

## Aaron T. Olson – Curriculum Vitae

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### Education

#### Oregon State University, Corvallis, OR

Master of Education (Emphasis on Adult Education), Jun. 2005

#### Portland State University, Portland, OR

Bachelor of Science – Administration of Justice, Jun. 1984

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### Professional Background

#### A.T. Olson Consulting, L.L.C. Beavercreek, OR

Expert Witness Opinions on Police Practices and Human Resource Practices  
Private Investigator and Customized Training  
Sole Proprietor: Aug. 2003 to Jan. 2019  
Limited Liability Company: Jan. 2019 to present  
Oregon Secretary of State Corporation Division, Registry #151250298  
Oregon Public Defense Commission, Vendor #1833121097-000

- Expert Opinions on Police Procedures, Investigations, Arrests, Pursuits, Use of Force, Officer Involved Shootings and Wrongful Deaths
- Expert Opinions on Human Resources, Bias, Discrimination, Harassment, Retaliation, Negligent Hiring, Negligent Training, Negligent Supervision, Negligent Retention, Employee/Employer Misconduct Investigations and Reports
- Expert Opinions on Employer, Government and Media Investigations
- Meets the criteria of an expert witness as outlined in the Federal Rules of Evidence, Rule 702, and Oregon Revised Statutes, 40.410, Rule 702
- Private Investigator in Oregon, License 113509, Issued June 26, 2023, and current on continuing education
- Government Assessments and Diagnostics
- Communications: Basic, Advanced and Cross Cultural
- Conflict Resolution, Mediation and Problem Solving
- Cultural Diversity Awareness and Competency
- Customized Training and Curriculum Design
- Employee Coaching, Mentoring and Team Building
- Employee Performance, Evaluations and Work Plans
- Report writing

## **Portland Community College, Portland, OR**

Adjunct College Professor

Criminal Justice Department: Jan. 2001 to Present

Paralegal Department: Nov. 2021 to March 2022

Fire Protection Program: Nov. 2009 to Jun. 2012

Currently teach CJA 101, CJA 111, and CJA 211 online. Below are the courses I have taught.

- CJA 100, Professions in Criminal Justice – Distance Ed. Online
- CJA 101, Cultural Diversity in Criminal Justice Professions – Campus and Distance Ed. Online. Designed the first criminal justice cultural diversity course at PCC in 2001
- CJA 111, Introduction to Criminal Justice Systems: Police – Campus and Distance Ed. Online
- CJA 112, Introduction to Criminal Justice Systems: Courts – Campus
- CJA 211, Civil Liability in Criminal Justice – Campus and Distance Ed. Online
- CJA 213, Evidence – Campus
- CJA 214, Criminal Investigation – Campus
- CJA 280A, Cooperative Education: Criminal Justice – Campus
- PL 250, Intercultural Competence in the Legal Field – Remote
- FP 210, Multicultural Strategies for Firefighters – Campus and Distance Ed. Online. Designed this first fire protection cultural diversity course at PCC in 2009.

## **Eastern Oregon University, La Grande, OR**

Adjunct University Professor

Fire Service Administration, College of Business: Jan. 2012 to Present

- Designed the curriculum and instruct FSA 345 - Multiculturalism in Emergency Services. Is a 4-credit hour university distance education online course.
- Course work consists of weekly discussions, weekly tests, and one research paper on a multicultural problem in a selected emergency services profession.
- Designed this first multiculturalism in emergency services college course in the Fire Service Administration, Bachelor of Science Degree Program at EOU in 2011.

## **Local Government Personnel Institute, Salem, OR**

Human Resources Investigator (Left in good standing)

Part-time/On-call: Jun. 2008 to Dec. 2014

- Conducted internal affairs investigations and findings of fact on employees, police chiefs, and elected officials in city and county government.
- Internal affairs investigations included the allegations: sexual harassment, gender bias, retaliation, misconduct, and violations of the city charter.
- Other investigations included background investigations, use of force, executive performance evaluations and organizational assessments.
- Most of the investigations were in Oregon and a few in Washington. One background investigation required out of state travel to California.

## **Department of Public Safety Standards and Training, Salem, OR**

Paid Part-time Trainer: Jul. 2003 to Jul. 2005 (Left in good standing)  
Part-time Trainer - Oregon State Police duty status: Oct. 1984 to Jul. 2003

- 40 Hour Basic Instructor Train-The Trainer Development Course, Statewide
- 40 Hour Motor Vehicle Code Course at Oregon State Police Academy
- Pre-Employment Screening 4 Hour Class, Mid-Management Academy
- Job Task Analysis Committee Member for Oregon Police Officer
- Cultural Diversity 4 Hour Class, Multi-Discipline, Basic Academy
- Basic Background Investigations 8 Hour Class, Statewide
- Co-authored (2) Instructor Development Course Manuals
- Internal Affairs Investigations 8 Hour Class, Statewide
- Basic Leadership 8 Hour Class, Statewide

## **Oregon State Police: 26 Years and Retired**

Patrol Sergeant and Shift Supervisor: Apr. 1995 to Oct. 2004  
Patrol Division, Portland, OR

- Supervised senior troopers, troopers, college interns, and volunteers.
- Directed major crime scenes and fatal traffic crash investigations.
- Reviewed and approved administrative, police, and use of force reports.
- Investigated personnel complaints against senior troopers and troopers and made findings of fact on allegations.
- Managed Grant and Construction Zone Traffic Enforcement Contracts.
- U.S. Secret Service Motorcade Protection Assignments in Portland, OR.
- Established Carus Elementary School Storefront Office program.
- Pioneered "Police and 9-1-1" workshops for Immigrants and Refugees.

Sworn Recruitment Sergeant (Human Resources): Sept. 1991 to Apr. 1995  
General Headquarters, Salem, OR

- Oversaw recruiting and hiring process for cadet and trooper applicants.
- Job Task Analysis Committee Member for Oregon State Police Trooper.
- Updated pre-employment process for cadet and trooper applicants.
- Worked closely with Oregon Attorney General's office on updating pre-employment procedures for cadet and trooper applicants.
- Member of Agency's Policies, Procedures and Regulations Committee.

Communications Sergeant: Feb. 1989 to Sept. 1991  
Regional Dispatch Center, Portland, OR

- Shift supervisor and responsible for seven counties.
- Supervised dispatchers, troopers, and senior troopers.

Patrol Division, Trooper, and Senior Trooper: Oct. 1978 to Feb. 1989  
Beaverton, OR

- Investigated crimes against persons and property.
- Enforced traffic, criminal and fish/wildlife laws.
- Provided community talks and legislative testimony.
- Background Investigator, Recruiter and Trainer.

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## **Military Service**

### **United States Army Reserves (Honorably retired)**

Sgt. First Class, 2nd and 1<sup>st</sup> Lieutenant and Captain: Sept. 1985 to Sept. 1997  
Training Unit, Portland, OR, Corvallis, OR and Vancouver, WA

- Drill Sergeant and later received direct commission to 2<sup>nd</sup> Lieutenant.
- Company and Brigade Staff Training Officer.
- Headquarters Detachment and Company Commander.

### **Oregon Army National Guard**

Specialist, Sgt., Staff Sgt., and Sgt. First Class: Jun. 1976 to Sept. 1985  
Military Police, Tigard, OR

- Held the positions of assistant squad leader, squad leader, platoon sergeant, and detachment first sergeant.
- Patrol services and tactical support on military operations.

### **United States Army – Active Duty (Honorable Discharge)**

Private, Private First Class and Specialist: Jun. 1973 to Jun. 1976  
Military Police, Wurzburg and Augsburg, West Germany

- Physical security at a HAWK missile site.
- Patrol services to military and dependent personnel.

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## **Published Co-Author**

- Olson, Aaron T., and Paige E. Olson. (2024) CARE Approach: Seeking Solutions to Human Problems. Dubuque, IA: Kendall Hunt Publishing Company.
- Shusta, Robert M., Deena R. Levine, and Aaron T. Olson. (2008, 2010, 2015, 2018). Multicultural Law Enforcement: Strategies for Peacekeeping in a Diverse Society, 4th, 5th, 6th, and 7th ed. Upper Saddle River, N.J.: Pearson Prentice Hall.
- Wong, Herbert Z., and Aaron T Olson. (2009). Multicultural and Diversity Strategies for the Fire Service. Upper Saddle River, N.J.: Pearson Prentice Hall.

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## **Active Certifications**

1. U.S. Department of Veterans Affairs Center for Verification and Evaluation (CVE) as a Verified Service-Disabled Veteran Owned Small Business (SDVOSB)
2. Oregon Certification Office for Business Inclusion and Diversity (COBID), Certification #12046, Salem, OR
  - Veteran Business Enterprise (VBE)
  - Emerging Small Business, Tier-2 (ESB)
3. Private Investigator Certificate, Oregon License 113509

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## **References and Training Courses**

- Available on request

May 12, 2025