

Curriculum Vitae

Brian D. Baxter
President, Performance-Critical, Inc.
1315 Paseo De Vaca St.
San Angelo, TX 76901
(325)262-2021

Relevant Education

- Master of Science - Applied Psychology
Angelo State University
- Graduate Certificate – Teaching Psychology
- Bachelor of Science – Criminal Justice
East Texas A&M – Commerce, Summa Cum Laude

Relevant Employment

Performance-Critical, Inc.

11/2022 – Present

- Founder, President & Chief Consultant
Providing evidence-based critical incident investigation, analysis, and training in the interest of justice.

Force Science®

06/2024 - Present

- Contract Instructor – Force Encounters Course
Investigation Fundamentals, Decision-Making, and Human Performance.
- Contract Instructor – Advanced Force Science Specialist Course
Advanced Research & Clinical Insights Beyond Force Science Certification: The Next Phase for Analysts.
- Contract Instructor – Realistic De-escalation Instructor Course

Angelo State University

08/2023 – 12/2023

- Graduate Teaching Assistant – Developmental Psychology

Texas Dept. of Public Safety

01/1993 – Honorably Retired on June 30th, 2023

- Acting Chief – Training Operations Division (04/2022 – 06/2023)
- Assistant Chief – Training Operations Division (08/2020 – 04/2022)
- Major – Training Operations Division (11/2018 – 08/2020)
- Captain – Training Operations Division (11/2017 – 10/2018)

- Captain – Criminal Investigations Division (02/2010 – 10/2017)
- Lieutenant – Narcotics Service (09/2007 – 02/2010)
- Sergeant/Investigator – Narcotics Service (02/ 2002 – 09/2007)
- Special Weapons and Tactics (SWAT) Team (01/2000 – 01/2002)
- Trooper – Traffic Law Enforcement Division 11/1993 – 01/2002)

US Army National Guard

Infantryman (11B) C Co. 2/142 INF, 36th Division (2004-2005)

- Combat deployment – Operation Iraqi Freedom 2005

Relevant Licensure & Certifications

- Ground Control Instructor
Blue Shield Tactical Systems, Collin College – 2024
- Private Investigator
Texas Dept. of Public Safety – Private Security Board 2023
- Use of Force Instructor
Federal Law Enforcement Training Center (FLETC) - 2022
- Emergency Medical Technician
Austin Community College – 2019
- Advanced Specialist in the Behavioral Analysis of Force Encounters
Force Science Institute, Chicago, IL – 2018
- Analyst of Use-of-Force Incidents
Force Science Institute, Austin, TX - 2016
- Advanced Instructor
TCOLE - 2015
- Master Peace Officer
TCOLE - 2011
- Firearms Instructor
Texas DPS - 2005
- Drug Recognition Expert
Austin, TX - 1998
- Mental Health Peace Officer
Austin, TX – 1997

Relevant Projects & Assignments

- Texas Dept. of Public Safety
Member, Uvalde DPS Response Review Committee – July 2022
- Texas Dept. of Public Safety
Chairman, Major Force Review Board – July 2021 – November 2022
- Texas Dept. of Public Safety
Author of policy creating the Major Force Review Board – March 2021
- Texas Dept. of Public Safety
Author of revised Use of Force Policy – June 2020
- International Association of Chiefs of Police

- De-Escalation Training Focus Group – October 2019
- Texas Dept. of Public Safety
Chairman, Firearms Discharge Review Board – January 2015 to January 2019
- International Association of Chiefs of Police
Firearms Policy Considerations Working Group – March 2019
- Texas Dept. of Public Safety
Author and primary instructor of BPOC Use of Force Curriculum – 2016 to 2023

Relevant Training

- Ground Control Instructor – Blue Shield Tactical Systems (24 Hours)
September 2024 – Collin College - McKinney, Texas
- Identifying Trends in Use of Force Case law - Lexipol (1 Hour)
June 2024 – Virtual Learning
- Force Encounters Course – Force Science (16 Hours)
January 2024 – Bakersfield, California
- Use of Force Instructor Training Program – FLETC (80 Hours)
February 2022 - Kyle, Texas
- Injury Analysis 4 Forensics – GTD Scientific, INC (1.5 Hours)
March 2021 - Virtual Learning
- Realistic De-Escalation Instructor Course – Force Science Institute (16 Hours)
January 2021 - Virtual Learning
- Biomechanics in Force Investigations – AFI, GTD Scientific, INC
Winter 2020 - Virtual Learning
- Investigating Error – AFI, Paul Taylor, PhD
Fall 2020 - Virtual Learning
- Force Science Advanced Specialist Course – Force Science (300 Hours)
Fall 2017 thru Spring 2018 - Chicago, IL
- De-Escalation Instructor Course (9 Hours)
October 2017 - Austin, TX
- Force Science Certification Course – Force Science (40 Hours)
January 2016 - Austin, TX
- Texas Command College (640 Hours)
Summer 2015 thru Fall 2015 – Austin, TX
- Reality Based Training Instructor (40 Hours)
September 2013 - Austin, TX
- 4th Amendment Training for Supervisors (8 Hours)
April 2012 - Austin, TX
- School of Police Staff & Command (330 Hours)
Summer 2011 - Northwestern University Center for Public Safety
- Interest Based Problem Solving (28 Hours)
June 2008 - Corpus Christi, TX
- Crisis Intervention Training (16 Hours)
August 2007 - Austin, TX
- Advanced 4th Amendment Training (40 Hours)
March 2002 - San Angelo, TX

- Intermediate Use of Force Training (24 Hours)
July 2001 - Austin, TX
- Drug Recognition Expert (152 Hours)
November 1998 - Austin, TX
- Intermediate 4th Amendment Training (16 Hours)
July 1998 - Austin, TX
- Intermediate Use of Force Training (24 Hours)
July 1998 - Austin, TX
- Mental Health Officer Training (16 Hours)
December 1997 – Austin, TX
- Texas Department of Public Safety Training Academy (439 Hours)
Fall 1993 - Austin, TX

Analyses, Opinions & Consultations

- Use of Force Analysis and Opinion at the request of Attorney Stephanie Goodman
Tom Green County Defendant – September 2024
- Use of Force Analysis and Opinion at the request of Attorney Megan Roper
Travis County Defendant – August 2024
- Use of Force Analysis and Opinion at the request of Attorney Tara Lynn Witt
Travis County Defendant – August 2024
- Use of Force Analysis and Opinion at the request of Attorney Rian Butler
Travis County Personal Injury Plaintiff – March 2024
- Use of Force Analysis and Opinion – January 2023
94th District Court, case number 21-FC-0606C
- Use of Force Analysis and Opinion - November 2022
94th District Court, case number 21-FC-0605B
- Use of Force Consultation at the request of Assistant District Attorney Dale Smith
Tarrant County District Court Cause # 1616871 – July 2021
- Use of Force Analysis and Opinion at the request of Texas Rangers
Texas Highway Patrol – 2020I-THP3-86136 - June 2021
- Use of Force Analysis and Opinion at the request of Texas Rangers
Texas Highway Patrol – 2020I-THP3-75996 - May 2021
- Use of Force Analysis and Opinion at the request of Texas Rangers
Texas Highway Patrol – 2020I-THP3-81845 – May 2021
- Use of Force Analysis and Opinion at the request of Texas Rangers
Texas Highway Patrol – 2020I-THP3-75783 - April 2021
- Texas DPS Resource Witness on Senate Bill 2212 (Duty to Request and Render Aid)
87th Texas Legislature – 04/15/2021
- Texas DPS Resource Witness on Senate Bill 69 (Prohibition of Neck Restraints)
87th Texas Legislature – 04/15/2021
- Texas DPS Resource Witness on Senate Bill 68 (Duty to Intervene)
87th Texas Legislature – 04/15/2021
- Texas DPS Resource Witness on House Bill 88 (George Floyd Act)
87th Texas Legislature – 03/25/2021
- Texas DPS Resource Witness on Senate Bill 24 (Officer Background & Hiring)

87th Texas Legislature – 03/23/2021

- Use of Force Training Consultation at the request of Attorney Doug O’Connell. Travis County District Court Cause # D-1-DC-19-900021 - March 2021
- Use of Force Analysis and Opinion at the request of DPS Dep. Dir. Randall Prince. Wolf City Police Officer Involved Shooting - Wolf City, Texas – October 2020
- Use of Force Analysis and Opinion at the request of District Attorney Janet Cassels. Angelina County S.O. Case # 20-01267 – May 2020

Presentations

- Force Science – Force Encounters Course (Chicago, IL)
Investigation Fundamentals, Decision-Making & Human Performance – Dec. 4-5, 2024.
- Force Science – Force Encounters Course (Urbana, IL)
Investigation Fundamentals, Decision-Making & Human Performance – Nov. 14-15, 2024.
- Force Science – Force Encounters Course (Atlanta, GA)
Investigation Fundamentals, Decision-Making & Human Performance – Oct. 2-3, 2024.
- Angelo State University - The Neuroscience of Witness Memory – Prof. Steven Brewer, PhD. Graduate Lecturer on Behavioral Neuroscience – Dec. 6, 2023
- Force Science Institute – Analyst Certification Course (Phoenix, AZ)
Memory, Realistic De-Escalation, & Interviewing – Sep. 28-29, 2023
- Force Science – Analyst Certification Course (Houston, TX)
Memory, Realistic De-Escalation, & Interviewing – Sept. 14-15, 2023
- Texas Dept. of Public Safety Training Academy – Basic Peace Officer Course
Use of Force (4 Hours) – Class B-2022
- Texas State University – Criminal Justice Capstone – Prof. Alyssa Shallenberger, JD.
Guest Lecturer on Law Enforcement Use of Force – March 21, 2023
- Texas Dept. of Public Safety Training Academy – Basic Peace Officer Course
Use of Force (4 Hours) – Class C-2022
- Texas Dept. of Public Safety Training Academy – Basic Peace Officer Course
Use of Force (4 Hours) – Class B-2022
- Texas Dept. of Public Safety Training Academy – Basic Peace Officer Course
Use of Force (4 Hours) – Class A-2022
- Texas Dept. of Public Safety Training Academy – Basic Peace Officer Course
Use of Force (4 Hours) – Class B-2021
- Texas Dept. of Public Safety Training Academy – Basic Peace Officer Course
Use of Force (24 Hours) – Class A-2021
- Texas Dept. of Public Safety, Criminal Investigations Division – New Agent School
Use of Force Update (4 Hours)
- Texas Dept. of Public Safety Training Academy – Basic Peace Officer Course
Use of Force (24 Hours) – Class A-2020
- Texas Dept. of Public Safety, Criminal Investigations Division – New Agent School
Use of Force Update (4 Hours) – B2019
- Texas Dept. of Public Safety, Criminal Investigations Division – New Agent School
Use of Force Update (4 Hours) – A2019
- Texas Dept. of Public Safety, Criminal Investigations Division – New Agent School
Use of Force Update (4 Hours) – B2018

- Texas Dept. of Public Safety Training Academy – Basic Peace Officer Course
Use of Force (24 Hours) – Class A-2019
- Texas Dept. of Public Safety, Criminal Investigations Division – New Agent School
Use of Force Update (4 Hours) – A2018
- Texas Dept. of Public Safety Training Academy – Basic Peace Officer Course
Use of Force (24 Hours) – Class B-2018
- Texas Dept. of Public Safety Training Academy – Basic Peace Officer Course
Use of Force (24 Hours) – Class A-2018
- Texas Dept. of Public Safety, Criminal Investigations Division – First Line Supervisor
School Use of Force (4 Hours) – 2017
- Texas Dept. of Public Safety, Criminal Investigations Division – New Agent School
Use of Force Update (4 Hours) - 2017
- Texas Dept. of Public Safety Training Academy – Basic Peace Officer Course
Use of Force (24 Hours) – Class B-2016
- Texas Dept. of Public Safety, Texas Highway Patrol Division – First Line Supervisor School
Use of Force (4 Hours) – 2016
- Texas Dept. of Public Safety, Criminal Investigations Division – New Agent School
Use of Force Update (4 Hours) - 2016
- Texas Dept. of Public Safety Training Academy – Basic Peace Officer Course
Use of Force (24 Hours) – Class A-2016
- Texas Dept. of Public Safety, Criminal Investigations Division – New Agent School
Use of Force Update (4 Hours) - 2015
- Texas Dept. of Public Safety Training Academy – Basic Peace Officer Course
Use of Force (24 Hours) – Class B-2015

National Conferences

- Daigle Law Group – Use of Force Summit
November 27-29, 2023
- IACP – Annual Conference
October 12-16, 2022 – Dallas, TX
- IACP – Annual Conference
October 25-29, 2019 – Chicago, IL
- Daigle Law Group – Use of Force Summit
November 27-29, 2018 – Uncasville, CT

Relevant Memberships & Associations

- International Association of Chiefs of Police, Education & Training Committee
2021 - Present
- Association of Force Investigators (AFI)
2020 – Present
- International Association of Chiefs of Police
2018 - Present
- International Association of Human Trafficking Investigators
2018 - Present