

Thomas Nolan  
771 Harrison Ave. #308  
Boston, MA 02118  
617-470-9755  
[www.thomasnolan.org](http://www.thomasnolan.org)  
[thomasnolan2@gmail.com](mailto:thomasnolan2@gmail.com)

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## **PROFESSIONAL EXPERIENCE**

Emmanuel College, Boston, Massachusetts, 2019-2022: Visiting Associate Professor of Sociology. Courses taught include Drugs & Society; Race, Ethnicity, and Group Relations; Society and the Law; Deviant Behavior and Control, Professional Ethics in Criminology and Criminal Justice, and Juvenile Justice. Founding chapter advisor, Pi Epsilon Zeta Chapter of Alpha Phi Sigma, the National Criminal Justice Honor Society.

Merrimack College, North Andover, Massachusetts  
2014-2018: Associate Professor in Criminology, Founding Director of Graduate Programs in Criminology. Courses taught include: Police, Courts, and Corrections; Race, Ethnicity, and Social Control; Juvenile Justice and the Legal Rights of Children, Civil Rights and Civil Liberties in the Era of Homeland Security; Public Policy, Crime, and Criminal Justice; and Capstone Seminar: Theoretical Applications and the Professional Practice.

State University of New York at Plattsburgh  
2013-2014: Associate Professor and Chair, Department of Criminal Justice, College of Arts and Science. Courses taught include Policing and Society and Punishment and Society in an undergraduate program with approximately 450 majors and ten faculty at the main campus in Plattsburgh, NY as well as branch campus locations in Queensbury and Hudson Valley, NY.

Tufts University, Medford Massachusetts  
2012: Lecturer, College of Arts, Sciences, and Engineering. Taught undergraduate criminal justice course "Forensic Behavioral Analysis" at Tufts University's Experimental College.

U.S. Department of Homeland Security, Office of Civil Rights and Civil Liberties, Washington, D.C.  
2011-2012. Senior Policy Advisor. GS-15, Security Clearance: SECRET. Travel throughout the United States designing and providing training and consulting on civil rights and civil liberties issues for state and major urban area fusion centers. Policy analysis (partial list) in the areas of federal law enforcement use of force policies, First Amendment issues for state and local law enforcement and fusion centers, sexual assault reporting procedures in Immigration and Customs Enforcement (ICE) detention facilities, response to domestic extremist groups, as well as compliance with provisions of the Constitution pertaining to civil rights and civil liberties issues in the intelligence-driven collection and retention of information on individuals and groups.

Boston University, Boston, Massachusetts

2004-2011: Associate Professor in Criminal Justice. Faculty Director of the on-line Master of Criminal Justice degree program (2004-2007). Member of the Academic Policy Committee and Faculty Chair of the on-line Master of Criminal Justice degree program. Admissions Committee (2004-2007), Merit Review Committee, Academic Conduct Committee. Courses taught (both online and on-ground) include: Forensic Behavioral Analysis, History of Criminal Justice, Forensic Criminal Investigation, Law and Justice in the City, Crime and Punishment: A Conceptual and Ethical Enquiry, Policing the Urban Milieu, Community Policing, Police in the Multicultural Society (civil rights and civil liberties in multicultural contexts), Gender and Justice, and Seminar in the Law and Criminal Procedure. Internationally and nationally recognized expert and media consultant in police and law enforcement policies, training, and procedures, particularly as these relate to issues of racial and ethnic origin group discrimination and oppression, and civil rights and civil liberties issues in the criminal justice system.

City of Boston Police Department

1995-2004: Lieutenant, Shift Commander in the Back Bay, Lower Roxbury and South End areas of Boston, (Area D4). Responsibility for overall delivery of police services and management of approximately 60 subordinate police officers, supervisors, and civilian employees. Additional duties include implementation of Community Policing, coordination of collection and dissemination of criminal intelligence among detectives, uniformed officers, specialized unit members, and outside (state and federal) agencies, daily deployment of personnel and oversight of area prisoner detention facilities. Also conducted ongoing law enforcement training in police policies and procedures and civil rights and civil liberties. Also conducted ongoing law enforcement training seminars for recruit police officers and newly promoted supervisors on civil rights and civil liberties issues relating to law enforcement practitioners.

1990-1995: Sergeant of Detectives. Anti-Corruption Unit, Bureau of Internal Investigations. Responsibilities included developing policy recommendations on emerging areas of potential officer-involved corruption, intelligence gathering, interpretation, and dissemination, initiating investigations into allegations of officer-involved corruption or acts of criminality and compliance with mandates implicated in adherence to civil rights and civil liberties. Developed investigative plans, prioritized investigations, conducted covert surveillance and undercover operations. Authored Public Integrity Policy implemented as Rule 113 of the Rules and Procedures of the Boston Police Department.

1990: Sergeant. Supervisor, Anti-Gang Violence Unit (now Youth Violence Strike Force). Directed intelligence gathering, training, and gang suppression activities in the Roxbury, Dorchester, and Mattapan areas of Boston. Ensured law enforcement officer adherence to and compliance with civil rights and civil liberties, particularly as these issues relate to inner city youth.

1988-1990: Sergeant. Patrol Supervisor in the Mattapan and Roxbury areas of Boston. Managed night patrol operations of approximately 20-25 personnel.

1978-1988: Police Officer. Duties included response to 911 emergency calls, foot patrol, motorcycle patrol, anti-crime operations, special weapons and tactics (SWAT).

Boston Police Superior Officers' Federation

1999-2003: Vice-President. Elected position, representing the 290 Sergeants, Lieutenants, and Captains in the City of Boston Police Department. Chairman of the Grievance Committee, the Labor Management Committee, and the Collective Bargaining Committee. Creator and webmaster of the Federation's website.

Springfield College, School of Human Services (Campuses in Manchester, New Hampshire and St. Johnsbury, Vermont)

1994-2004: Adjunct Professor, promoted to Lecturer in September 2002. Creator and coordinator of graduate program in Social and Criminal Justice. Courses taught include: Correctional Administration: Policy and Planning; Complexities of Ethical Actions; Perspectives On Inquiry (Research Methods); Critical Thinking Through Literature; Ethics and the Law; Moral Complexities in the Workplace; Lies, Secrets and Conspiracies of Silence; Clinical Issues in Social and Criminal Justice; Administration of Criminal Justice; The Police in a Multicultural Society; and Community Policing.

## **EDUCATION**

1991-2000: Boston University, Graduate School of Education. Doctor of Education (EdD), May 2000. Developmental Studies and Counseling. Dissertation entitled "Toward Probity: The Moral Milieu of the Police Station House."

1988-1991: Boston University, Graduate School of Education. Master of Education (EdM), June 1991. Human Development in Education.

1973-1977: University of Massachusetts at Boston. Bachelor of Arts (B.A.), June 1977. Cum Laude. Psychology major with minor in Law & Justice.

## **PUBLICATIONS**

*Perilous Policing: Criminal Justice in Marginalized Communities* (2019). London, UK: Routledge.

360info.org (Australia and South Pacific), October 3, 2022. [Cloak-and-dagger policing](#)

Commonwealth Magazine, February 17, 2022. [Compassionate response to 911 calls with social workers makes sense](#)

The Conversation, February 10, 2022. [No-knock warrants, a relic of the 'war on drugs,' face renewed criticism after Minneapolis death](#)

Independent UK, April 21, 2021. [I was a Boston police officer for 27 years. I know how Derek Chauvin became a murderer](#)

The Conversation, January 8, 2021. ["The uncomfortable questions facing Capitol Police over the security breach by MAGA mob"](#)

The Conversation, June 2, 2020. [Militaryization has fostered a policing culture that sets up protesters as 'the enemy'](#)

The Conversation, April 15, 2020. [What policing during the pandemic can tell us about crime rates and arrests](#)

American Constitution Society, June 27, 2018. The Trouble with So-Called Gang Databases: No Refuge in the "Sanctuary."

*Boston Herald*, March 26, 2018. Guest Column: [Nolan: "Profiting from tragedy an immoral endeavor"](#)

American Constitution Society, February 26, 2018. "The Teacher and Her Gun: Shots Fired in the Sanctuary."

"[Fusion Centers](#)" in *The Cambridge Handbook of Surveillance Law* (2017). Henderson, S. & Gray, D. (Eds.). Cambridge: Cambridge University Press.

*Civil Rights and Inequalities, Occasional Publication #6*, CAPA, The Global Education Network, April 2017. "[Civil Rights and Civil Liberties in the Era of Police Militarization.](#)"

American Constitution Society, August 30, 2017: "The Warrior Cop Redux."

American Constitution Society, March 15, 2017. Is It Time to Abolish the Police?

American Constitution Society, March 6, 2017. The Police and Immigration: *Carpe Opportunitatem*

American Constitution Society, January 23, 2017. Policing in the Era of Trump—Day 1

American Constitution Society, January 17, 2017. Police Reform: In Pursuit of "Moral Order"

American Constitution Society, November 28, 2016. Law Enforcement's Nascent Epoch: Maleficent Policing.

American Constitution Society, October 19, 2016. Guest opinion essay: "Racist Policing Is Over—So Sayeth the Chief."

American Constitution Society, August 12, 2016. Guest opinion essay: "Baltimore and the Taming of the Beast."

American Constitution Society, July 28, 2016. Guest opinion essay: "Did Baltimore and Freddie Gray See Justice?"

American Constitution Society, July 8, 2016. Guest opinion essay: "Baton Rouge, Falcon Heights, and Dallas: To Where from Here?"

"The Daily Beast," May 23, 2016. Column: "Why all of the Freddie Gray Cops May Walk."

American Constitution Society, May 2, 2016. Guest opinion essay: "The Perils of Policing: Navigating the 'Dangerous Straits'."

"Sex Offenders and Their Treatment" (with Mary Maguire) in *Sex, Sexuality, Law, and (In)Justice* (2016). Fradella, H. & Sumner, J. (Eds.). New York: Routledge.

American Constitution Society, February 11, 2016, ACS Symposium Recognizing Black History Month.

American Constitution Society, December 3, 2015. Guest opinion essay: "Chicago's Bad New Days ('Same as the Bad Old Days')."

American Constitution Society, October 5, 2015. Guest opinion essay: "Broken Kneecaps Policing: Redux."

American Constitution Society, August 12, 2015. Guest opinion essay: "The Police and the Truth: A 'State of Emergency.'"

American Constitution Society, May 28, 2015. Guest opinion essay: "Baltimore Police Throw Down Threats."

American Constitution Society, May 4, 2015. Guest opinion essay: "Will Baltimore and Freddie Gray See Justice? I'm Not So Sure..."

"The Daily Beast," May 4, 2015. Opinion analysis of the Baltimore County prosecutor's decision to criminally charge police officers in the death of Freddie Gray.

American Constitution Society, April 29, 2015. Guest opinion essay: "Haywire Baltimore."

"The Daily Beast," April 10, 2015. Opinion analysis on the North Charleston, South Carolina police officer's arrest in the shooting death of an unarmed black man.

"The Daily Beast," March 11, 2015. Opinion analysis of the resignation of the Ferguson, MO police chief.

American Constitution Society, March 9, 2015. Guest opinion essay: "Ferguson: The Prequel."

"Police Administration and Organization" in *Critical Issues of Crime and Justice: Thought, Policy and Practice*, 2<sup>nd</sup> ed (2015). Maguire, M. & Okada, D. (Eds). Thousand Oaks, CA: Sage Publications.

"The Daily Beast," November 28, 2014. Opinion piece on the St. Louis County grand jury's decision not to indict Darren Wilson in the shooting death of Michael Brown.

The Des Moines Register. July 5, 2014. "Stop Arming the Police Like Military."

Defense One. June 24, 2014. "Stop Arming the Police Like Military."

*Police Practice and Research: An International Journal*, Volume 12, Number 3, (June 2011). "Faux 'Hos': Women Police Attitudes About Decoy Sex Work." (With Mary Maguire).

"Police Administration and Organization" in *Critical Issues of Crime and Justice: Thought, Policy and Practice* (2011). Maguire, M. & Okada, D. (Eds). Thousand Oaks, CA: Sage Publications.

*Men and Masculinities*, Volume 12, Number 2, (December 2009). "Behind the Blue Wall of Silence."

*New England Law Review*, Volume 41, Number 3, (2007). "Depiction of the CSI in the Popular Culture: Portrait in Domination and Effective Affectation."

*Journal of Criminal Justice Ethics*, Volume 20, Number 2 (2001). "Galateas In Blue: Women Police as Decoy Sex Workers."

*Criminal Justice Review*, Volume 33, Number 1 (2008). Book review: *Police Innovation: Contrasting Perspectives*, Weisburd, D. & Braga, A. Cambridge: Cambridge University Press.

#### **MANUSCRIPT REVIEWER:**

1. *International Criminal Justice Review*.
2. *Crime and Delinquency*.
3. *Ethical dilemmas and decisions in criminal justice* 5<sup>th</sup> ed., Pollock, J. (2007), Belmont, CA: Thomson Wadsworth Publishers.

#### **CONFERENCE PRESENTATIONS, SPEAKING ENGAGEMENTS, HEARINGS**

Academy of Criminal Justice Sciences Annual Conference, March 16, 2022, Las Vegas, Nevada. Chair student panel entitled "Criminal Justice Reform."

[The New Law and Order: Working Toward Equitable and Community-Centered Policing in North Carolina](#), Wake Forest School of Law, November 3, 2017. "Policing: A Historical Context."

New America/American Constitution Society Symposium, Washington, DC March 9, 2017: "[Policing in a New Political Era](#)"

University of Pennsylvania Law School (Penn Law), American Constitution Society Convening, October 15, 2016. Invited guest speaker: "Police Reform."

Academy of Criminal Justice Sciences Annual Conference, April 1, 2016, Denver, Colorado. "Fusion Centers: The Constitution, Civil Rights, and Civil Liberties and the Intelligence Juggernaut." (With Renee Paquier).

George Mason University, March 3, 2016, Fairfax, Virginia. Invited guest speaker. "Fusion Centers and Implications for Privacy, Civil Rights and Civil Liberties."

Association for Interdisciplinary Studies Annual Conference, October 22, 2015, Boston, Massachusetts. "Public Criminology and the Popular Media."

Hearing Before Joint Committee on the Judiciary in Support of Bill H-1531, An Act to Support Electronic Privacy, October 6, 2015, Gardner Auditorium, Massachusetts State House. Provided testimony at request of American Civil Liberties Union of Massachusetts.

Boston Bar Association Chapter of the American Constitution Society, March 25, 2015. Invited panelist: "Police Body Cameras and Privacy Concerns"—  
<http://www.acslaw.org/BostonPoliceCamsAndPrivacy>

Academy of Criminal Justice Sciences Annual Conference, March 5, 2015, Orlando, Florida. "Soldiering Up': Police Militarization and Communities in Peril."

Alameda County Police Chiefs' and Sheriff's Association Annual Conference, January 22, 2015. Invited speaker: "Officer-involved shootings and their investigation," Bodega Bay, California.

Hearing Before the Senate Judiciary Subcommittee on the Constitution, Civil Rights, and Human Rights—"The State of Civil and Human Rights in the United States"—December 9, 2014:  
[http://www.slideshare.net/slideshow/embed\\_code/42565279](http://www.slideshare.net/slideshow/embed_code/42565279)

American Constitution Society, Washington, DC, invited panelist: "Militarization and the Changing Culture of Police in America," November 12, 2014.

Massachusetts Department of Corrections, Education Division Day, invited speaker. Conducted workshops on pathways theory for criminogenic involvement and risk factors for criminal offending, October 22, 2010.

Panel chair: "Precursors to Arrest and Obstacles After Conviction." Annual Conference, American Society of Criminology, Philadelphia, Pennsylvania, November 6, 2009.

Paper title: "Male College Athletes and Sex "In Play": Attitudinal and Behavioral Assessment of Social Interactions with Women." Annual Conference, American Society of Criminology, Philadelphia, Pennsylvania, November 5, 2009.

Paper title: "Sexual Assault Victims and Marginalization: Reclaiming the Lost Franchise." With Alexa Sardina, the It Happened to Alexa Foundation (IHTA), Annual Conference, Academy of Criminal Justice Sciences, Boston, Massachusetts, Thursday, March 12, 2009.

Panel Moderator: "Should Sheriffs be Considered Separately from Police for Research Purposes?" Annual Conference, Academy of Criminal Justice Sciences, Boston, Massachusetts, Wednesday, March 11, 2009.

Invited speaker: Boston University student chapter of the National Organization for the Reform of Marijuana Laws (NORML) and the Boston University student chapter of the American Civil Liberties Union (ACLU), February 24, 2009. Student responses and reactions upon being stopped by police: how to assert your Constitutional rights and civil liberties.

Invited Speaker: Boston University student chapter of the National Organization for the Reform of Marijuana Laws (NORML), October 30, 2008. Implications for students in the passage of ballot initiative referendum Question 2.

Symposium Speaker: "Cultural Diversity Workshop for Police Officers: Respect for Civil Rights and Civil Liberties." Boston Police Academy, September 22, 2008.

Panel discussant: "Police Knowledges: Policing and Law Enforcement/Police Culture." Annual Conference, American Society of Criminology, Atlanta, Georgia, November 16, 2007.

Panel discussant: "Police Violence and its Control: International Perspectives." Annual Conference, American Society of Criminology, Atlanta, Georgia, November 15, 2007.

Paper title: "Police Experiences in Race and Gender: How Far Have We Come?" Annual Conference, American Society of Criminology, Atlanta, Georgia, November 16, 2007.

Panel chair: "Who's Telling the Truth? Police Officers' Perceptions of Lying and Truth-telling." Annual Conference, American Society of Criminology, Los Angeles, November 4, 2006.

Panel chair: "Organizational Factors in Integrity, Deployment, Innovation and Violence Against the Police." Annual Conference, American Society of Criminology, Los Angeles, November 3, 2006.

Paper title: "Still Squeezing Galatea: Women Police in Decoy Sex-work." Annual Conference,



American Society of Criminology, Los Angeles, November 1, 2006.

Panel chair: "Women Working in Policing: Still Fighting Sexism on the Job." Annual Conference, American Society of Criminology, Los Angeles, California, November 1, 2006.

Symposium Speaker: "Depictions of the Roles of the CSI Technician Portrayed in Popular Culture and their Effect on the Public's Understanding of the Role." Annual Symposium, New England School of Law, Boston, Massachusetts, October 13, 2006, The "CSI Effect": The True Effect of Crime Scene Television on the Justice System.

Paper title: "Pedagogy at a Distance: Tales from the Virtual Frontier." Annual Conference, Academy of Criminal Justice Sciences, Baltimore, Maryland, March 3, 2006.

Paper title: "Andragogy and Distance: "On-line" and "On-ground" Strategies in Criminal Justice Education." Annual Conference, American Society of Criminology, Toronto, November 18, 2005.

Panel chair: "Technology and Teaching in Criminal Justice." Annual Conference, American Society of Criminology, Toronto, November 18, 2005.

Paper title: "Management, Coordination, and Administration of an On-line Graduate Program in Criminal Justice: Challenges, Pedagogy, and Future Directions." Annual Conference, American Society of Criminology, Toronto, November 16, 2005.

Panel author: "Distance Learning and Graduate Degree Programs in Criminal Justice: The Boston University Experience." Annual Conference, American Society of Criminology, Toronto, Ontario, Canada, November 16, 2005.

Paper title: "Praxis of Deception: The Police Cult of Masculinity and the Blue Wall of Silence." Annual Conference of the Popular Culture Association/American Culture Association, San Antonio, Texas, April 10, 2004.

### **PROFESSIONAL MEMBERSHIPS**

Academy of Criminal Justice Sciences, American Society of Criminology, American Psychological Association, Boston Police Patrolmen's Association, Boston Police Superior Officers' Federation, Pi Lambda Theta (National Honor and Professional Society in Education).

### **COMMUNITY SERVICE—CONSULTING—*Pro Bono***

2016-2020: "The Base," Boston, Massachusetts (<http://www.thebase.org>). Taught college courses in criminal justice for "Freshman Year" program to youth seeking career paths, mentoring, and support.

2016: Action for Boston Community Development (ABCD), Boston, Massachusetts. "Career Explorations Program": Taught college courses in criminal justice to youth seeking career paths, mentoring, and support.

2013-2015: American Civil Liberties Union, Washington, DC. Militarization of Police Project.

2013-present: Urban College of Boston, Action for Boston Community Development. Teaching and consulting duties in the area of child welfare and family law, criminal justice, and the "Career Explorations Program."

2007-2011: Bay Area News Group/The Chauncey Bailey Project. Analysis of police investigative procedures undertaken in the murder investigation of Oakland investigative reporter Chauncey Bailey.

2008-2013: Massachusetts Association of Minority Law Enforcement Officers. Taught 22-week, 66-hour course to 80 Massachusetts minority police officers seeking civil service promotion to police sergeant and lieutenant. Continued advising and consulting on promotion and advancement related issues.

2008-present: Marijuana Policy Project (MPP)/Committee for Sensible Marijuana Policy. Advising, public service spokesman, and consulting with proponents of ballot referendum question seeking to decriminalize possession of small amounts of marijuana.

2009-2011: ¿Oiste? The Massachusetts Latino Political Organization. Advising and consulting with ¿Oiste? and Hispanic police officers regarding promotional opportunities within the Boston police department and accompanying litigation pertaining to discrimination in employment issues.