

RICHARD H. MARTIN

5524 Hollister Dr., Montgomery, AL 36116

drdickmartin@gmail.com; drhmartin@oputlook.com

H: 334/272-9888; Cell: 419/348-4201

http://faculty.mercer.edu/martin_rh

EDUCATION

- Ed. D. Indiana University, Bloomington, three concentrations: Criminal Justice, Health Sciences, and Higher Education Administration
Dissertation: Administrators of Criminal Justice Baccalaureate Programs
- M. S. Indiana University, Bloomington: Health & Safety
- B. S. Lipscomb University, Nashville, TN: Liberal Arts with Health Education concentration; History minor

Certifications: *Indiana Secondary Teaching-Life License; *International Accreditation Assessor, Commission for Law Enforcement Accreditation (CALEA) and Team Leader; *National Accreditation Assessor, International Association of Campus Law Enforcement Administrators (IACLEA) and Team Leader; *Certified Self-Defense Instructor

EMPLOYMENT

MERCER UNIVERSITY (July 2015 to present), Professor of Public Safety and Criminal Justice, Dept. of Leadership Studies, Penfield College; Teach a variety of graduate and undergraduate courses

- **MERCER UNIVERSITY** (Aug. 2010-June, 2015), Associate Professor of Public Safety, Dept. of Leadership Studies; Penfield College; Graduate faculty status
- Committee service:
 - Member, Library, Media, and Technology Committee (2015/2016);
 - Member, Penfield College Ad Hoc Strategic Planning Committee (2015)
 - Member, Academic Standards Committee (2014/2015);
 - Chair, Academic Standards Committee (2013/2014);
 - Chair and advisor, master's thesis committee – Aaron Wofford (2013-2014)
 - Chair and advisor, master's thesis committee – Sharon Ware (2013-2014)
 - Member, Library, Media, and Technology Committee (2012/2013);
 - Member, two Thesis Committees (2014-2015)
 - Member, Thesis Committee (2012-2013)
 - Member, Thesis Committee (2011/2012);
 - Member, College Academic Standards Committee (2011/2012);
 - Member, Department of Leadership Studies Faculty Selection Committee (2011/2012);
- Student advising, recruiting, registration, and information sessions at the Henry Academic Center, 2012-present;
- Newnan Center recruiting, registration, and information sessions 2010-2012

- **Chair** of the 2015 Academy of Criminal Justice Sciences (ACJS) annual international meeting program section on “Hate Crimes” in Orlando.
- **Member**, Editorial Board, *Journal of Homeland Security and Emergency Management*, Jan. 4, 2016-present
- **Member**, Editorial Review Board, *Forensic Research & Criminology International Journal*, Oct. 2015-present
- **Member**, Board of Editorial Reviewers, *Cogent Social Sciences*, a Taylor & Francis Group, Sept. 2015-present
- **Member**, Board of Editorial Reviewers, *Journal of Education and Training Studies*, Feb. 2015-present
- **Member**, Board of Editorial Reviewers, *Journal of Gang Research*, 1997 to present
- **International Accreditation Assessor**, CALEA 2000-present
- **Accreditation Assessor**, IACLEA 2011-present
- **Chair** IACP University and College Police Section Scholarship Committee
- **Member** Command and Staff College (CSC) Academic Policy Board, Montgomery Police Department, AL, 2011-present (involved in development of the CSC in 2009/2010)
- **Member**, Academy of Criminal Justice Sciences since 1977
- **Member**, International Association of Chiefs of Police (IACP) since 1993
- Asked to be an advisor for Theta Chi fraternity at West Georgia University on an as needed basis

TEACHING Responsibilities: Courses taught at Mercer (graduate and undergraduate) between August 2010 and present include the following courses.

Undergraduate courses taught at Mercer include face-to-face, web enhanced, and online 2010-present:

- *Forensic Behavior;*
- *Ethics in Public Safety;*
- *Contemporary Issues in Public Safety;*
- *Homeland Security and Emergency Management;*
- *Intelligence Gathering and Dissemination;*
- *Effects of Disasters on Society;*
- *Terrorism;*
- *Judicial Process;*
- *Community Policing;*
- *Criminal Procedure*
- *Criminal Law;*
- *Special Topics: Supervision in Criminal Justice;*
- *Special Topics: Police Organization and Management;*
- *Criminal Investigation*
- *Foundations of Leadership;*
- *Interpersonal Violence;*
- *Criminal Behavior;*
- *Crime and Difference;*
- *Criminology;*

Graduate courses taught include face-to-face, blended, and online 2010-present:

- *Comparative Criminal Justice Systems;*
- *Government: Politics, Media, Crime, and Politics;*
- *Organizational Communication, Conflict Resolution, and Negotiations;*
- *Research Analysis and Methods;*
- *Applied Public Safety Ethics;*
- *Disaster Response Preparation, Coordination, and Operations;*
- *Seminar on Terrorism*
- *Master's Thesis*
- **Naval Postgraduate School** (August 2011); competitive selection, chosen to attend the second annual Naval Postgraduate School (Monterey, CA); Program is a University Partnership Initiative on Homeland Defense and Emergency Management sponsored by the U. S. Department of Homeland Security designed to enhanced faculty knowledge and resource development, and for developing and teaching homeland security and emergency management courses and programs.
- **Professional Development:** Attended FEMA sponsored Emergency Management Institute (EMI) symposium sessions online, (2013-pres.)
- **Publications:** book reviews, presentations, and journal article review (see list below)

Mercer Curriculum Development

- Proposed certificate program: one certificate in Homeland Security and Emergency Management with each topic consisting of three courses. The two topics can be combined into a single dual topic certificate program consisting of six courses. The certificate program can lead to the Master's Degree in Homeland Security and Emergency Management
- Developed the following Special Topics courses: *Police Organization and Management; Law Enforcement Administration; Defusing Terrorism; Community Policing; Intelligence Gathering and Dissemination; Criminal Law; Supervision in Criminal Justice*
- The following became regular courses in the curriculum; *Criminal Law; Community Policing; Contemporary Policing; Intelligence Gathering and Dissemination; Effects of Disasters on Society; Disaster Response Preparedness, Coordination, and Operations (graduate); and, Police Supervision in Criminal Justice.* The latter two were in the curriculum, but had not yet been taught. All became part of the regular curriculum for the major; All courses that I have taught I have also developed for dual formats for online and blended
- Online Training – participated in several weeks of online training spring 2010 for instructional techniques and navigation of various online delivery platforms, e.g., Blackboard Bb9 and Moodle

PUBLICATIONS, ARTICLE REVIEWS, PRESENTATIONS, BOOK REVIEWS, and RESEARCH in PROGRESS

PUBLICATIONS

- **Article in progress:** Martin, R. H. (2016). *Police commissioners desired attributes of police recruits in the Caribbean.* (Research completed, writing in progress.)
- **Article in progress:** The Command and Staff College: A Partnership Between Police Agency and University

- **Research in progress:** Selected Attributes Levels of Importance for Recruit Success Desired by Florida Police Chiefs.
- **Publication:** Martin, R. H. (2016). The significance of selected attributes police chiefs in Nebraska, Illinois, and Iowa believe necessary for recruit success in policing. *Law Enforcement Executive Forum, 16*(1), 68-89
- **Publication:** Stein, M. E., & Martin, R. H. (2016). Conflict and consensus theories: How these concepts impacted the founding fathers and the Second Amendment. *Law Enforcement Executive Forum, 16*(1), 40-62
- **Publication:** Ware, S. D., & Martin, R. H. (March 2015). Sexual violence among male inmates in selected Georgia correctional institutions. *Law Enforcement Executive Forum, 15*(4), 41-59
- **Publication:** Wheeler, A. D., & Martin, R. H. (2015). Law Enforcement consolidation: Perceptions of sworn personnel in a city and county office of sheriff model, *15*(2), 13-34. Accepted 4/8/15.
- **Publication:** Wofford, A., & Martin, R. H. (2014). The impact of federal monitors on consent decrees. *Law Enforcement Executive Forum, 14*(3), 33-58
- **Publication:** Martin, R. H., & Hamilton, S. (2014). Selecting the right recruit: Attributes preferred by Illinois and Iowa police chiefs. *Law Enforcement Executive Forum, 14*(2) 94-114
- **Publication:** Martin, R. H. (2014). An alternative approach to preservice police basic training: Combining training and education learning outcomes. *Community College Journal of Research and Practice, 38*(11) , 995-1007. Retrieve from <http://www.tandfonline.com/eprint/6wARr8tsyvnnhI58j4gB/full>
- **Publication:** Wheeler, C. M., & Martin, R. H. (2014). Technology use in a multi-generational police agency workforce *Law Enforcement Executive Forum, 14*(1), 49-67
- **Publication:** Martin, R. H., Gwynne, J. L., & Hamilton, S. (2013). A comparison of police chief essential police recruit attributes in Georgia, Alabama, and South Carolina. *Law Enforcement Executive Forum, 13*(3) 37-56
- **Publication:** Martin, R. H. (2013). Police misconduct: Selecting recruits with attributes that can reduce police disciplinary actions. *Law Enforcement Executive Forum. 13*(1), 65-76.
- **Publication:** Benton, S. R., & Martin, R. H. (2013). Police crisis intervention: The need to train. *Law Enforcement Executive Forum, 13*(1), 110-127
- **Publication:** Martin, R. H. (Dec. 2012). Advancing police professionalism through higher education. *Law Enforcement Executive Forum, 12*(2) 78-81.
- **Publication:** Martin, R. H. (2012). PowerPoint chapter presentations for Williams, C. R., & Arrigo, B. A. (2012); *Ethics, crime, and criminal justice* (2nd ed.). Upper Saddle River, NJ: Pearson (Nov. 14, 2011)
- **Publication:** Martin, R. H., Gwynne, J., Younker, B., Parrillo, R., & Carter, R. (Fall 2011). The characteristics of Alabama gangs. *Journal of Gang Research 18*(3) 1-19;
- **Publication:** Martin, R. H., & Gwynne, J. L. (March 2010). An assessment of essential police candidate aptitudes and requirements in Alabama. Police Training Technologies. *Law Enforcement Executive Forum. 11*(1), 83-103;
- **Publication:** Martin, R. H., Gwynne, J., & Gruber, C. A. (July 2009). After complaints: An operational template to avoid civil liability. *Critical issues of use of force by law enforcement: Law Enforcement Executive Forum 9*(3), 19-37.
- **Publication.** Martin, R. H. (2008). Training and education. In IACP/NIJ booklet (pp.12-14). *Improving 21st Century Policing Through Priority Research: The IACP's National Law*

Enforcement Research Agenda. Alexandria, VA: International Association of Chiefs of Police.

- **Publication.** Martin, R. H. (2003). *Criminal justice in Ohio today* (2nd ed.). Upper Saddle River, NJ: Prentice Hall Publishing
- **Publication.** Martin, R. H. (2000). *Introduction to criminal justice: Illinois edition*. Belmont, CA: Wadsworth Pub. Co.
- **Publication.** Martin, R. H. (2000). *Wellness: A matter of health*. In W. Doerner and M. L. Dantzker (editors), pp. 276-307. *Police Organization and Management: Contemporary Issues*. Boston: Butterworth-Heinemann
- **Publication.** Martin, R. H., & Gruber, C. A. (1995). Pre-service integrated law enforcement. Abstract in *A Compendium of Illinois School-to-Careers: Award Winning Educational Innovations*. Springfield: Illinois State Board of Education
- **Publication.** Martin, R. H. (1993). Gang colors: Should students be allowed to wear them in college? Views from the field. *The Gang Journal: An Interdisciplinary Research Quarterly* 1, 69
- Martin, R. H. (1981). Doctoral dissertation: *Administrators of Criminal Justice Baccalaureate Programs*, Dept. of Higher Education Administration, School of Education, Indiana University, Bloomington
- **Publication.** Martin, R. H., & Heath, R. M. (1979). Arrest power for the police-student intern. *The Police Chief* 46, 53-54

Published Book Reviews

- Martin, R. H. (1993). Out of Bedlam: The Truth About Deinstitutionalization, by Ann Braden Johnson review published in the *Criminal Justice Review*, 8, 106
- Martin, R. H. Issues in Criminal Investigation, by Michael Palmiotto, published in the *Journal of Security Administration* 11 (1)
- Martin, R. H. Compensation in the Security/Loss Prevention Field (3rd ed.). Book review published in the *Journal of Security Administration* 8 (2)
- Martin, R. H. Campus Security and Law Enforcement. Book review published in the *Journal of Security Administration* 7 (2)

Journal Article Peer Reviews

- **Article reviewed.** (Jan. 31, 2016). "Examination of the Relation between Academic Procrastination and Time Management Skills of Undergraduate Students in terms of Some Variables." *Journal of Education and Training Studies*
- **Article reviewed.** (Dec. 21, 2015). "Effect of solution focused group counseling for high school students in order to struggle with school burnout." For the *Journal of Education and Training Studies*
- **Article reviewed.** (Dec. 2, 2015). "Is the four-day school week detrimental to and student success?" For the *Journal of Education and Training Studies*
- **Article reviewed.** (Nov. 12, 2015). "Students' perspectives on pathways to university readiness and adjustment." *Journal of Education and Training Studies*
- **Article reviewed.** (Oct, 15, 2015). "Homicide disguised as Road-traffic Accident: A Case report." *Forensic Research & Criminology International Journal*

- **Article reviewed.** (Aug. 7, 2015). “Time management of educational inspectors.” *Journal of Education and Training Studies* (JETS).
- **Article reviewed.** (July 20, 2015). “The Role of Staff in Quality Improvement in Early Childhood.” *Journal of Education and Training Studies*.
- **Article Reviewed:** (June 23, 2015). “Examination of The Relation Between TEOG Score and School Success in Terms of Various Variables.” *Journal of Education and Training Studies*.
- **Article Reviewed.** (June 7, 2015). “Instructional strategies used to improve students’ comfort and skill in addressing the occupational therapy process.” *Journal of Education and Training Studies*
- **Article Reviewed.** (May 20, 2015). “The effect of difference of skills display sequence in the virtual classroom programs on cognitive achievement and programming skills for the first-year secondary school students.” *Journal of Education and Training Studies*
- **Article Reviewed:** (April 15, 2015). “Students Are Not Highly Familiar with Astronomy Concepts – but What about the Teachers?” *Journal of Education and Training Studies*.
- **Article Reviewed:** (Feb. 11, 2015). “Publicly-Reported Indicators of School System Success: A Comparative Study of Three Canadian Provinces.” *Journal of Education and Training Studies*
- **Article Reviewed:** (Sept. 1, 2013). “Understanding transnational gangs and criminal networks: A contribution to community resilience.” *Journal of Gang Crime*.
- **Article reviewed:** (March 10, 2010). “Alabama, Osama, and Obama: “When can I shoot? South African firearm and legal issues: A qualitative and narrative approach.” *Law Enforcement Executive Forum*,
- **Article reviewed:** (April 5, 2010). “Gangs and juvenile justice: Why African American youth are overrepresented and what can be done about it” for the *Journal of Gang Research*.
- **Article reviewed:** (December 2005). “Street gangs in Indian country: A clash of cultures.” *Journal of Gang Research*.
- **Article reviewed:** (January 2005). “Gangs and terrorists in the Americas: An unlikely nexus.” *Journal of Gang Research*.

Abstracts Published in Proceedings, Presentations, and Participation at Professional Conferences

- **Presentation:** (September, 2015). Paper accepted for annual Southern Criminal Justice Association (SCJA) meeting in Charleston. *Terrorism and Emergency Planning for Soft Targets*.
- **Member,** ACJS 2015 Program Committee
- **Chair,** ACJS 2015 Program Section on Hate Crimes, national conference in Orlando. Organized panels and selected papers submitted on hate crimes for presentations.
- **Presentation: (October 2014)** - as chair of IACP University and College Police Section Scholarship Committee, made a presentation to the IACP Section membership on the selection process and the award winners for the 2014 competitive scholarship award at the annual international meeting in Orlando.
- **Presentation:** Martin, R.H., Gwynne, J. L., & Murphy, K.J. (March 2014). *Command and Staff College Initiative: An Academic Partnership*. ACJS 2014 national conference in Philadelphia.

- **Presentation:** Martin, R. H. (**April 2013**). *Georgia Police Chief Desired Recruit Attributes: A Five State Comparison*. Atlanta Research Conference, Mercer University, Atlanta
- **Presentation:** Martin, R. H. (**March 2013**). *Georgia Chiefs Desired Recruit Aptitudes*. Presented at ACJS 2013 annual conference in Dallas
- **Presentation:** Martin, R. H. (**March 2013**). Panel moderator and presenter at ACJS roundtable on *Police Preservice Certification*, ACJS meeting in Dallas
- **Presentation:** (**October 2013**) - as chair of IACP University and College Police Section Scholarship Committee, made a presentation to the IACP Section membership on the selection process and the award winners for the 2013 competitive scholarship award at the annual international meeting in Philadelphia
- **Presentation:** (**October 2012**) - as chair of IACP University and College Police Section Scholarship Committee, made a presentation to the IACP Section on the selection process and the award winners for the 2012 competitive scholarship award at the annual international meeting in San Diego
- **Presentation:** (**October 2011**) - as chair of IACP University and College Police Section Scholarship Committee, made a presentation to the IACP Section on the selection process for the 2011 competitive monetary award (scholarship) at the annual international meeting in Chicago
- **Presentation:** (**October 2010**) - as chair of IACP University and College Police Section Scholarship Committee, made a presentation to the Section on the selection process for the 2010 competitive monetary award (scholarship) at the annual international meeting in Denver;
- **Presentation:** Martin, R. H. (Nov 2009). Auburn Montgomery Honors Colloquium – presentation On Self-Defense/Stress Management (invitation by honors students)
- **Presentation:** Martin, R. H. (March 2009). “*Publicly Funded Gang Prevention Programs: An Overview of Current American Initiatives.*” Ideas on how to increase odds for funding, ACJS conference in San Diego;
- **Presentation:** Martin, R. H. (March 2009). “*Feasibility of Establishing a Motor Carrier Compliance Unit: Determining Risk Factors.*” ACJS conference, San Diego
- **Presentation:** Martin, R. H. (March 2008). A paper on “*The Characteristics of Alabama Gangs.*” Results of a study of Alabama inmates using the *National Youth Gang Survey*. Academy of Criminal Justice Sciences annual meeting in Cincinnati (published)
- **Presentation:** Martin, R. H. (March 2008). “*An Exploration of Alabama Police Job Preparedness.*” Results of a survey of Alabama chiefs at the Academy of Criminal Justice Sciences (ACJS) annual meeting in Cincinnati (published).
- **Presentation:** Martin, R. H. (March 2002). Invitation to participate and present on a panel for Community College Criminal Justice Accreditation at Academy of Criminal Justice Sciences in Anaheim, CA.
- **Presentation:** Martin, R. H. (March 1999). Organized and chaired a roundtable discussion on Criminal Justice Training in Community Colleges, at the Academy of Criminal Justice Sciences (ACJS) national meeting, Orlando (recently updated and published).
- **Presentation:** Martin, R. H. (1996). National Association of Academic Affairs Administrators, “*Pre-service Education Delivery System,*” Kellogg Center, Michigan State University

- **Presentation:** Martin, R. H. (1996). "*Integrated Pre-service Education and Training for Police*," presentation to the subcommittee, rebuttal to position paper presented by the director of the Police Training Institute of the University of Illinois, Illinois Association of Chiefs of Police, in Springfield, IL
- **Presentation:** Martin, R. H. (1996). "*Integrated Pre-service Education and Training for Police*," presented to the subcommittee on pre-service police training, Illinois Association of Chiefs of Police, in St. Louis.
- **Invitation to Present:** Martin, R. H. (1995). "*Police Education Delivery System (PEDS)*." accepted for presentation at Conference of Criminal Justice Education, John Jay College of Criminal Justice, New York, (financially unable to attend).
- **Presentation:** Martin, R. H. (April 1995). "*An Alternative Model Delivery Program for Police Pre-service Education*." Illinois Connections 2000 Awards Annual Conference, St. Charles, IL (abstract published by Illinois Dept. of Education)
- **Presentation:** Martin, R. H. (March 1994). Invited to speak on a panel about *police pre-service certification and education* at the Academy of Criminal Justice Sciences (ACJS) national meeting
- **Presentation:** Martin, R. H. (October 1993). "*Integrated Police Pre-service Certification Program*." Invited to present at national COMBASE meeting (organization of community college presidents) in Colorado Springs, CO
- **Presentation:** Martin, R. H. (September 1993). *Preservice Police Training/Education*. Invited to present at a workshop on Illinois Community College Education, Midwest Criminal Justice Association (MCJA)
- **Additional Presentations** (prior to 2007) at the Academy of Criminal Justice Sciences (ACJS) annual national meetings: **Presentation:** "*Educational Status of Police Chief Executives in a Selected Midwestern State*," Academy of Criminal Justice Sciences; **Presentation:** "*Police Stress*," Academy of Criminal Justice Sciences; **Presentation:** "*Police Educational Characteristics in a Midwestern State*," Academy of Criminal Justice Sciences, Chicago; **Presentation:** "*Criminal Justice Chairpersons Opinions of the Need for Academic Preparation in Administration*," Academy of Criminal Justice Sciences, Las Vegas; **Presentation:** "*Administrators Opinions of the Need for Field Experiences for Faculty*," Academy of Criminal Justice Sciences-San Antonio; **Presentation:** "*Criminal Justice Baccalaureate Program Administrators*," Academy of Criminal Justice Sciences, Philadelphia; **Presentation:** Martin, R. H. "*Sexual Assault and Abuse*." Workshop instructor, Kearney, Nebraska, Police Department; **Presentation:** Martin, R. H. Workshop instructor, "*Criminal Law for Secondary Teachers*," School of Education, University of Nebraska at Kearney; **Presentation:** Martin, R. H. Chair and discussant of academic panel on Indiana criminal justice, Indiana Association of Criminal Justice Educators, Indianapolis meeting;
- **Discussant and Chair of Multiple ACJS Panel Sessions:** Martin, R. H. (also prior to 2007). Panel Discussant and/or panel Chair at the Academy of Criminal Justice Sciences annual meetings. Some of the topics of sessions I participated in as chair and/or discussant were: "The Homeless and Crime" ; "Police Problems, Trends, and Innovations"; "Qualitative Research in Criminal Justice Education" ; "Criminal Justice Education and Sexual Abuse Statutes" ; "The Criminal Justice Student in Higher Education"; "Criminal Justice Internships" and, "Police and Domestic Violence"

Research Agenda and Works in Progress

- Current project in progress on surveys of police commissioners in the Caribbean Islands on desired attributes of new recruits;
- In progress, Florida chiefs desired attributes of recruits
- In progress, article on Command and Staff College
- In progress, textbooks on Georgia criminal justice
- Research interests: Police preservice certification; textbook on police selection; wellness
- Police stress and wellness - controlling stress and reducing police excessive force
- Comparing longitudinal studies (1980, 1990, and 2012) of characteristics of police agencies in Indiana and Illinois

Editorial Book Reviews

- Editorial book reviews: completed 43 for Prentice Hall, Butterworth Heinemann, West, Wadsworth, McGraw Hill, and Glencoe. Topics of textbooks a wide range of criminal justice topics
- **Book Review 2011**; Miller, L., Hess, K.M., & Orthmann, C. H. (2014). Acknowledged in text for review contributions, *Police Community Relations* (7th ed.), Delmar/Cengage,
- **Book Review 2011**; Perez, D. W., & Moore, J. A. (2013). *Police ethics: A matter of character*. Belmont, CA: Wadsworth/Cengage. Acknowledged in text
- **Book Review 2011**; Iannone, N.F., Iannone, M. D., & Bernstein, J. (2014). *Supervision of police personnel* (7th ed.). Upper Saddle River, NJ: Pearson/Prentice Hall,
- **Book Review 2010**; Hess, K.M., & Orthmann, C. H. (2011). Acknowledged in text for reviewer contributions, *Police operations* (5th ed.) for Delmar Publishing
- **Book Review Nov. 2010**; Blind review included overall marketability of text; Table of Contents; and Chapter 8 of the manuscript, Delmar/Cengage Learning.
- **Book Review** (38th). Perez, D. W., & Moore, J.A. (2009). *Police ethics: A matter of character*. Reviewed for Delmar/Cengage Learning, reviewed November 20
- **Book Review** (37th). Hess, K. M. (2010). *Police operations: Theory and practice* (4th ed.). Reviewed for Wadsworth/Cengage Learning, reviewed October, 2008.
- **Book Review** (36th). Miller, L. & Hess, K. M. (2010). *Community policing: Partnerships and problem solving*. Reviewed for Wadsworth/Cengage, August, 2008
- **Book Review** *Criminal Justice Today* (4th ed.), (third consecutive review), Schmalleger, F., for Prentice Hall Publishers
- **Book Review** *Criminal Justice Today* (3rd ed., Schmalleger, F. Prentice Hall Publishers
- **Book Review** *Criminal Justice Today* (2nd ed.), Schmalleger, F. Prentice Hall Publishers
- **Book Review** *Police Community Relations*, Carter and Radalet, for Prentice Hall
- **Book Review** *Criminal Procedure*, Leavell, G., for West Pub. Co.
- **Book Review** *Training Security Professionals*, Nicholson, L. G., for Butterworth/Heinemann
- **Book Review** *Sidewinder System of Handgun Retention*, for Butterworth/Heinemann
- **Book Review** *The Executive Protection Professional Manual*, for Butterworth-Heinemann
- **Book Review** *Organized Crime*, Ryan & Rush, for Butterworth/Heinemann
- **Book Review** *Policing in United Kingdom and North America*, Richards & Deny, for Butterworth and Heinemann
- **Book Review** *Strategies for Community Policing*, Stone, DeLuca, & Watson, for Prentice Hall

- **Book Review** *Police Community Relations*, Champion & Rush, for Prentice Hall Publishers, Boston
- **Book Review** *Written and Interpersonal Communication Methods for Law Enforcement*, Wallace, Roberson, & Steckler, for Prentice Hall Pub., Boston
- **Book Review** *Enhanced Neighborhood Policing: A Practical Implementation Model*, Churchill & Rand, for Prentice Hall
- **Book Review** *Report It In Writing*, Goodman, for Prentice Hall
- **Book Review** *Managing Police Organizations* (4th ed.), Wisenand & Ferguson (consisted of two separate reviews: one partial and one full manuscript reviews), for Prentice-Hall
- **Book Review** *Community Oriented Policing and Problem Solving: A Prescription for Change*, Peak, K. for Prentice-Hall Publishing
- **Book Review** *Introduction to Criminal Justice* (2nd ed.). Gaines, L., for West Publishing Co.
- **Book Review** *Introduction to Criminal Justice* (1st ed.). Gaines, L., for West Publishing Co.
- **Book Review** *Criminal investigation* (5th ed.). Swanson, C., Territo, L., & Chamelin, N., for MacMillan Publishing Co.

EMPLOYMENT HISTORY

AUBURN UNIVERSITY MONTGOMERY, Department Head and Associate Professor, Department of Justice and Public Safety (JPS); August 2007-August 2010;

Teaching Responsibilities

- **Graduate** courses taught: Criminal justice graduate faculty from August, 2007, to December, 2012 (taught as adjunct after leaving): *Personnel Administration; Ethics in Criminal Justice; Managing Stress; Comprehensive Examination; Criminal Justice Writing*
- **Undergraduate** courses taught – *Private Security; Self-Defense/Stress Management; Organization and Administration; Criminal Justice Writing*
 - Student advising – advised 106 JPS Department majors; the JPS department had approximately 300 majors in two undergraduate and two graduate degree programs; Limited number of faculty resulted in large number of advisees (2008-2010)
- **Adjunct Instructor**, Auburn Montgomery: continued teaching as an adjunct at Auburn Montgomery University after resigning in 2010 and joining Mercer. Continued teaching online graduate and undergraduate courses from January 2011 to January 2012.
- **Adjunct instructor**, online graduate program for Norwich and Kaplan (undergraduate) Universities for one semester

Administrative Responsibilities

- Responsible for scheduling courses and assigning faculty to courses; *Recruited and mentored adjunct instructors; *Supervised and evaluated five full-time faculty and administrative assistant and as many as 19 adjunct instructors; *Supervised and Assisted in the completion of the Legal Studies/Certified Paralegal degree application final report for American Bar Association accreditation re-approval (2008-2009); *Completed the JPS Comprehensive Self-Study Report for the Program Academic Review (Fall 2009); *Completed the JPS Department Comprehensive Program Academic Review for Office of Academic Affairs (Fall 2009); *Conducted the JPS Administrative Associate Search (spring 2008); Prepared academic schedule; *Managed the budget; *Monitored and secured

department assets; *Evaluated prior learning assessment for adults learners; *Articulated curriculum with two-year schools through articulation agreements; *Maintained ongoing development and implementation of internet courses and for the program

Program Development

- Developed an online accelerated Executive Master's Degree in JPS; *Degree can be completed in 12 months using eight-week mini-terms (2007-2009); *Developed an online B.S. degree completion program for law criminal justice and private security (2007-2009); *Developed an online degree completion program for paralegal certification (ABA approved), fall 2008. *Also, developed an ABA approved online paralegal certificate only program - approved with state accreditation (ACHE); spearheaded Paralegal Program review in 2007-2009 resulting in re-approved by state and ABA; *ONLINE Course Development - Developed and placed the following classes online: *Graduate courses - *Human Resource Management (Personnel Administration), Ethics in Criminal Justice, Criminal Justice Writing*. An additional three undergraduate hybrid courses include *Organization and Management, Introduction to Security, and Self-Defense/Stress Management* format (2007-2009); *Mentored faculty and adjuncts on learning teaching online techniques;
- Co-developed the Theoretical and Applied Forensics Group which focuses on the modeling of crime data and analysis of forensic data; *it is a research group for crime and accident scene reconstruction and analysis; *participated in several meetings with the Montgomery Police Department police chief and governor's chief of staff; that were instrumental in the development of the new and unique Montgomery Police Department Command and Staff College (CSC). *The first CSC graduation class was in June 2012; *Developed and proposed a Forensic Science major in collaboration with Departments of Biology and Physical Science.

Department Service

- Chaired Legal Studies Faculty Selection Committee - hired three tenure track faculty. *Co-Chaired second JPS Legal Studies Faculty Selection Committee (2007-2008); *Chaired the JPS Criminal Justice Faculty Selection Committee (2007-2008); *Developed two new courses, *Introduction to Homeland Security* and *Quantitative Methods*. *Prepared Homeland Security master's degree courses for online format; *Submitted all JPS department courses for SACS accreditation approval to deliver all JPS courses online and in hybrid format, in addition to on-ground, July 2009; Revised and updated JPS department web page, June 2009; *Prepared questions for graduate degree comprehensive examinations (2008-2010).

School of Sciences Service - Committee Membership

- Undergraduate Student Research Committee (2007-2010); *Doctoral Advisory Committee, Political Science (2007-2009); *School of Government Feasibility Committee (2007-2009); *Represented the college on the University Curriculum Committee (2007-2010)

University Service

- Committee Membership; *AUM University Budget and Planning Committee (2010); *University Curriculum Committee (2007-2010); *School of Government Planning Committee (2007-2011); *Department Heads Council (2007-2010); *Acting Chair, University Library Committee (2007); *University 21st Century Learning Initiative Online Learning Committee

Attended the Following Training & Development Workshops: *Grant Writing Workshop, Birmingham, AL, workshop on COPS CHRP grants (2008); *Participant in training workshops

for online course delivery platforms: *WebCT training, CMS-200 WEB training, and Blackboard CE-8 (2008); *Participant – several Human Resources and training sessions; *Attended the annual NLETS/CJIS Conference, Montgomery Renaissance Hotel (2008); *NLETS Workshops attended include: *National Nuclear Safety Administration Office of Secure Transportation: Information critical to safety of LE and community; *Western Hemisphere Travel Initiative: Vulnerabilities of multiple documents and the use of chips; *Facial Recognition Technology: *Biometric databases available to agencies; and, *Gunshot Audio Recognition Technology: Instantly recognizes the sound of gunshot and pinpoints shooter within seconds.

UNIVERSITY OF FINDLAY (Ohio), Chair and Professor of Criminal Justice (2000 to 2007).

Teaching Responsibilities

- Professor of criminal justice; tenured in 2003; Advised students; *Taught a variety of traditional, hybrid; and online classes and face-to-face over a seven year period includes: *Community Policing; Introduction to Corrections; Introduction to Criminal Justice; U. S. Courts & Criminal Justice; Probation and Parole; Drugs and Alcohol; Juvenile justice; Research Methods; Criminal law; Criminal Procedure; Criminal Evidence; Planning and Budgeting; Senior Seminar; CJ Organization and Management; Self-Defense/Stress Management*
- **Online teaching:** In addition to using Blackboard at the University of Findlay, my online teaching experience includes using the following online platforms at various other proprietary and private schools; all included synchronous and asynchronous classes: e-College, WebCT, Blackboard, Moodle, and Angel
- **Online Training** – participated in several weeks of online training for instructional techniques and navigation of various online delivery platforms

Administrative Responsibilities

- Chair, Criminal Justice Department, 2000-2004; Scheduled academic offerings and assigned faculty to instruction; *Supervised and evaluated faculty; *Conducted major revision of the traditional program with 18 new courses and two new majors; *Developed comprehensive criminal justice major; *Directed the program; *Advised students; *Recruited students; *Developed on-line courses for delivery on WebCT and Blackboard; *Developed the accelerated on-line Degree Completion Program with 11 new on-line courses; *Managed the budget; *Monitored and secured department assets; *Evaluated prior learning assessment for adults learners; *Articulated curriculum with two-year schools through articulation agreements; *Promoted program by presenting to community service and fraternal organizations
- Committee membership: *Advisor to Student Government Association; *Advisor to Criminal Justice Club; Member of Adult & Continuing Education Learning Committee; *University Assessment Committee; *Member of three Technology Learning Center Committees; *University Conduct and Discipline Committee; *Chair, Criminal Justice Curriculum Advisory (external and internal) Committees; *Member, Law and Liberal Arts Committee
- Adjunct for Norwich University graduate instructor for while at University of Findlay and for three years, but gave it up after one semester after starting with Auburn because of admin duties

ELGIN COMMUNITY COLLEGE (ECC), Elgin, IL 60123 (1993-2000), Director Criminal Justice and Pre-service Law Enforcement Programs

Teaching Responsibilities

- The position was primarily administrative that required teaching four classes per year, but I taught additional classes per year; that included *Community Policing; Intro to Criminal Justice; Self-Defense/Stress Management; Use of Force; Police Organization and Management; Corrections; Probation and Parole; Criminal Procedure; Courts & Justice; Private Security; & Juvenile Justice*. During this time, I was also an adjunct instructor at four-year institutions: Aurora University (Aurora); Columbia College (Elgin on site); Judson College (Elgin); and Norwich University (distance ed.).

Administrative Responsibilities

- Grant Project Director, Illinois Higher Education Cooperative Act Grant (HECA grant) with Elgin Community College and the University of Illinois Police Training Institute;
 - *Developed a new concept of preservice program under state and local grant, Concept was unique in the U. S.;
 - *Developed state and national replicable model for an alternative approach to police and corrections officer basic training and education for ECC while on leave from Aurora University;
 - *received Illinois Department of Education Award for the program;
 - *Award winning curriculum is still in place;
 - *Administered the new programs;
 - *Recruited students;
 - *Promoted program among regional police agencies;
 - *Spoke to community service organizations;
 - *Taught classes and increased enrollment - and the new program grew from 40 to 240 majors in 18 months;
 - *Brought program from grant funded to line item in the institution budget;
 - *Supervised the academic offerings and professional certification programs;
 - *Directed pre-service basic training;
 - *Managed budget;
 - *Developed curriculum;
 - *Participated in professional development;
 - *Articulated the program and curriculum with four-year schools;
 - *Recruited instructors;
 - *Supervised 21 adjunct instructors;
 - *assessed practitioner portfolios for life experience credit; protected department assets;
 - *Program developed consisted of three preservice AAS academic programs integrated with state basic training- included: (1) Preservice law enforcement basic training certification with an AAS degree; (2) Preservice corrections basic training certification with an AAS degree; and (3) Public safety telecommunication basic training certification with an AAS degree.
- Additional Grant experience, at Elgin CC: (a) Directed the first HECA grant to develop the program (9/93-9-94); (b) Wrote a second HECA grant to continue the second year of program development; (c) Partnered with the Northwestern University School of Public Safety Institute in writing a \$7 million grant to the NIJ to develop a national police college; (d) Wrote COPS grant for Elgin P.D. to assist in the development of seminar curricula to train administrators and officers for the nationally known Resident Officer Program of Elgin (ROPE); (e) Co-participant for COPS grant, with Illinois State Police, Elgin Police Dept., and the University of Illinois System; (f) Wrote several Illinois DOT; (g) Wrote several Juvenile Justice grant applications to fund training programs while coordinator of Northeast Multi-Regional Training (NEMRT), a state of Illinois ASSIST region.
- Organized second major crime investigators' seminars involving the Milwaukee County Dahmer serial murder investigation for 100 criminal investigators from Illinois, Iowa, Wisconsin, and Indiana (the first was with Aurora University).

- Committee Membership: Chair, ECC Standing Committee on Institutional Plant Safety (oversaw OSHA standards); President's Administrative Team; Vice-President's Instructional Leader Group; Dean's Administrative Team Support Group; School Curriculum Committee; School Personnel Staff Committee

Adjunct Instructor (while at Elgin CC)

- **Online adjunct while at Elgin** for Kaplan, Colorado Tech, Grand Canyon University
- **Judson College**, Elgin, IL; adjunct, developed and taught a new community policing course with four modules that could be expanded to include three additional courses as the student demand increased
- **Columbia College** (Missouri) at Elgin Community College; Adjunct instructor - taught five different classes per year (evenings) for Columbia's CJ distance education program
- **Norwich University** (Montpelier, VT); Adjunct instructor and field faculty criminal justice advisor (8/93-94; and 8/1997 to 8/2000) for the Distance Learning Graduate Program of the Vermont College of Norwich
- **Aurora University**: Adjunct instructor while at Elgin CC; continued teaching 5-7 classes per year for three years at Aurora University after resigning to take the Elgin CC position; Aurora granted me a 21 month leave of absence to develop the Elgin program.

AURORA UNIVERSITY, Aurora, IL, Chair and Professor of Criminal Justice (8/85-1/93)

Administrative - *Earned promotion to rank of Professor of Criminal Justice; *Responsibilities included academic teaching and student advising; *directing academic offerings; managing the budget; *supervising and evaluating faculty; *developed new curriculum; *placed and supervised interns; *recruited students; *developed accredited off-campus programs; *interim director of MBA Criminal Justice Management Program, School of Business and Professional Studies, in addition to regular chair position. *Revised the criminal justice major curriculum requirements, including several new courses; *Doubled the number of majors in 18 months; *Training – Organized the first of two major crime investigation seminars based on the Milwaukee County Jeffrey Dahmer serial murder investigation. *The new courses for the Aurora revised curriculum are still part of the curriculum.

Committees - participated on numerous governance committees, including Academic Appeals Committee; Professional Portfolio for Non-traditional Students; Numerous search committees; University Faculty Review Panel for Due Process; University Academic Standards; University Assessment and Retention; University Internship; Admissions Committees.

Teaching Responsibilities: *Introduction to Criminal Justice; Introduction to Law Enforcement; Probation and Parole; Courts and Criminal Justice; Research Monograph; Introduction to Corrections; Criminal Procedure; Police Organization and Management; Self-Defense/Stress Management; Introduction to Private Security; Criminal Justice Internship**Granted a 21-month leave of absence from Aurora (AU) to develop Elgin Community College (ECC) program; hired back to teach 5-7 classes per year for AU while on leave & employed at ECC.

NORTHEAST MULTI REGIONAL TRAINING (NEMRT), Deputy Director/Regional Coordinator (full-time), of NEMRT, North Aurora, IL (7/1984-8/1985);

Administrative Responsibilities Police Inservice Training: *NEMRT is one of mobile training units for state of Illinois. *The training system of regions in Illinois is the Statewide System of Inservice Training (ASSIST). *Administered inservice training programs for police officers throughout the Chicago area; *Duties included oversight of 100 inservice training courses at 180 different sites; *Managed budget; *Developed fiscal reports; *Wrote grants, e.g., wrote Illinois Department of Transportation grants for the first Horizontal Gaze Nystagmus (HGN) Driving Under the Influence (DUI) sobriety testing outside of California; *Administered 16 HGN training programs at 16 different sites; *Wrote U.S. Department of Justice Juvenile Justice (OJJDP) grants to train police juvenile officers; *Developed various training courses; *Recruited instructors; *Evaluated instruction; Conducted needs assessments among police agencies; maintained asset protection; *developed a policy handbook that defined jobs and position classifications; conducted employee merit reviews; and *assisted in the implementation of governing board policy; *the organization governing board consisted of police chiefs and city managers in Chicago area; *Region 3, is the largest of the state's 16 ASSIST regions that provides police inservice training programs. *Applied for adjunct teaching at Aurora University (AU) and was asked to apply for the full-time chair position, subsequently hired as department head at Aurora University.

UNIVERSITY OF NEBRASKA, KEARNEY (UNK): Director and Associate Professor, Criminal Justice Program (8/1981 to 7/1985). The last academic year (1984-85) includes a year's leave of absence; earned early promotion to Associate Professor of Criminal Justice.

Teaching Responsibilities *included teaching the following courses: *Courts and Justice; Criminal Evidence and Procedure; Police Administration; Research Monograph; Private Security; Internship supervision; and Introduction to Criminal Justice.* *Advised students; administered academic offerings; *supervised faculty; *developed curriculum; *coordinated internships placements and supervised student interns; *protected department assets; *sponsored the CJ Club; *participated on several governance committees; *all but two new courses are still part of the curriculum; *Professional development and organization participation; *Earned early promotion to Associate Professor

Administrative Responsibilities: *Program Development and curriculum: *Conducted a total revision of the program core and elective curriculum which included several new courses; *Developed a 54-credit comprehensive criminal justice major, *a 36-credit criminal justice major, and a 12-credit minor. *New curriculum helped to double the number of students from 120 to 240 in 18 months. *Conducted inservice training for the Kearney Police; *Conducted an inservice seminar for the UNK Department of Education; *Participated on various university governance committees including Deans department head council; *Granted a one-year leave of absence to work in Chicago area police training for the Illinois ASSIST Region (NEMRT)

BALL STATE UNIVERSITY (BSU), Muncie, Indiana, Assistant Professor Criminal Justice, tenured (1974-1981)

Teaching Responsibilities: *Sociology of Law Enforcement; Police Principles and Procedures;*

Private Security; Criminal Evidence and Procedure; Criminal Investigation; Police Community Relations; Internship and Practicum Coordinator;

*Special teaching assignments for BSU Continuing Education Program: *the Indiana State Reformatory; *Grissom Air Force Base; and the *College of St. Francis in Richmond, IN.

Other responsibilities: *Advised students; *Participated in professional development;

*Participated on various department and university committees

*Curricular development included the law enforcement and security courses

*Developed the following courses: *Police Principles and Procedures (Org. & Mgt.); Private Security; Criminal Evidence and Procedure; Criminal Investigation.*

*Developed internship program that allowed seniors to be sworn, armed, second officers in patrol vehicle that included, Muncie P.D., Ball State P.D., Delaware County Sheriff, and various town marshal departments around central Indiana.

*Attended Indiana University, Bloomington, during this time

*Resigned to accept director of the Criminal Justice Program at the University of Nebraska, Kearney.

CURRICULUM DEVELOPMENT

- Mercer University: developed several undergraduate and graduate courses for online, hybrid, blended, and traditional formats
- Auburn University, Montgomery – developed two undergraduate online degree completion programs (Criminal Justice and Paralegal Studies); two online master’s degree programs in Homeland Security and Judicial Administration; and an accelerated online master’s degree in Criminal Justice.
- The University of Findlay - developed two new criminal justice majors and revised the bachelor’s degree completion program (2+2); developed an on-line and blended format for all courses; proposed a master’s degree in Criminal Justice Leadership
- Elgin Community College – Developed a state approved Public Safety Tele-Communications Program in Illinois. The program has a three step progression:
 - (1) basic vocational specialist certificate
 - (2) a vocational specialist certificate
 - (3) Associate of Applied Science degree program
- Elgin CC: Developed two unique AAS and AA programs integrating police preservice certification and corrections preservice state certification with the associate degrees
 - Curriculum development at ECC included an integration of professional police basic training learning outcomes with the learning outcomes of criminal justice education courses required for the AAS and BS degrees
- Elgin Community College - received several awards for the innovative program design of integrated pre-service police, corrections, and telecommunications officers curriculum leading to an AAS or AA with state corrections or police certification
 - The programs integrate Illinois basic training with criminal justice courses
 - Also developed an adult experiential portfolio assessment (examination of prior learning experiences) program for non-traditional adult learners
 - Developed private security certification courses
- At Aurora, established articulated CJ off-campus B.A. degree sites at both community colleges and Chicago suburban police departments with approval from the Illinois Board of Higher Education

- Northeast Multi Regional Training – developed and coordinated various police inservice training programs that varied between four days and two weeks (training academy without walls); included providing the first Horizontal Gaze Nystagmus (HGN) sobriety test training east of the Mississippi.
- University of Nebraska, Kearney, and Aurora University - redesigned majors; Doubled enrollment at the latter three institutions within 18 months
- Judson College in Elgin, IL – consultant: developed models of customized learning and learning module courses and distance learning and online courses at several institutions
- Ball State - Course development includes law enforcement and security courses

Professional Experience (Non-Higher Education)

- **Certified National Accreditation Assessor for CALEA** (2000 to **present**); details listed below under professional and community activities and service section
- **Consultant:** Assessment Center – *Evaluated 155 applicants for sergeant’s promotion assessment for the Springfield, IL, Police Dept., *Assessments involved review of 310 applied situational scenarios recorded on video tapes and 155 written in-basket exercise evaluations
- **Sheriff’s Merit Commissioner** (5 years), McHenry County Sheriff’s Department; *Secretary of the Commission
- **Police Commissioner** (6 years), Police and Fire Commission, city of Woodstock, Illinois; *Chair (2 years); Secretary (4 years)
- **Self-Defense Instructor** (Certified), Includes fitness and stress control; Certified by Illinois state association and a national association
- **Constable** (4 years) - elected county law enforcement officer (while at Ball St. U.), Delaware County, Indiana
- **Police Officer** Highland, IN Police Dept. (4.5 years): *First college graduate hired on department; *Academic Achievement Award in academy; *Graduated first in state of Indiana Police Basic Training class; **Duties:** *Patrol, *First responder domestic violence, accidents investigations, *investigated criminal and juvenile complaints; *One of first five police school liaison (PSL) officers in state; *Developed, and coordinated a pioneer Police-School Liaison (P-SL) Program; *Attended PSL training at the Mott Foundation in Flint, Michigan; *Attended numerous inservice training courses for police career development; *Resigned to teach criminal justice in Dept. of Sociology, Ball State University
- **Private security** and loss prevention; *Major retail store, full-time for one year while employed as a police officer; *Apartment complex, full-time for one year while employed as a police officer
- **High School Teacher**, Gary, Indiana - Calumet and East Gary High Schools; Taught Health, First aid, Driver Education, History, and Safety Education
- **Basketball coach**, Calumet High School, Gary, IN; *Instructed district minority junior high youth on team sport fundamentals on weekends in Gary; *Issued state of Indiana Professional (Life) teaching license; left to become police officer
- **Other** part time work during summers and weekends includes: Bethlehem Steel ironworker; janitor at Inland Steel; laborer in concrete block factory; laborer at Keen Foundry; lumber yard laborer, insurance sales, mobile home park construction.

Professional & Community Activities & Service

- **Member**, ACJS 2015 Program Committee
- **Program Section Chair**, ACJS 2015 Program Section on Hate Crimes national conference in Orlando. Organized panels and selected papers submitted on hate crimes for presentations.
- **Member** Board of Editorial Reviewers, *Journal of Gang Research*, 1997 to **present**
- **Certified** International Accreditation Assessor and team leader (2000 to **present**), Commission on Accreditation of Law Enforcement Agencies (CALEA), Washington, D.C.;
- **Certified** national assessor and team leader for International Association of Campus Law Enforcement Administrators (IACLEA), **2011 to present**: *recertification required every 3 years; generally, only sworn officers are assessors. Privileged to be among the few that are not sworn.
- **Agencies Assessed**: *assessed public safety agencies applying for accreditation. *Assignments included: *University of California Northridge* Anne Arundel Community College*Princeton University *the University of North Carolina at Chapel Hill Police Department; *University of Texas Medical Center in Houston; *North Carolina State Training Academy; *University of Richmond; *Gainesville, GA, P. D.; *Lake Charles, LA, P. D.; *Canadian Pacific Railroad in Montreal, Ontario; *Canadian Pacific Railroad in Calgary, British Columbia;
- **Assessed** the Anne Arundel Community College Department of Public Safety in Annapolis, MD; and *University of California, Northridge
- **Federal Grant Peer Reviewer** - Evaluated 39 grants for the Office of Juvenile Justice and Delinquency Prevention (OJJDP), Office of Justice Programs (OJP) of the USDOJ
- **Consulting** - Contracted to reorganize small Alabama town public safety agencies into a Department of Public Safety, 2009: Reorganized police department; Revised/wrote policies and operating procedures; developed policy for selection, training, promotion, testing; Proposed writing grants for equipment and training, etc.; Appointed Deputy Director of Public Safety during reorganization period.
- **Member** Command and Staff College Academic Policy Board, Montgomery Police Department, AL, 2011-present
- Participated in the development of the Command and Staff College of Montgomery Police Department, 2009-2011
- **Member** of IACP University and College Police Section (UCPS) Leadership Team, 2005-**present**
- **Member** International Association of Chiefs of Police (IACP) Research Advisory Committee (2005-2008): Participated in the developed the National Law Enforcement Research Agenda;
- **Chair** – IACP University and College Police Section Scholarship Committee, 2008 to **present** (section member 2004-**present**)
- **Panel Development** – organized a panel of university police chiefs for the IACP University and College Police Section to discuss experiences and recommendations for travel to foreign countries, 2008
- **Member** (associate) Alabama Association of Chiefs of Police (2007-**2010**)
- **Member** (associate) Georgia Association of Chiefs of Police (**2011-present**)
- **Chair**, IACP University and College Police Section Training Committee (2004-2009)

- **Member** IACP Blended (online/on-ground) Learning Implementation and Coordinating Committee
- **Member** Special Projects Committee, IACP University Police Section, January, 2004 to 2008
- **Member**, state of Ohio Accreditation Resources (SOAR) - Audited agency policies and standards prior to on-site assessment for accreditation by CALEA; Completed audits of several Ohio police departments.
- **Member**, social service organizations: F & A Masons, Scottish Rite bodies, Shriners of North America, and York Rite bodies
- **Member**: Theta Chi Fraternity
- **Member** International Association of Chiefs Human Resource sub-committee forum of the Police Administration Committee, 2000-2003
- **Member** Illinois Association of Chiefs' of Police Standing Committee on Community Policing, 1999-2001
- **Member** 1999 Orlando, FL, National Program Committee for Community College Section of ACJS
- **Executive Counselor** of Community College Section of Academy of Criminal Justice Sciences (ACJS), March, 1998
- **Member** Constitution and By Laws Committee of Community College Section of ACJS, 1998
- **Consultant** - Developed CJ concentration for Judson College's (Elgin, IL) AIM Leadership Program, (as a consultant) 1997-1998
- **Member** Illinois Law Enforcement Training Standards Board's Police Intern Advisory Committee to implement Public Act 90-250, *Law Enforcement Intern Training Act*, October, 1997/1998
- **Delegate**, Illinois Fire and Police Commissioners Association to the Illinois Law Enforcement Training and Standards Board, April 1997 to 2000
- **Member** 1998 Program Committee, Community College Section of the Academy of Criminal Justice Sciences (ACJS), national meeting, Albuquerque
- **Member**, ACJS Community College Section Membership Committee, 1997-1998
- **Member** Executive Board, National Association of Academic Affairs Administrators, Midwest-Central Region, 1996-1998
- **Member** Entrance Examination Research Committee, Illinois Board of Sheriff's Merit Commissioners, 1996 to 1998
- **Member** Illinois Board of Sheriff's Merit Commissioners, 1996 to 2000
- **Lay Delegate**, Lutheran Church Missouri Synod, Northern Illinois District Convention, 1997.
- **Vice-chair** Ministry Board of Directors, 1996-1999
- **Director** of Human Resources, St. John Lutheran Church, Woodstock, IL, October, 1996 to January, 1999;
 - Developed policy operations manual, defined job descriptions;
 - Administered salary and benefits;
 - Conducted performance appraisals, and discipline for paid employees, (i.e., pastors, preschool director, preschool teachers, teachers' aides, officer manager, music director, custodian, and secretary).

- **Elected** church elder, 12/95-12/98.
- **Member** State of Illinois Police Training Board Committee on Higher Education for Police to establish educational/training certification for entry-level police officers, 1994-95
- **Organized** a Seminar, major crime investigators on the Jeffrey Dahmer Investigation at Elgin Community College (155 attended); also held an earlier public information program on the Dahmer case at Elgin CC
- **Member** Executive Board, Illinois Academy of Criminology for three years, 1991-95; interim Vice President (1992-1993)
- **Expert witness** - case involving a police pursuit resulting in a claim of negligent homicide
- **Member** DuPage County State Attorney's Gang Task Force, 1991 to January 1998
- **Member** Curriculum Advisory Committee, Police Training Institute, University of Illinois, Champaign-Urbana
- **Member** Governor's Advisory Board, Youth Development Center, state of Nebraska Dept. of Corrections
- **Member** By-Laws and Program Committees, Indiana Academy of Criminal Justice Educators
- **Consultant**, Administration and Training Division, Muncie Police Department, Indiana
- **Consultant**, Investigative and Patrol Divisions, Anderson Police Department, Indiana
- **Member** Research and Development Committee, American Association for Professional Law Enforcement (AAPLE)

Professional Development & Continuing Education

- In house workshops for online teaching and course development at Mercer University, Auburn Montgomery University, and University of Findlay, in addition to training for Blackboard 6.1; Completed instructional training for on-line teaching formats: Moodle, Blackboard, Angel, e-College, Emba-Net, and Web CT
- IACP 2013 Conference Workshops: *Hate Crimes Against Immigrant Communities: Understanding Civil Rights Concerns; *Smart Policing: Using Innovative Technology and Analytics for Crime Reduction; *Developing and Implementing a Fitness Requirement for Police; *Gazing into the Crystal Ball: What is the Future for Policing; *Police Stress: The Good, the Bad, and the Ugly; *Evidence Based Policing: A Multiple Agency Example of Incorporating Research into Practice;
- San Diego (2012) conferences seminar sessions include: *Utilizing E-Learning as a Versatile and Effective Training Tool; *Hiring for Character: Behavioral and Values-Based Interviewing Techniques; *Human Factors in Law Enforcement: Proactive Leadership in Officer Safety; *What's Twitter? Do you Need Facebook? What Police Agencies Are Doing Using Social Media;
- Attended several in Orlando workshops (2011) – Rapid DNA Testing at the Time of Booking; *Adopting Disruptive Technology: Moving Toward the Future of Policing; *Building an Ethical Culture for Your Agency; *Intelligence-led Community Policing Community Prosecution and Community Partnerships; *Situation Management: A Live Demonstration in an Active Shooter Scenario;
- IACP 2010 workshops and seminars included: *Evidence Based Policing: How Does Research Influence Organizational Change?; *Strategic Planning: How to Align Operations,

- Budget, and Performance; *Hiring for Character: Behavioral and Values-Based Interviewing Techniques; *Building Trust with Your Community through Integrity Management;
- Attended several workshops and seminars at the IACP international conferences from 1993 to present; some titles include: *Contemporary Police Selection; *Selecting for human service instead of adventure; *Recruiting and Promoting Women; *Trends in Community Policing; *Use of Force; *Racial Profiling and Data Collection; *Recruitment, Selection and Retention; *Terrorism Preparedness; *Assessor Recertification Training and testing; *Recruitment for Law Enforcement Agencies; *Combating Bias-Based Policing; *Mastering the CALEA Accreditation Manual; *Developing Model Law Enforcement Policies; *Critical Terms for Policy Development. *Impact Projectile and De-escalation Philosophy; *Gender Based Physical Fitness Standards; *Racial Profiling and Traffic Stop Studies; *Accreditation Manager Training; *Hate Crimes

WORKSHOPS

Professional Development

- In house workshops: *Sexual Harassment for Supervisors; *Communication in the Workplace; *Health and Safety Issues; *Performance Evaluations: How to Use and Conduct: *Collaborative Problem Solving; *Collaborative Problem Solving; *Performance Evaluations: How to Use and Conduct; *Overview of Collective Bargaining Agreement in Context of State Labor Law; *Hiring Guidelines and Effective Interviewing Techniques; *Long and Short Range Planning and Budgeting; *Role of Managers and Supervisors in Contract Administration
- Completed several workshops for online teaching and course development at AUM and University of Findlay;
- Attended several workshops at the 2005 IACP (Miami Beach) and CALEA (Nashville) conferences;
- 2003 IACP Conference in Philadelphia: e.g.,
 - Contemporary Police Selection, “Selecting for human service instead of adventure;
- Attended the following workshop at the 2003 CALEA Conference in Detroit:
 - Assessor Re-certification Training and testing;
- Attended the following workshops at the CALEA Conference in Cleveland (July, 2002):
 - Recruitment for Law Enforcement Agencies;
 - Combating Bias-Based Policing;
 - Mastering the CALEA Accreditation Manual;
 - Developing Model Law Enforcement Policies;
 - Critical Terms for Policy Development
- Completed instructional training in Web CT and Blackboard formats for on-line course development and teaching 2/01-8/01.
- Also completed five training workshops at the International Association of Chiefs of Police conference in Toronto, Ontario, Canada, 10/01:
 - Recruiting and Promoting Women;
 - Trends in Community Policing;
 - Use of Force;
 - Racial Profiling and Data Collection;
 - Recruitment, Selection and Retention;

- Terrorism Preparedness, and,
- Completed four workshops at the St. Louis CALEA conference, 7/01:
 - Impact Projectile and De-escalation Philosophy;
 - Gender Based Physical Fitness Standards,
 - Racial Profiling and Traffic Stop Studies, and
 - Accreditation Manager Training;

Additional Employment Workshops completed

- Sexual Harassment for Supervisors, 4/99;
- Overview of Collective Bargaining Agreement in Context of State Labor Law, 10/96;
- Hiring Guidelines and Effective Interviewing Techniques, 10/96;
- Long and Short Range Planning and Budgeting, 11/96;
- Role of Managers and Supervisors in Contract Administration, 12/96;
- Communication in the Workplace, 1/97;
- Health and Safety Issues, 1/97;
- Performance Issues, 2/97;
- Collaborative Problem Solving, 2/97;
- Performance Evaluations: How to Use and Conduct, 2/97.

AWARDS & ACHIEVEMENTS

- Selected for International Society of Business Leaders, Jan. 2016
- Inducted into the Calumet High School (Gary, Indiana) Athletic Hall of Fame (basketball and all-around athlete) 2005
- Selected for "Who's Who Among America's Teachers, 2004." Teachers nominated by former students who "made a difference in their lives."
- Actually have several Who's Who Award selections, but have not listed them.
- Received Advisor Recognition award for student advising, University of Findlay.
- Two Dedicated Service Awards as Executive Counselor to the ACJS Community College Section, 1998 and 1999.
- Earned third degree black belt and certified instructor in *Shin Nagare Karate* by *Midori Yama Budokai*, an international organization, 1997.
- Earned third degree black belt in *Chung Moo Quan (Oom Yung Do)*, 1995, and
- Certified martial arts instructor by the *Chung Moo Quan* Association of Illinois.
- Awarded the Decree of Merit from the International Biographical Centre of Cambridge, England, 26th edition, "for service and outstanding contribution to education."
- Meritorious Service Award presented by the Illinois Academy of Criminology, "for exemplary curriculum development and service to the profession."
- Frederick Milton Thrasher Award presented by the Journal of Gang Crime "for innovative service in establishing the Police Education Delivery System (PEDS) as a model worthy of emulation and replication nationally"
- Connections 2000 Award, presented by the Illinois Board of Education, for "*Outstanding contribution made to curriculum innovation in the state of Illinois.*"
- Outstanding Citizen Award presented by the *Chung Moo Quan* Association of Illinois.
- Awarded a full basketball scholarship to Lipscomb University. Elected captain senior year; voted MVP of Volunteer State Athletic Conference Tournament by the Nashville

Tennessean junior year; earned NAIA All District Team honors; Ranked 27th nationally for two years in free throw shooting percentage; participated in track and cross country

PROFESSIONAL MEMBERSHIPS

- **CURRENT** memberships: Georgia Association of Chiefs of Police; Commission on Accreditation of Law Enforcement Agencies (CALEA); International Association of Chiefs of Police (IACP); IACP University & College Police Section; Academy of Criminal Justice Sciences (ACJS), Police Section and Community College Section of ACJS; International Association of Campus Law Enforcement Administrators (IACLEA);
- **PAST** memberships: Alabama Association of Chiefs of Police; Midwest Criminal Justice Sciences; Illinois Academy of Criminology; American Police Association; State of Ohio Accreditation Resources (SOAR); Ohio Council of Criminal Justice Educators; National Association of Academic Affairs Administrators- Midwest Region; American Society of Law Enforcement Trainers; Illinois Police and Fire Commissioners Association; Illinois Board of Sheriffs' Merit Commissioners; International Association of Law Enforcement Planners; Illinois Association of Law Enforcement Planners; National Criminal Justice Association; Illinois Association of Chiefs of Police; Indiana Criminal Justice Educators Association; American Association for Professional Law Enforcement

References

- Dr. Jeff Gwynne, 106 Sandy Springs Rd., Dothan AL; H: 334/493-5553; Cell: **334/596-1255**; Director, Command and Staff College, Montgomery, AL Police Dept.; Director, The Theoretical and Applied Forensics Working Group, Department of Justice and Public Safety, Auburn University Montgomery; former president of Burns International, [**jeffreygwynne352@gmail.com**](mailto:jeffreygwynne352@gmail.com)
- Chief Charles A. Gruber (ret.), President, CAG Consulting, 6N302 Ferson Woods Dr., St. Charles, IL 60175; 630/762-1095; Cell: **847/878-5012**; currently Special Consultant for the U.S. Dept. of Justice, Civil Rights Division; retired police chief from Illinois cities of South Barrington & Elgin Police Departments; [**cagconsulting@comcast.net**](mailto:cagconsulting@comcast.net)
- Dr. Tom Vocino, Central Alabama Management Services, LLC, P.O. Box 640296. Pike Road, AL 36644; **334/277-4619**; Chair and Professor Emeritus, Dept. of Political Science and Public Administration, Auburn Montgomery; [**tvocino@gmail.com**](mailto:tvocino@gmail.com)
- Dr. Mary Jo Geise, Professor (former dean), College of Science, University of Findlay, 1000 N. Main St., Findlay, OH 45840, 419/434-4554; [**geise@findlay.edu**](mailto:geise@findlay.edu)
- Col. Barr Younker, Jr., Ret. USAF JAG officer, Assistant Professor of Justice and Public Safety, Auburn University Montgomery, 334-294-7568; [**byounger@aum.edu**](mailto:byounger@aum.edu)