

MONICA MOLINA-RODRIGUEZ

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OBJECTIVE

Dedicated and experienced criminal justice educator seeking a position for Assistant Professor at University of Texas San Antonio. Committed to fostering student success through innovative teaching methods, engaging course materials, and a passion for developing the next generation of criminal justice professionals.

PROFESSIONAL EXPERIENCE

Northwest Vista College, Faculty Criminal Justice Fall 2025 to present

Adjunct Faculty Criminal Justice Fall 2024- Summer 2025

- Developed and implemented innovative course materials and assessments to enhance student understanding and engagement in criminal justice topics.
- Leveraged practical insights from years as a probation officer to provide students with relevant, real-world examples of criminal justice concepts.
- Fostered a supportive learning environment by adapting teaching methods to meet diverse learning styles and promoting critical thinking.
- Encouraged collaborative learning through group projects and discussions, enhancing student interaction and understanding of complex issues.
- Developed and implemented innovative course materials and assessments to enhance student understanding and engagement in key criminal justice concepts.
- Delivered lectures on a variety of topics, including criminology, criminal law, and community corrections, leadership, fostering critical thinking and discussion among students.
- Created diverse instructional materials, including syllabi, exams, and multimedia presentations, tailored to various learning styles.
- Fostered a supportive learning environment that encourages student participation and collaboration through group projects and discussions.
- Actively mentored students, providing guidance on academic and professional pathways in the criminal justice field.
- Implemented assessment strategies to measure student learning outcomes effectively, using data to inform instructional practices.
- Provided timely and constructive feedback on assignments and exams, facilitating student growth and improvement.
- Engaged in continuous professional development to stay current with pedagogical advancements and emerging issues in criminal justice.
- Integrated real-world applications into coursework, drawing from practical experience in the criminal justice system to illustrate concepts.
- Proficient in utilizing learning management systems such as Canvas for online and hybrid course delivery.

Adjunct Professor of Criminal Justice Texas A& M University (San Antonio, TX)

Fall 2011 to Present

Adjunct Faculty Member

- Provided my students with valuable experiential learning opportunities based on established partnerships I have made with local law enforcement agencies and community organizations.
- Developed and taught courses in various formats, including face-to-face, hybrid, online asynchronous, and remote synchronous modalities.
- Proficient in utilizing learning management systems such as Blackboard for online and hybrid course delivery.

- Developed and implemented innovative course materials and assessments to enhance student understanding and engagement in criminal justice topics.
- Leveraged practical insights from years as a probation officer to provide students with relevant, real-world examples of criminal justice concepts.
- Fostered a supportive learning environment by adapting teaching methods to meet diverse learning styles and promoting critical thinking.
- Encouraged collaborative learning through group projects and discussions, enhancing student interaction and understanding of complex issues.
- Designed and revised curricula to align with current trends and developments in the field of criminal justice, ensuring relevance and rigor.

Bexar County Community Supervision and Corrections Department (BCCSCD) (San Antonio, TX)

Manager Sex Offender Management Unit (SOMU) 01/2021- 5/2024

- Manage the daily operations of employees assigned to supervise clients who have been placed on community supervision by the courts, enforces conditions of community supervision and monitors all aspects of casework related to the conditions of community supervision.
- Manage an average of 6 officers and 1 administrative assistant assigned to the SOMU.
- Interview, train, manage, develop and evaluate employee performance; counsel employees as necessary to improve performance.
- Responsible for evaluating, recommending and initiating changes in office policies and procedures.
- Responsible for preparing reports; assisting in analyzing operations and providing outcomes to administration.
- Responsible for providing oversight and guidance to staff and make decisions on client issues.
- Responsible for determining eligibility of offenders to be supervised in the unit.
- Coordinated Halloween offender visits with various field teams within BCCSCD and the Bexar County Sheriff's department to ensure safety of the community.
- Completed a Post-Operation report to BCCSCD management on the outcome of the Halloween visits and implemented feedback received for the following year.
- Worked with various outside organizations such as the State of Texas Attorney General's office, Bexar County DA's office and others on multiple offender investigations.
- Responsible for transferring offenders into and out of the unit depending on eligibility or program completion.
- Responsible staffing cases with Probation Officers; conduct administrative and supervisory hearings for clients not in compliance with their conditions of community supervision; investigate complaints from clients, their families, judicial entities and the public.
- Conduct audits on field contact requirements and develop a statistical analysis to determine an officer's compliance with unit and State supervision standards.
- Prepped Staff members on court hearings to ensure accurate information is given upon request.

Manager Aftercare 07/2017 to 01/2021

- Manage the daily operations of employees assigned to supervise clients who have been placed on community supervision by the courts, enforces conditions of community supervision and monitors all aspects of casework related to the conditions of community supervision.
- Manage an average of 10 officers and 1 administrative assistant assigned to the Aftercare Unit.
- Interview, train, manage, develop and evaluate employee performance; counsel employees as necessary to improve performance.
- Responsible for evaluating, recommending and initiating changes in office policies and procedures.
- Responsible for preparing reports; assisting in analyzing operations and providing outcomes to administration.
- Responsible for providing oversight and guidance to staff and make decisions on client issues.
- Responsible for determining eligibility of offenders to be supervised in the unit.
- Responsible for compiling the SAFPF Quarterly Funding Report to CJAD which provides funding to the department.
- Responsible for transferring offenders into and out of the unit depending on eligibility or program completion.
- Conduct audits on field contact requirements and develop a statistical analysis to determine an officer's compliance with unit and State supervision standards.

Manager Central 1 11/2016 to 07/2017

- Manage the daily operations of employees assigned to supervise clients who have been placed on community supervision by the courts, enforces conditions of community supervision and monitors all aspects of casework related to the conditions of community supervision.
- Manage the daily operations of employees assigned to supervise clients who have been placed on community supervision by the courts, enforces conditions of community supervision and monitors all aspects of casework related to the conditions of community supervision.
- Manage an average of 10 to 15 officers assigned to the Central 1 Unit.
- Interview, train, manage, develop and evaluate employee performance; counsel employees as necessary to improve performance;
- Responsible for evaluating, recommending and initiating changes in office policies and procedures.
- Responsible for preparing reports; assisting in analyzing operations and providing outcomes to administration.
- Responsible for providing oversight and guidance to staff and make decisions on client issues.
- Responsible staffing cases with Probation Officers; conduct administrative and supervisory hearings for clients not in compliance with their conditions of community supervision; investigate complaints from clients, their families, judicial entities and the public.

Department Auditor 11/2014 to 11/2016

- Responsible for performing internal audits on caseloads to ensure overall compliance.
- Responsible for performing CJAD required audits to comply with Strategic Plan requirements.
- Ensure that BCCSCD is operating in compliance with state laws, TDCJ requirements, Special Grant Guidelines, legislative mandates and individual court orders.
- Responsible for presenting audit findings and outcomes to unit Managers and Assistant Chiefs.

Department Trainer 11/2014 to 05/2024

- Certified trainer for Motivational Interviewing
- State certified trainer for the Texas Risk Assessment System (TRAS) with the designation of Lead Trainer.
- State certified trainer for Residential Staff certification.
- State certified trainer for Community Supervision Officers certification.

Community Supervision Officer 03/2005 to 11/2014

- Managed a specialized caseload of offenders consisting of felony sexual-based offense cases in the Sex Offender Management Unit.
- Managed a specialized caseload of offenders consisting of felony sexual-based offense cases in the Aftercare Unit.
- Planned and coordinated face-to-face office interviews and field visits in connection with investigation and supervision functions.
- Conducted investigations and interviews with offenders on probation and collateral contacts such as neighbors, co-workers and family members to verify an offender's compliance with court ordered sanctions.
- Developed and maintained comprehensive treatment and supervision plans to address the offenders' needs.
- Monitored offender's compliance with the orders of the Court through routine office contacts, field surveillance, and intrusive and thorough field contacts to ensure offender compliance.
- Responsible for assisting the offender in locating services needed to bring about pro-social, law-abiding behavior; responsible for making referrals to social and treatment agencies as needed.
- Maintain positive rapport with assigned treatment providers in effort to verify offender compliance and progress.
- Perform field contacts with probationers at their residence, place of employment, Bexar County Jail, Transitional Treatment Centers and SAFPF units throughout the state.
- Perform court duties to include preparation of documents and testifying in court when needed.

TEACHING EXPERIENCE

Northwest Vista College – San Antonio, TX

08/24 to Present

Adjunct Faculty Member

- CRIJ 2313 Correctional Systems and Practices
- CRIJ 1301 Introduction to Criminal Justice

Texas A& M University – San Antonio, TX

08/11 to Present

Adjunct Faculty Member

- CRIM 4349 Mental Illness and Violence
- CRIM 4340 Topics in Criminology: Management Issues in Criminal Justice (Hybrid)
- CRIJ 3322 Juvenile Delinquency (Hybrid, Online, In person)
- CRIJ 4326 Community Resources and Corrections (Hybrid, Online, In person)
- CRIM 4335 Corrections (Hybrid, Online, In person)

San Antonio College, San Antonio, TX

10/10 to Spring 2019

Adjunct Faculty Member

- CRIJ 2301 Community Resources and Corrections
- CJCR 2325 Legal Aspects of Corrections Management
- CRIJ 1307 Crime in America
- CRIJ 2313 Correctional Systems/ Practices
- CRIJ 1313 Juvenile Justice System

University of the Incarnate Word, San Antonio, TX

08/11 to Fall 2020

Adjunct Faculty Member

- CRIJ 4305 Cyber Crimes
- CRIJ 3340 Victimology
- CRIJ 3880 Criminal Investigation
- CRIJ 3390 Terrorism
- CRIJ 3330 Race, Gender, Ethnicity and the Law
- CRIJ 3390 Terrorism & Homeland Security
- CRIJ 4330 Women in Criminal Justice

EDUCATION

The University of Texas at San Antonio

Masters of Science degree in Justice Policy/ Spring 2008

Alpha Phi Sigma- National Honor Society of Criminal Justice

Our Lady of the Lake University, San Antonio, TX

Bachelor of Arts degree in Psychology / Minor Criminal Justice, May 2002

Criminal Justice Certification obtained May 2002