

Susan W. McCampbell

Criminal justice practitioner, researcher and trainer with extensive experience in the management of local jails. Local government experience includes four years of managing one of the nation's largest local jail systems, experience managing a large urban full service sheriff's office, research and police development in the areas of the mentally ill, disabled persons in the criminal justice system, and development of standards to accredit law enforcement agencies.

Education Bachelor of Arts, Political Science, School of Government and Public Administration, The American University, Washington, D. C., 1971.
Master of City and Regional Planning, School of Engineering and Architecture, The Catholic University of America, Washington, D. C., 1975.
Certified Jail Manager, The Jail Manager Certification Commission, American Jail Association, May 1998 – October 2002.
MBTI® Qualified, May 2004.

Professional Experience

President Center for Innovative Public Policies, Incorporated and McCampbell and Associates, Inc.
1999 - President of CIPP, a not-for-profit Florida corporation specializing in criminal justice, law enforcement, public education and public health related topics. Firm provides services private foundations and to state and local units of government. Ms. McCampbell provides expert witness services for federal, state and local governments as well as the private bar.

Special Master Appointed by the Federal Court in April 2006 as Special Master in the matter of the United States of America v. Territory of the Virgin Islands

**Chief Deputy/
Acting Sheriff** Broward County Sheriff's Office, Fort Lauderdale, Florida
September 1997 - January 1998 - Named Chief Deputy/Acting Sheriff upon the death of Sheriff Ron Cochran. Responsible for the day to day operations of the 3,400 member Sheriff's Office including corrections, law enforcement, communications, criminal investigation and all special operational activities associated with a major urban full-service Sheriff's office.

Director/Corrections January 1995 to September 1997, January 1998 - January 1999. Daily responsibility for the management of a large local jail system, including 1,600 employees, three jail facilities, 4,300 inmates, and an annual operating budget of \$110 million. Agency received initial accreditation from the Commission on Accreditation for Corrections in January 1996, and reaccreditation in 1999. Programs and services including booking, inmate classification, programs for incarcerated inmates, adult boot camp, inmate work programs, community work programs, pre-trial services, inmate medical and mental health services.

**Assistant Director/
Corrections** August 1994 - January 1995 - Assistant Director/Community Corrections - supervised community corrections to include pre-trial services, work release, inmate community work programs, military-style offender boot camp and programs and services to county sentenced inmates.

- Commissioner** Criminal Justice Standards and Training Commission, Florida Department of Law Enforcement, State of Florida
October 1995 – January 1999 - Appointed by Governor Lawton Chiles to the 19 member Commission that oversees all training for law enforcement, correctional probation and corrections officers. Commission also responsible for the oversight of the certification and decertification of law enforcement and corrections personnel for violations of Commission rules.
- Assistant Sheriff** Office of Sheriff, City of Alexandria, Virginia
May 1983 - July 1994 - Directed inmate classification, mental health services, and alternatives to incarceration, work release, electronic monitoring, inmate programs, community volunteers, and the unit counselor program. Detention Center is a 343-bed direct supervision facility with an average daily population of 530. In 1993 awarded Resource Center status by the National Institute of Corrections for model jail mental health services. May 1983 - January 1993 - Responsible for Administrative services Division, directed all administrative duties including personnel related activities (recruitment, testing, hiring, training, training officer program), budget and fiscal management, fleet management, public information, planning and research, inmate accounts and canteen, and policy and procedure development and implementation.
- Program Director** Police Executive Research Forum, Washington, D. C.
October 1981 - May 1983 - Program Director for the Forum's program of standards development and implementation for the national law enforcement accreditation project. Responsibilities included the research for developing standards, drafting of policies and procedures relating to the accreditation process, liaison with staff and members of the Commission on Accreditation for Law Enforcement Agencies, Inc.
- Director/Public Safety** Northern Virginia Planning District Commission, Annandale, Virginia
August 1973 - October 1981- Public Safety Division Director - responsible for conducting all tasks associated with the Commission's regional public safety program, including acting as staff to the Northern Virginia Criminal Justice Advisory Council and its subcommittees, primary staff support to the Northern Virginia Chiefs of Police Commission, and the Northern Virginia Sheriffs' Association.
- Research Assistant** Brookings Institution, Washington, and D. C.
August 1971 - September 1972 - Research Assistant assigned to a project to develop evaluation criteria for projects funded by the Law Enforcement Assistance Administration, U. S. Department of Justice.

AWARDS/RECOGNITIONS

Board of Directors, Collier County Mental Health Association, 2003 – 2004.
Board of Directors, Mental Health Association, Broward County, 1999 – 2002.
Member, Grievance Committee, Florida Bar, 1999 – 2002.
Recognition Award - C.O.U.R.T. Project, Broward County Mental Health Court, 1998
EPIC Award - Exceptional People Impacting the Community, Broward County Mental Health Association, 1998
Certificate of Appreciation, National Alliance for the Mentally Ill, Broward Chapter, 1995.
Distinguished Service Award, Florida Council on Crime and Delinquency, Chapter IV, 1996
Certification of Appreciation, Broward County Commission on Alcoholism, Inc. for Service on the Board of Directors, 1995 - 1997
Woman of the Month, Women's Business Journal, July 1997.
Certificate of Appreciation, NOBLE, Florida Chapter, July 1997.
Board of Directors, American Jail Association, 1997 - 2000

SELECTED PUBLICATIONS

Susan W. McCampbell, "Recruiting and Retaining Jail Employees: Money Isn't the Long-Term Solution", *American Jails*, May/June 2006, page 9.

Jeanne B. Stinchcomb, Susan W. McCampbell, Elizabeth P. Layman, *Building the Workplace for the Future: 21st Century Challenges for Community Corrections*, in Topics for Community Corrections, Annual Issue 2005, Developing Tomorrow's Leaders and Managers, U. S. Department of Justice, National Institute of Corrections, pg. 11. <http://www.nicic.org/library/period284>

Jeanne B. Stinchcomb, Susan W. McCampbell, Elizabeth P. Layman, FutureForce: A Guide to Building the 21st Century Community Corrections Workplace, U. S. Department of Justice, National Institute of Corrections. <http://nicic.org/Downloads/PDF/Library/021799.pdf>

Susan W. McCampbell, Gender-Responsive Strategies for Women Offenders: The Gender-Responsive Strategies Project: Jail Applications, U. S. Department of Justice, National Institute of Corrections, April 2005. <http://www.nicic.org/Library/020417>

Susan W. McCampbell and Allen L. Ault, "Lessons Learned, Miles to Go, Preventing Staff Sexual Misconduct with Offenders", *American Jails*, January/February 2005, Volume XVIII/Number 6, page 37.

Susan W. McCampbell and Joanne S. Valdes, "Curriculum: National Sheriffs' Institute", for the National Institute of Corrections, June, 2005.

Susan W. McCampbell and Paula N. Rubin, "Effectively Managing a Multi-Generational Workforce in Corrections: A Training Curriculum", National Institute of Corrections, March 2004. <http://www.nicic.org/Library/019950>

Susan W. McCampbell and Jeanne B. Stinchcomb, "From Organizational Management to Inspirational Leadership: Changing Roles and Training Implications for Newly Elected Sheriffs," *Sheriff*, January – February, 2004, 18.

Susan W. McCampbell, Maureen Buell, Elizabeth Layman and Brenda V. Smith, "Addressing Sexual Misconduct in Community Corrections," *Perspectives: The Journal of the American Probation and Parole Association*, Vol. 27, Number 2, Spring 2003, page 26.

Susan W. McCampbell, "Making Successful New Wardens," *Corrections Today*, October 2002, page 130.

Susan W. McCampbell, "So You Want to Be the Boss: Tips for Becoming a Jail Administrator," *American Jails*, September/October 2002, pg. 17

Susan W. McCampbell and Larry S. Fischer, Staff Sexual Misconduct with Inmates: Policy Development Guide for Sheriffs and Jail Administrators, National Institute of Corrections, August 2002. <http://www.cipp.org/SSMPolicy/index.html>

Susan W. McCampbell, Marie E. Hall, Elizabeth P. Layman, Resource Guide for Newly Appointed Wardens, U. S. Department of Justice, National Institute of Corrections, January 2002. <http://www.cipp.org/survival/Introduction.pdf>

"Investigating Allegations of Staff Sexual Misconduct with Inmates", *Sheriff Magazine*, November – December 2001, page 20.

"Mental Health Courts: What Sheriffs Need to Know", *Sheriff*, March – April 2001, page 40.

"Sexual Misconduct in Corrections", by Elizabeth Layman, Susan McCampbell, and Andie Moss, *American Jails*, Vol. XIV/Number 5, November/December 2000.

"Training Curriculum for Investigating Allegations of Staff Sexual Misconduct with Inmates", Susan W. McCampbell and Elizabeth P. Layman, Center for Innovative Public Policies, Inc., October 2000 (to be published by U. S. Department of Justice, Bureau of Prisons, National Institute of Corrections.) <http://www.nicic.org/Library/016804>

"Needle Exchange Programs: The Bottom Line for Jails," American Jails, Vol. XIV, Number 2, May/June 2000, with Paula N. Rubin.

"Finding Friends in the Right Places: Coalitions to Address the Mentally Ill in Jails", American Jails, Vol. XIII, Number 3, July/August, 1999, p. 52.

"Transitioning Staff Training to the 21st Century – Moving from Inmate Instructors and Court Orders to the Interactive Internet and Cyberspace", with Dr. Jeanne B. Stinchcomb, American Jails, Vol. XIII/No. 2, May/June 1999.

"The Paying Prisoner . . . Room With A View At a Price," American Jails, Vol., XI, No. 1, March - April 1997.

A Jail Boot Camp Program: Broward Sheriff's Office," Juvenile and Adult Boot Camps, American Correctional Association, Lanham, Maryland, 1996.

Paula N. Rubin and Susan W. McCampbell, The Americans With Disabilities Act and Criminal Justice: Mental Disabilities and Corrections, National Institute of Justice, United States Department of Justice, September 1995. <http://www.nicic.org/Library/serial479>

"Facility Design Can Help Welcome Disabled Staff", Corrections Today, Vol. 57, No. 2, April 1995, p. 110.

Paula N. Rubin and Susan W. McCampbell, The Americans With Disabilities Act and Criminal Justice: Providing Inmate Services, National Institute of Justice, United States Department of Justice, July 1994. <http://www.ncjrs.org/txtfiles/amdisact.txt>

"ADA and Local Corrections: Implications for Personnel", The State of Corrections, Proceedings f the ACA Annual Conference, 1993, Laurel, Maryland, American Correctional Association, 1994, page 36 ff.

"Taking the Initiative in Media Relations", The State of Corrections, Proceedings f the ACA Annual Conference, 1991, Laurel, Maryland, American Correctional Association, 1992, page 267 ff.

Susan W. McCampbell, Richard J. Koehler and David Fogel, "Arrestee and Lockup Management", Local Government Police Management, International City Management Association, Washington, D. C. 1991.

"Direct Supervision: Looking for the Right People," American Jails, Vol. IV, No. 4, 1990, page 68.

"Overcrowding Heads List of Issues Concerning Area Corrections Officials," The Region, Metropolitan Washington Council of Governments, Washington, D.C. Fall, 1989, Vol. 10, No. 2.

Susan W. McCampbell, William H. Matthews and Richard J. O'Connell, "Law Enforcement Accreditation Reaches a Crossroad", Crime Control Digest, Vol. 20, No. 37, September 15, 1986.

911 Telephone Emergency Service in the Northern Virginia Region, Protocol for Receiving, Handling and Transferring 911 Calls, Northern Virginia Planning District Commission, 1981.

Crime in Northern Virginia, 1976 - 1980, Northern Virginia Planning District Commission, 1979

Police Pay and Benefits Survey, Northern Virginia Planning District Commission, 1979.

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