James S. Norcross

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EDUCATION

*2025   **Ph.D.,** Public Affairs
Research: Local Government Cybersecurity and Information Systems
University of Texas at Dallas, School of Economic, Political and Policy Sciences
Public Affairs Program Head: James Harrington
PhD Academic Advisor: Eugenia Gorina
Dissertation Committee: Abraham Benavides (Chair), John McCaskill,
                                          Elizabeth Searing, Karl Ho

2021   **M.S.,** Information Systems
Research: Information Systems – Cybersecurity, Business Intelligence Systems
Tarleton State University, College of Business
Computer Information Systems Program Director: Robert Pellegrino
Thesis Committee: Joseph H. Schuessler (Chair), Dennis Jones, Del Nagy

2015   **M.P.A.** *(with Honors)*
Concentration: Human Resources
American Public University System, School of Security and Global Studies
Public Administration Program Director: Christi Bartman
Thesis Advisor: Daneene Barton

2012   **B.A.,** Criminal Justice *(Cum Laude)*
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. S. (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. S. (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. S., 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. S., 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. S. (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. S. (2012). The Ethical Considerations of Police Gratuities. *Texas Police Journal, 60*,(4), 11-13.

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

Under Revision

1. Cyber Siege Economics: The Cost of Cyber-attacks Against Local Governments
August 2024

Work in Progress:

1. *The Relationship Between Organizational Culture and Environmental Sustainability at American Universities* – second author with Dragana Djukic-Min (UT-Dallas) (Final revisions for submission)

2. *Digital Shadows: Unraveling Cyber-attacks on Nonprofit Organizations* (Data analysis)

3. *Developing a Cybersecurity Lifecycle Hypothesis for Public Affairs Organizations* – with Joseph Schuessler and Dennis Jones (Tarleton State University)

4. *Small Town Cyber Resilience: A Dual Case Study of Local Government Cyberattacks* - with John McCaskill (UT-Dallas)

5. *Weathering the Storm: Nonprofit Financial Resilience in the Wake of Cyber-attacks* - with Elizabeth Searing (UT-Dallas)

Conference Presentations:

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

2. *Exploring Local Government Budget Response to Cyber-attacks*
   Southeastern Conference for Public Administration Annual Conference 2023
   September 2023

3. *Reviewing Local Government Budget Response to Cyber-attacks*
   Northeastern Conference for Public Administration Annual Conference 2023
   November 2023

4. *Cybersecurity in Local Governments: Challenges and Financial Lessons Learned* [Panelist]
   American Society for Public Administration Annual Conference 2024
   April 2024

5. *Weathering the Storm: Nonprofit Financial Resilience in the Wake of Cyber-attacks*
   Association for Research on Nonprofit Organizations and Voluntary Action Annual
   Conference 2024
   November 2024 (pending)

Guest Lectures and Teaching

1. *Local Government Human Resources Information Systems Cybersecurity Considerations*
   PA 6345, Human Resource Management – University of Texas at Dallas.
   November 2022

2. *To Run a Constitution: The Legitimacy of the Administrative State* [Discussion Facilitator]
   PA 7306, Foundations of Public Affairs (PhD course) – University of Texas at Dallas
   November 2023

3. *eGovernment and Technology: Past, Present, and Future*
   MPA 500, Foundations of Public Administration – Southern Connecticut State University
   November 2023

4. *Local Government Cybersecurity Strategic Management Considerations*
   PA 6311, Public Management – University of Texas at Dallas
   November 2023

TEACHING EXPERIENCE

2022 – Present   **Faculty of Cybersecurity**
School of Engineering, Technology, Mathematics and Sciences
Dallas College

2019 – 2022   **Intern Preceptor of Network Administration and Cybersecurity**
City of Corinth, Technology Services
In cooperation with North Central Texas College

2015 - 2016   **Adjunct Faculty of Government**
School of Law and Public Service
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 (Administrator)**
U.S. Marine Corps
Camp Pendleton, California

ACADEMIC & PROFESSIONAL COURSES TAUGHT

Public Administration/Political Science:
GOVT-2107: Federal and Texas Constitution
GOVT-2305: United States Federal Government
GOVT-2306: Texas: State and Local Governments

Criminal Justice and Policing

Investigations: Criminal, Crime Scene, Special Crimes, Motor Vehicle Crash Reconstruction
Criminal Profiling
Criminal Law & Procedure

__Information Systems, Cybersecurity, Artificial Intelligence__
ITNW-1325: Fundamentals of Networking
ITNW-1373: Cloud Security Concepts
ITNW-2350: Enterprise Network
ITSY-1300: Fundamentals of Information Security
ITSY-1342: Information Technology Security
ITSY-1375: Integrative Cybersecurity Concepts
ITSY-2300: Operating System Security
ITSY-1391: Special Topics: *__Certified Advanced Security Practitioner__*
                              __Artificial Intelligence for Cybersecurity__
                              __Artificial Intelligence Practitioner__
                              __R for Applied Regression in Data Analysis__
                              __Python for Data Analytics__

PROFESSIONAL EXPERIENCE

Cybersecurity and Information Systems Private Consultant
August 2022 - Present

Network Systems Administrator and Local Agency Security Officer
City of Corinth, Texas: September 2017 – July 2022

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

Police Sergeant and Investigator
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 & ACADEMIC RECOGNITION

Academic:

Cedar Valley Peace Officer Academy Valedictorian - 2004
Cisco Networking Skills Achievement Award, North Lake College – 2016
First Place, Computer Science, Texas A&M University Pathways Research Symposium – 2019

Professional:

State of Texas Lifesaving Award – 2013
State of Texas Academic Achievement Award – 2013
State of Texas Master Peace Officer Award - 2013

Military:

Certificate of Commendation, U.S. Marine Corps - 1994
Meritorious Mast, U.S. Marine Corps – 1996
Adjutant General Individual Award, Texas Army National Guard – 2001, 2002
Army Reserve Achievement Medal, U.S. Army – 2004

PROFESSIONAL AFFILIATIONS

Organizations:

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

PROFESSIONAL & INSTITUTIONAL SERVICE

Dallas College Service:

Bachelor of Technology *(AI/ML, Data Science)* Curriculum Design Committee: 2023 - present
Scholarship Committee: 2022 - present
Cybersecurity Curriculum Design Committee: 2022 - present
Cybersecurity Program Learning Outcomes Analyst & Coordinator: 2022 – present
National Science Foundation Advanced Technical Education grant writing team: 2024

UT-Dallas Service:

Undergraduate Research Symposium Judge – 2022, 2023
Job Talk Graduate Student Representative – 2021, 2022, 2023
Voluntary Teaching Assistant, Foundations of Public Affairs – 2023

Journal Review Service:

Journal of Cybersecurity Education, Research and Practice
Public Administration
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)
Cisco Certified CyberOps Associate
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)
Cisco CyberOps Associate Instructor
Cisco Network Security Instructor

Public Safety:

Master Peace Officer (TCOLE/retired)
Police Instructor
Police Training Officer (PTO)
Special Investigator
Advanced Collision Investigator
Advanced Emergency Medical Technician (EMT-I/retired)

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
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