Traumatic Stress Disorder
University: Walden University
Advisor: Dr. Gregory Campbell
Student: Dr. Jashon A. Banks, Sr.
Date: 11/2018

School Resource Officers and Student Arrest Inclination
University: Walden University
Advisor: Dr. Gregory Campbell
Student: Dr. Billy B. Young
Date: 12/2018

International University Research Reviewer

Analytic Tradecraft in the U.S. Intelligence Community
University: Walden University
URR: Dr. Gregory Campbell
Student: John J. Borek
Date: 07/2017

Elements Impacting the Integration of the National Network of Fusion Centers with the U.S. National Security Strategy
University: Walden University
URR: Dr. Gregory Campbell
Student: Nicholas Klem
Date: 10/2017

Investigating the Nigerian Leadership Capability and its Impact in Development and Society
University: Walden University
URR: Dr. Gregory Campbell
Student: James E. Conable Nweke
Date: 04/2018