

Jeremy W. Francis, Ph.D.



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ACADEMIC EDUCATION

Walden University December 2011
Ph.D.—Public Policy and Public Administration
Specialization: Homeland Security Policy and Coordination
Honors: Pi Alpha Alpha—National Honor Society of Public Administration
Dissertation: “Terrorism Preparedness of Municipal First Response Public Safety Agencies in a North Central State”

Park University December 2006
Master of Public Administration
Honors: With Distinction
Thesis: “The Continued Debate of the U.S. Constitution’s Separation of Powers Doctrine”

U.S. Naval War College January 2017
College of Naval Command and Staff—Graduate Diploma
Joint Professional Military Education—Phase 1

Park University June 2003
Bachelor of Science in Management and Human Resources
Honors: Magna cum Laude

Air University June 2001
Associate of Applied Science in Criminal Justice

EXECUTIVE EDUCATION

Anti-Defamation League—Advanced Training School for
Extremism and Terrorism, Washington, DC June 2016

West Point Military Academy—Combating Terrorism Center
Combating Global Terrorism Executive Seminar, Chicago, Illinois April 2011

Kellogg School of Management at Northwestern University
Navigating Strategic Change, Evanston, Illinois February 2009

TEACHING EXPERIENCE

Bethel University, McKenzie, TN 2011 to Present
Adjunct Faculty—College of Professional Studies

Updated June 2026

Administration of Criminal Justice
Organizations (MSCJ 5200)
Planning Emergency & Disaster (ESM 3300)
Introduction to Law Enforcement (CJ 3500)
Criminal Procedure I (CJ 3800)

Ethics in Criminal Justice (MSCJ 5700)
Homeland Security Assessment (MSCJ 5900)
Criminal Procedure II (CJ 3900)
Essentials of Corrections (CJ 3200)
Management of Terrorist Incidents (ESM 3200)

US Naval War College, Naval Station Great Lakes, IL 2019 to Present
Adjunct Professor—Fleet Seminar Program
Theater Security and Decision Making (TSDM) and Joint Maritime Operations (JMO)

University of Virginia, Charlottesville, VA 2012 to Present
Adjunct Faculty—School of Continuing and Professional Studies at FBI National Academy
Counterterrorism for Law Enforcement Counterterrorism for Law Enforcement
Executive Leaders (CJ 5670) Leadership (CJ 4670)

Johnson and Wales University, Providence, RI 2018 to 2025
Adjunct Faculty—College of Online Education Criminal Justice
Special Needs Populations in CJ System (CJS 5700) CJ Ethics and Diversity (CJS 5650)
Advanced Administration of CJ (CJS 5610) Social, Community & Restorative Justice (CJS 5780)

California Southern University, Schaumburg, IL 2023 to Present
Adjunct Faculty—Mentor of Criminal Justice and Criminology
Criminal Justice Capstone (CAP 2401) Homeland Security (LE 6530)

Trident University International, Cypress, CA 2018 to Present
Adjunct Faculty—Homeland Security at School of Health and Human Services
Homeland Security and Intelligence Analysis (HLS 502) Domestic Terrorism (EDM 501)
Cyber and Physical Security Vulnerabilities (HLS 470) Emergency/Disaster Management (EDM 403)
Critical Infrastructure Vulnerability and Protection (EDM 402)

Park University, Parkville, MO
Adjunct Faculty—Hauptmann School of Public Affairs 2019 to Present
Research and Analysis Methodology (PA 508) Disaster and Society (DEM 553)
Leadership Development and Organizations (PA 509)
Financial Management for Nonprofit/Public Organizations (PA594)
Research Methods and Data Analysis (PA 601—Faculty Team Leader)

American Public University System, Charles Town, WV 2007 to 2013
Adjunct Professor—School of Public Safety
Homeland Defense (HLSS 501) Homeland Security Policy (POLS 524a0)
Weapons of Mass Destruction (HLSS 522)
Senior Seminar in Homeland Security (HLSS 498) Homeland Security Organization (HLSS 301)
Intelligence and Homeland Security (HLSS 320) Intermediate Terrorism (HLSS 225)
Terrorist Tactics (HLSS 155)

The International Terrorist (HLSS 153)

Federal Bureau of Investigation, Quantico, VA
 Law Enforcement Communications
 Financial Crimes
 Advanced Counterterrorism Techniques
 Advanced Investigative Interviewing

2007 to 2019
 Crisis (Hostage) Negotiations
 Intro to Counterterrorism for New Agents
 FBI National Academy

PUBLIC SCHOLARSHIP AND MEDIA ENGAGEMENTS

Francis, J. W. (2025). Quoted/featured in *2025 CCROC Annual Conference Educates and Empowers* (industry news summary of the Cook County Regional Organized Crime Task Force annual conference). *Loss Prevention Media*.

Francis, J. W. (2015). Principal investigative case agent featured in *American Terrorist*, a PBS *Frontline* documentary on the David Headley terrorism investigation. Public Broadcasting Service.

Francis, J. W. (2015). *Applying my research: Ready for anything* (profile on research and first-responder preparedness). Walden University News & Events.

Francis, J. W. (2006). Quoted on FBI gang outreach and recruitment dynamics in *Chicago gang's influence seen spreading globally*. *Stars and Stripes*. December 7, 2006.

PUBLICATIONS

Francis, J. W. (expected 2027). *Ready for Anything: Enhancing First Response Preparedness through an All-Hazards Approach*. Taylor and Francis: CRC Press.

Francis, J. W. (2025). Cited in: Peak, Kenneth J., & Glensor, Ronald W. *Community and Problem-Oriented Policing: Effectively Addressing Crime and Disorder* (7th ed.). Pearson, p. 78.

Francis, J. W. (expected, 2026). Public safety and emergency management of terrorism preparedness: A cost effective approach for leaders. *The American Review of Public Administration*: Columbia, Missouri.

Francis, J. W. (expected, 2026). Organizational challenges of law enforcement agencies in terrorism preparedness: An exploratory approach. *The Police Chief*: Alexandria, Virginia.

Francis, J.W. (2019). Do you need a criminal justice degree? [Blog post]. JWU Career Catalyst Blog. Johnson and Wales University College of Online Education: Providence, Rhode Island.

Francis, J. W. (2014). Increasing terrorism preparedness of law enforcement agencies through organizational culture. *FBI Law Enforcement Bulletin*: Quantico, Virginia.

Francis, J. W. (2011). Terrorism preparedness of municipal first response public safety agencies in a north central state. Walden University. ProQuest Dissertations and Theses. Retrieved from ProQuest Central.

PROFESSIONAL PRESENTATIONS/CONFERENCES

Joint Task Force Counterterrorism Operations—Keynote Speaker Cook County Regional Organized Crimes Annual Summit, Chicago, Illinois	August 2025
Increasing Preparedness through Organizational Vision U S Nuclear Regulatory Commission's Office of Investigations All Employee Conference	April 2024
Counterterrorism Case Study Presentation—Keynote Speaker Western Illinois University, Illinois	November 2022
Contemporary Leadership in Criminal Justice Bethel University Graduate and Undergraduate Seminar	January 2021
Deception Detection: An Application for Regulatory Compliance U S Nuclear Regulatory Commission Nationwide All Hands Conference	August 2020
Counterterrorism Case Study Presentation—Keynote Speaker U S Nuclear Regulatory Commission Region III, Chicago, Illinois	December 2019
Leading Information Warriors: A Contemporary Case Study—Keynote Speaker Naval Information Force Reserve Region North Leadership Conference, Great Lakes, Illinois	September 2018
Domestic Counterterrorism Anti-Violence and Extremism—Keynote Speaker Cook County Regional Organized Crime Consortium, Chicago, Illinois	November 2017
Counterterrorism Case Study Presentation—Keynote Speaker Illinois Homicide Investigators Association, Chicago, Illinois	October 2017
Increasing Preparedness of First Response Agencies—Keynote Speaker American Red Cross Bio Preparedness Conference, Chicago, Illinois	September 2017
Public-Private Domestic Terrorism Partnerships—Keynote Speaker Anti-Defamation League Midwest, Chicago, Illinois	July 2017
Counterterrorism Conference—Keynote Speaker Argonne National Laboratory, Office of Counterintelligence, Lemont, Illinois	August 2016
Joint Counterterrorism Operations/Military Assistance Course Lead Faculty/Keynote Speaker—International Special Training Center, NATO--Pfullendorf, Germany	May 2016
Joint Task Force Counterterrorism Operations—Keynote Speaker	August 2015

Cook County Regional Organized Crimes Annual Summit, Chicago, Illinois

International Counterterrorism Investigations—Keynote Speaker September 2015
Tri-State InfraGard Quarterly Training Workshop (MN, ND, SD), Minneapolis, Minnesota

Jihad Ideology—Keynote Speaker May 2015
Military Assistance Course—International Special Training Center
NATO--Pfullendorf, Germany

Operation Black Medallion: Counterterrorism Conference—Keynote Speaker November 2013
Argonne National Laboratory, Office of Counterintelligence, Lemont, Illinois

Counterterrorism for Law Enforcement Leaders—Keynote Speaker June 2013
Western Pennsylvania National Academy Associates, Nemacolin, PA

Counterterrorism Case Study, Investigative Operations Course May 2012
FBI Counterterrorism Division, Washington, D.C.

Multi-National Counter-Terrorism Investigations Case Study June 2011
U.S. Attorney, Chicago, IL

Crisis Negotiations Certification for State and Local Law Enforcement March 2008
Federal Bureau of Investigation, Las Cruces, New Mexico

Military Gang Awareness for Command Staff, Federal Bureau of July 2007
Investigation, U.S. Army at Fort Bliss, Texas

Gang Awareness Training, Air Force Office of Special Investigations August 2006
Holloman Air Force Base, New Mexico

PROFESSIONAL CAREER HISTORY

Naval Information Force Reserve, Detachment Great Lakes 2026 to Present
Assistant Deputy Chief of Staff for Training (Active-Duty Orders)
Director—Information Warfare Professional Development Center

- Lead, guide, and direct all functions of the Naval Reserve Information Warfare Professional Development Center while supporting training policy, personnel readiness, and organizational performance at Naval Station Great Lakes.
- Advise senior command leadership and coordinate military and civilian stakeholders on training requirements, curriculum delivery, professional development, program implementation, assessment, and alignment with operational mission needs.
- Teach and instruct Information Warfare personnel, conduct warfare qualification boards, evaluate training effectiveness, and prepare executive briefings, plans, policy guidance, and recommendations to strengthen readiness and professional competency.

U.S. Nuclear Regulatory Commission, Office of Investigations, Lisle, Illinois 2019 to 2026
Special Agent in Charge (GG-15 | SES-Eligible) —Region III

- Lead, guide and direct investigations of federal criminal law and nuclear regulatory compliance
- Conduct investigative interviews to provide clear and detailed Report of Investigation of allegations or violations of the Atomic Energy Act, the Energy Reorganization Act, and rules, orders, and license conditions
- Complete investigative process of violations through civil and criminal enforcement

Federal Bureau of Investigation, Washington, DC 2005 to 2019
Supervisory Special Agent—El Paso Field Office, Chicago Field Office, FBI Headquarters

- Led teams of Special Agents, Intelligence Analysts, and Staff Operations Specialists
- Managed, led and directed criminal investigations, counterterrorism, intelligence programs
- Participated actively in the Intelligence Cycle of the United States Intelligence Community (USIC) in the collection, analysis and dissemination of intelligence
- Recruited, established and maintained contact with human intelligence sources (HUMINT) to collect, analyze, and disseminate intelligence
- Investigated violations of Federal law and testified in U.S. Federal court to execute Federal search warrants, arrest warrants, and collected/analyzed evidence for trial

Creve Coeur Police Department, Creve Coeur, Missouri 2003-2005
Police Officer/Patrol Division

Elizabethtown Police Department, Elizabethtown, Kentucky 2000-2003
Police Officer/Patrol Division

MILITARY CAREER HISTORY

United States Navy Reserve, Naval Information Force Reserve 2010-Present
Intelligence Officer

- Deployed to the Middle East from 2021 to 2022 supporting Operations Allies Refuge, Spartan Shield, Inherent Resolve, and Freedom's Sentinel
- Participate in the collection, analysis, and dissemination of information that directly supports the intelligence requirements and needs of operational warfare commanders and the National Command Authority
- Utilize advanced systems and analysis techniques that locate, identify, analyze, and disseminate real-time intelligence information
- Employ tactical and space-based imagery, computers, radar, acoustic sensors, and electronic signals surveillance to analyze intelligence data

Kentucky Air National Guard, Security Forces Team Leader 2001-2004

- Mobilized to Operation Enduring Freedom and Operation Noble Eagle from 09/2001-12/2002
- Forward deployed to/from Scott Air Force Base, Illinois for Homeland Security measures following 09/11/2001
- Managed teams that performed physical security for national security resources, developed, implemented training program for unit and served as law enforcement team leader

United States Air Force, Security Forces Team Leader	1995-2000
- Managed teams that performed force protection and physical security - Planned, budgeted, and supervised measures of counter-terrorism - Developed and implemented training program for unit, served as law enforcement team leader, and deployed to Operation Southern Watch, Prince Sultan Air Base, Riyadh, Saudi Arabia	

FACULTY PROFESSIONAL DEVELOPMENT

Faculty Annual In-service Training, US Naval War College	Since 2020
Annual Virtual Campus Faculty Training, Bethel University	Since 2013
Innovation in Pedagogy Faculty Summit, University of Virginia	May 2013
Blackboard Learning Management System, University of Virginia	October 2012
Collaboration of Scholars Inquiry, American Public University System	November 2012
Instructor Training for the Adult Learner, Bethel University	September 2011
Sakai Online Learning Management Faculty Training, APUS Center for Teaching and Learning	March 2011
Profile of the Online Learner, Wiley Faculty Network	December 2010
Plagiarism, Wiley Faculty Network, Wiley Business Solutions	July 2009

HONORS AND AWARDS

Meritorious Service Medal	2022
Twenty Year Government Service Award	2019
FBI Director's Certificate of Appreciation	2016
National Intelligence Exceptional Achievement Medal	2014
By Director of National Intelligence	
Director's Award, Executive Office of United States Attorneys	2014
Attorney General's Award for Distinguished Service (<i>nominee</i>)	2013
U.S. Department of Justice, FBI Quality Step Increase Award	2012
Attorney General's Award for National Security Investigation (<i>nominee</i>)	2011
FBI Director's Award for Outstanding Counterterrorism Investigation	2011
Attorney General's Award for National Security Investigation (<i>nominee</i>)	2010
FBI Director's Award for Counterterrorism Investigation (<i>nominee</i>)	2010
FBI Director's Certificate of Achievement	2010
International Association Chiefs of Police Prevention of Terrorism Award	2010
Federal Executive Board Law Enforcement Task Force of the Year	2010
Pi Alpha Alpha	2009
Ten Year Government Service Award	2009
Principal Relief Supervisor Award	2008
Investigative Time-Off Award	2008
Police Officer of the Year	2004
Police Commendation Decoration	2003
Airman of the Quarter (Unit, Group, Base)	2002
Officer of the Quarter	2001
Air Force Commendation Medal	1999

20TH Air Force Security Forces Member of the Year
Airman of the Quarter, U.S. Space Command

1999
1998

PROFESSIONAL CONTINUING EDUCATION

June 2000	Law Enforcement Basic Training	720 hours
	Kentucky Department of Criminal Justice Training	
February 2001	Interviews and Interrogations	32 hours
	Kentucky Justice Cabinet	
June 2002	DWI Detection and Enforcement	24 hours
	National Highway Traffic and Safety Administration	
December 2002	Law Review for Illinois Peace Officers	40 hours
	Illinois Law Enforcement Training and Standards Board	
May 2004	Crime Scene Investigation	24 hours
	St Louis County and Municipal Police Academy	
January 2005	New Agent Training	720 hours
	FBI Academy	
September 2005	Financial Investigations Colloquium	30 hours
	Asset Forfeiture and Money Laundering—U.S. Dept. of Justice	
October 2005	Law Enforcement Training for Safety and Survival	36 hours
	FBI Academy	
December 2005	Street Crimes Investigations	24 hours
	John E. Reid and Associates	
June 2006	Texas Gang Investigators Summit	30 hours
	Intelligence and Investigation	
October 2006	Basic Crisis Negotiations Course	40 hours
	FBI El Paso	
November 2006	Domestic Drug Interdiction	24 hours
	Multijurisdictional Counterdrug Task Force	
January 2007	Narcotics and Gang Investigators Summit	32 hours
	Law Enforcement Training Associates	
March 2007	Basic Telephone Exploitation Program	24 hours
	Drug Enforcement Administration—Special Operations Division	
April 2007	National Crisis Negotiation Training	80 hours
	Critical Incident Response Group—FBI Academy	
April 2008	Investigative Interviewing Instructor Course	24 hours
	Advanced Interviews and Interrogations—FBI Academy	
March 2009	Internet Telecommunications Exploitation	24 hours
	Drug Enforcement Administration—Special Operations Division	
July 2010	Instructor Development Course	40 hours
	FBI Academy	
August 2011	Direct Commission Officer Indoctrination Course	80 hours
	United States Navy	
June 2012	Navy Intelligence Officer Basic Course	800 hours
	United States Navy	
July 2012	Education Services Officer Course	40 hours

November 2012	United States Navy Train-the-Trainer Certification Course The Bob Pike Group	16 hours
January 2013	Teaching the Adult Learner United States Navy	40 hours
March 2013	Regional Joint Intelligence Training Facility Advanced Counterterrorism Research and Methodologies	32 hours
August 2014	Information Dominance Warfare Qualification United States Navy	
August 2015	Domestic Terrorism Leadership Conference FBI Domestic Terrorism Operations	40 hours
April 2016	Managing Intelligence Integration for Managers FBI Directorate of Intelligence	16 hours
October 2019	Bullet Proof Mind Inservice Training Lt Col (Ret) David Grossman	8 hours
April 2021	Illinois Training and Standards Board Amphibious Warfare Indoctrination Course	40 hours
October 2021	Expeditionary Warfare Training Center Joint Humanitarian Operations Course	24 hours
April 2022	U S Agency for International Development Illinois Association of Chiefs of Police Annual Conference	16 hours
October 2022	International Association of Chiefs of Police Annual Conference	32 hours
February 2023	Navy Reserve Officer Intermediate Leadership Course	16 hours
April 2023	Illinois Association of Chiefs of Police Annual Conference	16 hours

PROFESSIONAL MEMBERSHIPS

- Illinois Association of Chiefs of Police
- International Association of Chiefs of Police
- Chairperson, Law Enforcement Advisory Committee, Midwest Region
- Naval Intelligence Professionals
- Military Officers' Association of America
- American Society for Public Administration
- Pritzker Military Museum and Library
- National Association of Public Affairs and Administration
- FBI Special Agents Association
- Federal Law Enforcement Officers Association
- U.S. Naval Institute
- The American Legion