

James S. Norcross

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Last Revised: November 2024

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**
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*)

PROFESSIONAL DEVELOPMENT & TRAINING

- 2018** **FEMA Advanced ICS Command General Staff Certificate (IS-400)**
FEMA Intermediate ICS for Expanding Incidents (IS-300)
Texas A&M Engineering Extension Service (TEEX)
National Fire Academy
- 2016** **Cisco Networking Certificate**
Dallas County Community College District
North Lake College Cisco Network Academy

- 2013 Certificate of Completion**
Texas A&M University, Mays Business School
Center for Executive Development
- 2013 Certificate of Completion**
Texas A&M Engineering Extension Service (TEEX)
Basic Criminal Investigation Course
- 2004 Basic Peace Officer Training Completion Certificate**
Dallas County Community College District
Cedar Valley College Law Enforcement Academy
- 1998 Emergency Medical Technician Basic & Intermediate Completion Certificate**
Grayson County College
Emergency Medical Services Academy

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 Review

1. *The Landscape of Cyber-Threats in Nonprofit Organizations*
Journal of Technology in Human Services
October 2024

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*
(Final Revisions)
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)

Refereed Conference Presentations:

1. *Who Pays for Nonprofit Cyber-crime*
Association for Research on Nonprofit Organizations and Voluntary Action Annual Conference 2024
November 2024 (pending)
2. Panel Moderator: *Perspectives on Technology*
Northeast Conference on Public Administration Conference 2024
November 2024
3. *Digital Siege: Unmasking the Vulnerabilities of Small Government Networks in the Face of Repeated Cyber Assaults*
Northeast Conference on Public Administration Conference 2024
November 2024

4. *Cybersecurity Investment and Its Impact on Post-Attack Recovery Costs*
Northeast Conference on Public Administration Conference 2024
November 2024
5. *Cybersecurity in Local Governments: Challenges and Financial Lessons Learned* [Panelist]
American Society for Public Administration Annual Conference 2024
April 2024
6. *Reviewing Local Government Budget Response to Cyber-attacks*
Northeastern Conference for Public Administration Annual Conference 2023
November 2023
7. *Exploring Local Government Budget Response to Cyber-attacks*
Southeastern Conference for Public Administration Annual Conference 2023
September 2023
8. *Reviewing Local Government Budget Response to Cyber-attacks*
Northeastern Conference for Public Administration Annual Conference 2023
November 2023

Academic Talks and Presentations

1. *Securing Digital Governance: Cyber Threats & Policy Responses in the Public Sector in India*
PATNet Fall Virtual Forum on Cybersecurity
Recognized Contributor and Attendee
October 2024
2. *Cybersecurity Strategic Management Framework for Public Affairs Organizations*
PA 7305, Leadership and Change in Public and Nonprofit Organizations
University of Texas at Dallas
October 2024
3. *Local Government Cybersecurity Strategic Management Considerations*
PA 6311, Public Management – University of Texas at Dallas
November 2023
4. *eGovernment and Technology: Past, Present, and Future*
MPA 500, Foundations of Public Administration – Southern Connecticut State University
November 2023
5. *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
6. *Adaptive Leadership in Government Administration*
PA 4370, Leadership, Democracy, and Ethics – University of Texas at Dallas
October 2023

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

Industry Lectures, Trainings, and Consultations

1. *Artificial Intelligence and Local Government: An Executive Leadership Viewpoint*
Invited presenter for the city of The Colony, Texas
October 2024
2. The Colony Public Library AI Forum
Invited panelist presenter for the city of The Colony, Texas
June 2024
3. *Distributed Denial of Service Cyber Attack: Second Attempt*
Invited consultant and trainer for [undisclosed organization]
March 2023
4. *Distributed Denial of Service Cyber Attack: First Attempt*
Invited consultant and trainer for [undisclosed organization]
November 2022

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 <i>In cooperation with North Central Texas College</i>
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: *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

Senior Network Systems Administrator and Local Agency Security Officer (LASO)
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)

Texas Army National Guard
(1998 – 2004)

Sergeant (E-5)

U.S. Marine Corps
(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)

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:

National Science Foundation ATE grant Principal Investigator: 2024 - present
Bachelor of Technology (*AI/ML, Data Science*) Curriculum Committee: 2023 - present
Scholarship Committee: 2022 - present
Cybersecurity Curriculum Committee: 2022 - present
Cybersecurity Program Success Evaluator: 2022 – present

UT-Dallas Service:

Undergraduate Research Symposium Judge – 2022, 2023

Journal Review Service:

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

PROFESSIONAL TRAINING & 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 (CBROPS)
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

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-301: Radiological Emergency Response
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