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ACCOMPLISHMENTS

- Twenty-five years experience successfully managing large-scale criminal justice training and technical assistance projects as a Federal Government contractor. Project management skills include effective budget development and control; managing supervisory and operational project staff; selecting, hiring, and training consultants; training program development and delivery; strategic planning and long-range goal setting; implementing personnel performance evaluation criteria; developing and implementing project performance benchmarks; writing grants, reports, and articles; coordination of all project activities.
- Twenty-three years experience as a sworn law enforcement officer, supervisor, and manager. Career highlights include: regional criminal justice training academy director; staff support commander; patrol commander; research/development commander.
- Currently serve on the Board of Directors, National Forensic Science Technology Center, www.nfstc.org, which supports the justice and defense communities through innovative forensic science programs, evaluation of the latest forensic technologies, forensic science training and laboratory quality reviews.
- Provided training/TA on community oriented policing and problem oriented policing to Egyptian National Police for the U.S. State Department.
- Managed the Police-Community Collaboration Toolkit Project for the Office of Community Oriented Policing Services (COPS), U.S. Department of Justice. Authored a toolkit that can be used to assist community-based organizations in understanding how to approach, build, and sustain collaborative partnerships with their local law enforcement agencies. Revised and expanded a toolkit to be used by law enforcement agencies to develop and facilitate partnerships with community organizations to enhance community policing.
- Directed the National Clandestine Laboratory Enforcement Training Project for the Office of Community Oriented Policing Services (COPS), U.S. Department of Justice. This project provided a wide array of training courses to public safety agencies and communities on laboratory recognition, hazard identification, and response procedures. The project developed collaborative interagency responses to clandestine laboratories. Over a three-year period, this project delivered training to over 10,000 public safety personnel in 30 states and Puerto Rico.

- Delivered EPA's first responder clandestine methamphetamine lab training via a subcontract with SRA International. This program trained operational personnel to respond to incidents in a defensive fashion within existing resources and capabilities. This training used a combination of tabletop exercises, classroom presentations, and practical demonstrations to provide those skills necessary to safely manage initial environmental responses to methamphetamine labs.
- Associate Project Director for the Cops in Schools Program, a multi-year COPS-funded project. Under this national training and technical assistance initiative, provided conference planning and management and technical support services for 20 separate training sessions involving 3,300 school administrators and school resource officers representing COPS grantees.
- Project Director for the Model Clandestine Laboratory Enforcement Program, funded by the Bureau of Justice Assistance (BJA), U.S. Department of Justice. During its 5-year history, this national training project provided assistance on clandestine laboratory enforcement and cleanup to more than 5,000 officials in nearly 600 law enforcement agencies nationwide.
- Associate Project Director for the Problem Solving Partnerships Training and Technical Assistance Project, funded by COPS. This program involved planning, development, and delivery of four regional conferences to provide training on the effective use of the SARA (scanning, analysis, response, and assessment) model of problem-solving partnership for COPS grantees and their community partners.
- Directed the National Institute of Justice (NIJ, USDOJ) funded Professional Conference Series (PCS). Responsibilities included conceptualizing and developing all PCS conference, workshop, training, and focus group agendas. This effort required constant interaction with the NIJ director, U.S. Department of Justice officials, project consultants, and other high-level federal, state, and local government officials and policy makers.
- Directed the BJA-funded Narcotics Control Technical Assistance Program, which provided narcotics enforcement training and technical assistance to more than 5,000 law enforcement officers in 40 states and territories. Responsibilities included: developing and delivering numerous drug enforcement training courses (including course objectives, student manuals, instructor guides, audiovisual aids, and evaluation instruments) suitable for all levels of law enforcement personnel, from narcotics officers to high-level policy makers.
- Selected as the NIJ law enforcement Visiting Fellow while employed by the Arlington County Police Department. Conducted a 1-year, national research study into current practices in field training officer (FTO) programs. This study produced a major report designed to assist law enforcement agencies in implementing and improving FTO programs. The majority of U.S. law enforcement agencies currently use the model FTO program published in the report.

PROFESSIONAL EXPERIENCE

CIPP Managing

Director, 2010 to Present, Naples, FL

- Manages the Center for Innovative Public Policies' (CIPP) Prison Rape Elimination Act (PREA) Training and Technical Assistance Program. Activities include: managing sub-contractors, developing policies, conducting training, coordinating with other TA providers, and delivering presentations to a diverse group of criminal justice consumers.
- Delivers clandestine methamphetamine laboratory awareness and response training to state and local first responders.

CIRCLE SOLUTIONS, INC

Project Director, 1992 to 2010, McLean, VA

- Project Director for the Police-Community Collaboration Toolkit Project for the Office of Community Oriented Policing Services (COPS), U.S. Department of Justice.
- Project Director for the National Clandestine Laboratory Enforcement Training Project for COPS, U.S. Department of Justice.
- Associate Project Director for the Cops in Schools Program, a multi-year COPS-funded training and technical assistance project.
- Project Director for the Model Clandestine Laboratory Enforcement Program, funded by the Bureau of Justice Assistance (BJA), U.S. Department of Justice.
- Associate Project Director for the Problem Solving Partnerships Training and Technical Assistance Project, funded by COPS, U.S. Department of Justice.
- Senior technical advisor for Circle's Evaluation of Training and Technical Assistance Services of the Community Policing Consortium project.
- Associate Project Director for the Evaluation of the Regional Community Policing Institutes, funded by COPS, U.S. Department of Justice.

INSTITUTE FOR LAW AND JUSTICE Principal Associate, 1987 to 1992, Alexandria, VA

- Project Director for the Professional Conference Series (PCS), funded by the National Institute of Justice, U.S. Department of Justice.
- Project Director for the Narcotics Control Technical Assistance Program, funded by the Bureau of Justice Assistance, U.S. Department of Justice.
- Directed and/or conducted organizational management analyses of numerous law enforcement agencies, including the Salt Lake County, Utah, Sheriff's Department, and police departments in the following jurisdictions: Portland (OR), Boise (ID), Carlisle (PA), Nashville (TN), Peoria (AZ), Scottsdale (AZ), and Hempstead (NY).
- Facilitated liaison services between high level Federal, state, and local criminal justice practitioners, policymakers, and researchers.

ARLINGTON COUNTY (VA) POLICE DEPARTMENT 1964-1987

- Executive Director of the Northern Virginia Criminal Justice Academy. Directed a regional training facility that provided basic and in-service training for all law enforcement agencies in Northern Virginia (more than 2,300 sworn personnel). Directed a staff of 20 full time and 45 part time instructors and managed a \$3 million budget.
- Staff Support Commander. Commanded an administrative section that prepared and controlled the police department's \$14 million budget. Performed strategic and tactical planning. Developed and managed all federal grants. Performed all related planning and

research functions. Served as accreditation manager to facilitate accreditation by the Commission on Accreditation for Law Enforcement Agencies.

- Patrol Section Commander. Commanded the department's patrol function and all crime suppression activities during the 3 p.m. to 12 p.m. shift. Managed a staff of 60 supervisors, agents, and patrol officers.

EDUCATION

George Washington University (1975), Washington, DC, Master of Science, Special Studies: Advanced Investigative Techniques

American University (1972), Washington, DC, Bachelor of Science (Cum Laude), Administration of Justice.

SELECTED PUBLICATIONS

The Collaboration Toolkit for Community Organizations: Effective Strategies to Partner with Law Enforcement, Office of Community Oriented Policing (COPS), U.S. Department of Justice, Sept. 2010, http://www.cops.usdoj.gov/files/RIC/Publications/e081026301_comm-collab-toolkit_100610.pdf.

The National Precursor Log Exchange (NPLEX): Controlling Meth Labs Through a National Precursor Log System (Co-author), *Sheriff Magazine*, National Sheriffs' Association, July-August, 2010. http://www.nplexservice.com/documents/NPlex_Sheriffs.pdf.

Update on the Prison Rape Elimination Act. *Police Chief Magazine*, International Association of Chiefs of Police, Vol. LXXVII, No. 4, April 2010, http://policechiefmagazine.org/magazine/index.cfm?fuseaction=display&article_id=2054&issue_id=42010/

Annotated Bibliography on Clandestine Meth Labs, (co-author), Office of Community Oriented Policing, U.S. Department of Justice, August 2009, <http://www.cops.usdoj.gov/pdf/Annotated-Bibliography.pdf>.

The Prison Rape Elimination Act: What Police Chiefs Need to Know (coauthor). *Police Chief Magazine*, International Association of Chiefs of Police, Vol. LXXIII, No. 4, Apr. 2006, http://policechiefmagazine.org/magazine/index.cfm?fuseaction=display_arch&article_id=864&issue_id=42006

Impact on Police Chiefs of the Prison Rape Elimination Act. *Subject to Debate*, Police Executive Research Forum, Sep. 2005

Lethal Secret (co-author), *Fire Chief Magazine*, December 2004.

Clandestine Laboratories: What Probation and Parole Officers Need to Know, *Perspectives Magazine*, Vol. 28, No. 4, Fall 2004.

Clandestine Laboratories: What Jail Administrators Need to Know (co-author), *American Jails Magazine*, Jan.–Feb. 2004.

Clandestine Laboratories: Lesson Learned and Recommendations From the Field. *Sheriff Magazine*, Vol. 55, No. 4, Jul.–Aug. 2003.

Is It Time for Police Agencies to Eliminate Pursuits. *Controversial Issues in Policing*, J. D. Sewell, ed. Boston: Allyn and Bacon, 1999.

Collecting Evidence at Clandestine Laboratories. *Rocky Mountain Information Network Bulletin*, June 1998.

The Cleanup of Clandestine Drug Laboratories: A Report to Congress (co-author). Joint Federal Task Force—Environmental Protection Agency, Drug Enforcement Administration, U.S. Coast Guard, 1994.

Developing a Strategy for a Multi-agency Response to Clandestine Drug Laboratories (co-author). Bureau of Justice Assistance, U.S. Department of Justice, 1993.

International Money Laundering: Research and Investigation Join Forces (co-author). National Institute of Justice, U.S. Department of Justice, 1992.

FTO Programs for Police: State of the Art. National Institute of Justice, U.S. Department of Justice, 1987.

A National Perspective on FTO Programs. *Law and Order*. Mar. 1987.

FTO Programs—A National Perspective. *Field Training Quarterly*. 1986.

Handgun Safety Guidelines (co-author). Police Executive Research Forum. 1985.

Robbery Reduction Through Directed Patrol. *Police Chief*. Feb. 1983.