# James S. Norcross

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**(682) 365-4248**

## EDUCATION

**\*2025**      **Ph.D.,** Public Affairs
Research: Cybersecurity and Information Systems
University of Texas at Dallas, School of Economic, Political and Policy Sciences
Academic Advisor:  Eugenia Gorina
PhD Program Director:  James Harrington

**2021**      **M.S.,** Information Systems
Research: Cybersecurity and Information Systems Curriculum Development
Tarleton State University, College of Business
Committee:  Joseph H. Schuessler (Advisor/Chair), Dennis Jones, Del Nagy

**2015**      **M.P.A.**
Concentration: Human Resources
American Public University System, School of Security and Global Studies
Thesis Advisor: Daneene Barton

**2012**      **B.A.,** Criminal Justice
Concentration: Organizational Law Enforcement Leadership
American Public University System, School of Security and Global Studies
Thesis Advisor: Mark Bond

**\*** *(Anticipated Graduation)*

## RESEARCH

### Publications:

1. Norcross, J. (2022). Review of the book *Human Resources Information Systems: A Guide for Public Administrators*, N. Valcik, M. Sabharwal, & T. Benavides. *Public Integrity.* https://doi.org/10.1007/978-3-030-75111-1

2. Norcross, J. (2021, December). Case Study: Implementing a Human Resources Information System (HRIS). The Water Cooler: A Companion to Public Personnel Management, 2021(3), 6-8.

3. Norcross, J., Nagy, D., Jones, D., & Schuessler, J. (2021). Using Integrative Research Review to Develop a Stage Model for Information Systems Security in Organizations. (Publication No. 28546220) [Master Thesis, Tarleton State University]. ProQuest Dissertations & Theses Global.

4. Norcross, J., Schuessler, J., & Jones, D. (2020). Web Scraping to Inform Curriculum Decisions. *Journal of Higher Education Theory and Practice, 20*(10), pp. 100-112.

5. Norcross, J. (2019). Feature Article: Improving Security for SCADA and Administrative Networks with Limited Financial Resources. *Journal of American Water Works Association, 111*(6), pp. 36-40.

6. Norcross, J. (2012). The Ethical Considerations of Police Gratuities. *Texas Police Journal, 60*,(4), 11-13.

7. Norcross, J. (2012). Intelligence-led Policing: Using Community Policing to Fight Terrorism. *Texas Police Journal, 60*(6), 9-13.

**Under Review:**

None

**Work in Progress:**

1. "Evaluating Budget Response to Cyber-attack Breaches in Local Governments"

2. "Developing a Cybersecurity Lifecycle Hypothesis for Local Government"

3. "Case Study:  Bot Attack Against a Small North Texas Local Government"

4. "A New Cybersecurity Leadership Framework"

**Presentations:**

1. *Local Government Human Resources Information Systems Cybersecurity Considerations* PA6345, Human Resource Management – University of Texas at Dallas.

2. *Evaluating Budget Response to Cyber-attack Breaches in Local Governments* American Society of Public Administration Annual Conference 2023

**TEACHING EXPERIENCE**

| 2022 – Present | **Faculty of Cybersecurity** |
|---|---|
| | School of Engineering, Technology, Mathematics and Sciences |
| | Dallas College |
| **2019 – Present** | **Intern Preceptor of Network Administration and Cybersecurity** |
| | City of Corinth, Technology Services |
| | *In cooperation with North Central Texas College* |

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|---|---|
| **2015 - 2016** | **Adjunct Faculty of Government**<br>School of Law and Public Service<br>Dallas College |

**2008 – 2015**   **Instructor, Police Training Officer, and Training Administrator**
Trophy Club Police Department
Trophy Club, Texas

**1998 – 2004**   **Training Instructor**
Texas Army National Guard
Wylie, Texas

**1993 – 1997**   **Training and Education Chief**
U.S. Marine Corps
Camp Pendleton, California

## ACADEMIC & PROFESSIONAL COURSES TAUGHT

*Public Administration/Political Science:*
U.S. Federal Government
Texas Government

*Information Systems*
Fundamentals of Information Security [Dallas College, ITSY1300/1400]
Information Technology Security [Dallas College, ITSY1342/1442]
Special Topics in Information Technology/Security [Dallas College, ITSY1491/1091]
Cloud Security Concepts [Dallas College, ITNW1373]
Enterprise Networking, Security, and Automation [ITCC2320]

*Criminal Justice and Policing:*
Criminal Investigations
Crime Scene Investigations
Special Investigations (Sex crimes and Family Violence)
Criminal Profiling
Interview and Interrogation
Accident Investigation
Criminal and Traffic Law Enforcement
Criminal Procedure
Constitutional Law and Courts

## PROFESSIONAL EXPERIENCE

**Network Systems Administrator and Local Agency Security Officer**
City of Corinth, Texas:  September 2017 – Present

**Information Technology Technician**
Upper Trinity Regional Water District:  May 2016 – September 2017

**Police Sergeant**
Town of Trophy Club:  September 2004 – January 2015

## MILITARY EXPERIENCE

**Sergeant (E-5)**                          **Sergeant (E-5)**
Texas Army National Guard                   U.S. Marine Corps
(1998 – 2004)                               (1991-1997)

## PROFESSIONAL AFFILIATIONS

**Organizations:**

American Academy of Project Management (AAPM)
American Society for Public Administration (ASPA)
American Water Works Association (AWWA)
Association for Public Policy Analysis and Management (APPAM)
Identity Management Institute (IMI)
Information Systems Audit and Control Association (ISACA)

**Journal Reviewer:**

Journal of Cybersecurity Education, Research and Practice
Public Integrity
Public Personnel Management
Review of Public Personnel Administration

## PROFESSIONAL LICENSES & CERTIFICATIONS

### Information Systems/Technology:

Certified Information Systems Security Manager (CISSM)
Certified Identity and Access Manager (CIAM)
Certified Identity and Security Technologist (CIST)
Cisco Certified Entry Network Technician (CCENT)
Cisco Certified Network Associate (CCNA) [formerly Routing/Switching & Security]
Certified Meraki Network Operator (CMNO)
Certified White Hat Associate (CWA)
Cylance Security Professional (CSP)
SIP School Certified Associate (SSCA)
TCO Certified VoIP Analyst (CVA)
Master Project Manager (MPM)
Professional Scrum Master II (PSM-II)

### Public Safety:

Master Peace Officer
Basic Instructor
Firearms Instructor
Police Training Officer (PTO)
Special Investigator (Sexual Assault & Family Violence)
Advanced Collision Investigator
TLETS Local Agency Security Officer (LASO)

### Emergency Management

IS-1: Emergency Program Manager, An Orientation to the Position
IS-3: Radiological Emergency Management
IS-5: An Introduction to Hazardous Materials
IS-100: Introduction to Incident Command System
IS-100.LE: Introduction to Incident Command System, for Law Enforcement
IS-200: ICS for Single Resources and Initial Action Incident
IS-240: Leadership and Influence
IS-300: Intermediate ICS for Expanding Incidents
IS-301: Radiological Emergency Response
IS-400: Advanced ICS for Command and General Staff Complex Incidents and MACS
IS-520: Introduction to Continuity of Operations Planning for Pandemic Influenzas
IS-523: Resilient Accord – Exercising Continuity Plans for Cyber Incidents
IS-546: Continuity of Operations (COOP) Awareness
IS-547: Introduction to Continuity of Operations (COOP)
IS-700: An Introduction to the National Incident Management System
IS-702: NIMS Public Information Systems

## Emergency Management (cont.)

IS-703: NIMS Resource Management
IS-775: EOC Management and Operations
IS-800: National Response Framework, An Introduction
IS-1900: National Disaster Medical System (NDMS) Federal Coordinating Center Operations