

# CONFERENCE PROGRAM

JUNE 21 - 23, 2004  
WASHINGTON, DC

COMMUNITY POLICING  
FOR AMERICA'S FUTURE  
NATIONAL COMMUNITY POLICING CONFERENCE

**COPS**

COMMUNITY ORIENTED POLICING SERVICES  
U.S. DEPARTMENT OF JUSTICE

Hosted by the U.S. Department of Justice  
Office of Community Oriented Policing Services  
in cooperation with the Community Policing Consortium



# SCHEDULE AT A GLANCE

## Sunday, June 20

---

1:00 p.m. – 8:00 p.m.	Early Registration	Convention Registration
-----------------------	--------------------	-------------------------

## Monday, June 21

---

7:00 a.m. – 5:00 p.m.	Registration & Information	Convention Registration
7:00 a.m. – 8:30 a.m.	Continental Breakfast	Marriott Ballroom
8:30 a.m. – 9:00 a.m.	Opening Remarks	Marriott Ballroom
9:00 a.m. – 9:45 a.m.	Opening Keynote Address	Marriott Ballroom
9:45 a.m. – 10:00 a.m.	Framing the Day	Marriott Ballroom
10:00 a.m. – 10:30 a.m.	Morning Break	State & Washington Foyers
10:30 a.m. – 12:00 p.m.	Workshops	See Pages 8 & 9
12:00 p.m. – 2:00 p.m.	Lunch (On Your Own)	
2:00 p.m. – 3:15 p.m.	Workshops	See Pages 8 & 9
3:15 p.m. – 3:45 p.m.	Afternoon Break	State & Washington Foyers
3:45 p.m. – 5:00 p.m.	Workshops	See Pages 8 & 9
5:30 p.m. – 7:30 p.m.	Networking Reception	Marriott Ballroom

## Tuesday, June 22

---

7:30 a.m. – 5:00 p.m.	Registration & Information	Convention Registration
7:30 a.m. – 8:30 a.m.	Continental Breakfast	State & Washington Foyers
8:30 a.m. – 10:00 a.m.	Workshops	See Pages 10 & 11
10:00 a.m. – 10:30 a.m.	Morning Break	State & Washington Foyers
10:30 a.m. – 11:45 a.m.	Workshops	See Pages 10 & 11
11:45 a.m. – 1:45 p.m.	Working Lunch	Marriott Ballroom
2:00 p.m. – 3:15 p.m.	Workshops	See Pages 10 & 11
3:15 p.m. – 3:30 p.m.	Afternoon Break	State & Washington Foyers
3:30 p.m. – 5:00 p.m.	Plenary Session	Marriott Ballroom
5:30 p.m. – 9:00 p.m.	U.S. Holocaust Memorial Museum*	

## Wednesday, June 23

---

7:30 a.m. – 12:00 p.m.	Registration & Information	Convention Registration
7:30 a.m. – 8:30 a.m.	Continental Breakfast	State & Washington Foyers
8:30 a.m. – 10:00 a.m.	Workshops	See Pages 12 & 13
10:00 a.m. – 10:30 a.m.	Morning Break	State & Washington Foyers
10:30 a.m. – 12:00 p.m.	Closing Keynote Address	Marriott Ballroom

\*Tickets to the U.S. Holocaust Memorial Museum for the Tuesday evening event are available on a first-come, first-served basis at the Convention Registration desk on the lobby level. Shuttle bus service will depart from the 24th Street entrance of the hotel, starting at 5:30 p.m. The last bus from the museum to the hotel will leave the museum at 9:00 p.m. Dinner will be served.



**U.S. Department of Justice**  
Office of Community Oriented Policing Services  
Office of the Director

Dear Colleague,

Welcome to the Office of Community Oriented Policing Services' 2004 National Community Policing Conference. We are pleased that you are able to join us, and hope that your experience is both insightful and enjoyable.

The conference theme, Community Policing for America's Future, is intended to remind us of the lessons that law enforcement has learned by maintaining a community driven focus in the fight against crime will serve us well in the face of future challenges. We have developed new and effective strategies, found innovative ways to use technology, and we have worked harder and smarter to protect and serve our communities.

Thanks to the broad implementation of community policing, there is a far better understanding and cooperation between police and the public than there was just ten years ago. Now more than ever, communities and law enforcement are working together to ensure our collective safety. We must continue to embrace and build on these advances.

This year, our conference will feature 49 insightful workshops grouped into seven subject tracks: Homeland Security, Integrity, Effective Technology, School and Campus Policing, Problem-Solving Strategies, Partnerships, and Contemporary Issues in Community Policing. The workshops in each track will address critical law enforcement and community issues and emphasize the importance of collaboration between police and citizens.

I hope that you enjoy your stay in Washington, D.C. Moreover, I hope that you leave with information and contacts that will enable you to make your communities safer.

Sincerely,

A handwritten signature in black ink, appearing to read 'Carl R. Peed'.

Carl R. Peed  
Director  
Office of Community Oriented Policing Services



GOVERNMENT OF THE DISTRICT OF COLUMBIA  
METROPOLITAN POLICE DEPARTMENT

May 12, 2004

On behalf of Mayor Anthony A. Williams and the men and women of the Metropolitan Police Department, welcome to the Nations' Capital and the COPS 2004 National Community Policing Conference. We are honored to be the hosting law enforcement agency for this important event and look forward to your stay being enjoyable and productive.

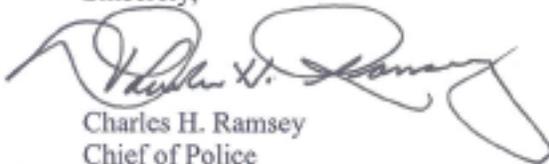
The theme of this year's conference, "Community Policing for America's Future", is both timely and appropriate. As law enforcement agencies throughout the country have come to realize, local efforts to fight crime can be much more effective when we work cooperatively with the communities that we serve and engage them in creating the safest possible environment in which to live and work.

This is our challenge, and it is the reason that this conference is so important and valuable. Local budgets across the country are being spread thinner, the public is demanding increased effectiveness, and we too are seeking to refine strategies for fighting conventional crimes and responding to the ongoing threat of terrorism.

Now more than ever, we must be resourceful and resilient, and we must rely on the principles of community policing. I cannot think of a more prepared group of professionals to meet this challenge head-on than the men and women of American law enforcement.

Best wishes for a successful conference and a pleasurable stay. If there is anything that the Metropolitan Police Department can do to assist you, please do not hesitate to call upon us.

Sincerely,



Charles H. Ramsey  
Chief of Police

---

P.O. Box 1606, Washington, D.C. 20013-1606

# COMMUNITY POLICING FOR

## 2004 NATIONAL COMMUNITY POLI

### GENERAL INFORMATION

#### Hotel Location

Marriott Wardman Park Hotel  
2660 Woodley Road, N.W.  
Washington, D.C. 20008  
Phone: (202) 328-2000  
Guest Fax: (202) 234-0015

#### Business Center

The Marriott Wardman Park Hotel Business Center is located on the main level. The Center is staffed with personnel to assist you with a variety of services, such as messenger/mailling, faxing, photocopying and collating. Operating hours are Monday through Friday, 7:00 a.m. – 7:00 p.m., and 10:00 a.m. – 2:00 p.m. on Saturday and Sunday. The Center's telephone number is (202) 328-2000 ext. 2769.

#### Messages and Faxes

Phone messages for guests of the hotel may be left on the voice mail system in guest rooms. Urgent messages may be transferred to the Convention Registration desk from the main operator. All messages will be posted to the Message Board. The message Board is located near the Convention Registration desk.

Faxes for participants staying at the hotel may be sent to (202) 234-0015. Faxed documents must include the recipient's first and last name. A message will be left in the recipient's room indicating where to retrieve the fax.

#### Check Out and Luggage Storage

Please check out by 12:00 p.m. on the day of your departure. If you need to store your luggage until your departure, contact the bell stand.

#### Ground Transportation

For assistance with ground transportation, contact the concierge desk.

#### Registration and General Information

If you have any questions or need assistance during the conference, please visit the Convention Registration desk located on the lobby level at the following times:

Sunday: 1:00 p.m. – 8:00 p.m.  
Monday: 7:00 a.m. – 5:00 p.m.  
Tuesday: 7:30 a.m. – 5:00 p.m.  
Wednesday: 7:30 a.m. – 12:00 p.m.

Marriott meeting concierges, wearing red jackets, are available to assist you in finding meeting rooms throughout the conference.

#### Local Information

We encourage you to participate in all of the conference activities to gain the most from the program and to optimize networking with other attendees. The concierge desk in the lobby can advise you on D.C. attractions, special events, shows, restaurants, and other options to consider on your free evenings and after the conference.

#### Conference Materials

Upon registering at the conference, attendees will receive a conference guide, an attendee list, a conference bag, and an overall evaluation form. A CD-ROM containing conference presentations and materials will be mailed to attendees following the conference.

#### Meals

Breaks and continental breakfasts are provided each day of the conference. Morning and afternoon breaks will be held in the foyers of both the Washington Room and State Corridor. A working lunch will be held on Tuesday, June 22 from 11:45 a.m. – 1:45 p.m. in the Marriott Ballroom.

#### Name Badge

At registration, attendees will be given a name badge that must be worn at all times. Attendees need this badge to enter all conference functions. If you misplace your badge, please visit the Convention Registration desk for a replacement.

#### Networking

Name badges are color coded by region to assist conference participants with networking with the Regional Community Policing Institutes.

#### Northeast (Blue)

Maine, New York, New Jersey, Pennsylvania, and New England (Massachusetts, Connecticut, Vermont, New Hampshire, Rhode Island)

#### Mid-Atlantic (White)

North Carolina, South Carolina, Virginia, West Virginia, and MARCPI (Maryland, Delaware, District of Columbia)

#### Central (Red)

Kentucky, Indiana, Michigan, Ohio, and Tennessee

#### Southwest (Pink)

Arizona, California, and Colorado

#### Midwest (Turquoise)

Illinois, Kansas, Missouri, Nebraska, and Upper Midwest (Minnesota, Wisconsin, North Dakota, Iowa)

#### South (Orange)

Florida, Oklahoma, Texas, and the Gulf States (Louisiana, Mississippi, and Alabama)

#### Northwest (Yellow)

WRICOPS (Washington, Idaho, Montana, South Dakota, Wyoming) and Western (Oregon, Alaska, Hawaii, Utah, Nevada, New Mexico)

# AMERICA'S FUTURE POLICING CONFERENCE



## SPECIAL FEATURES AND EVENTS

### Networking Reception

Please join invited members of Congress, the COPS Office, the Community Policing Consortium, and the Regional Community Policing Institutes (RCPIs) for an evening of learning and networking. The networking reception will be held on Monday, June 21 from 5:30 p.m. – 7:30 p.m. in the Marriott Ballroom. Hors d'oeuvres and beverages will be served.

### Working Lunch

A working lunch, featuring Maureen A. Baginski, Executive Assistant Director for Intelligence, Federal Bureau of Investigations, will be held on Tuesday, June 22 from 11:45 a.m. – 1:45 p.m. in the Marriott Ballroom.

### Plenary Session: Law Enforcement Use of Force

A special plenary session and live Web cast will be held on Tuesday, June 22 from 3:30 p.m. – 5:00 p.m. in the Marriott Ballroom. The appropriate use of force by law enforcement is a topic that requires thoughtful discussion and engagement between law enforcement and the community. This scenario-based panel discussion will address national trends, common practices, and training related to the use of force. The panel will consist of law enforcement, government, media, and community leaders who will share their perspective about force and its potential public opinion repercussions. The session will be moderated by Chuck Wexler, Executive Director of the Police Executive Research Forum.

This session will also be broadcast live via the internet to a network of law enforcement and organizational partners who are simultaneously convening town hall meetings to view the broadcast and discuss the matter from a local angle. Internet viewers and

members of the audience will have an opportunity to direct questions to the panel and offer comment.

### U.S. Holocaust Memorial Museum Event

A special evening session will be held at the U.S. Holocaust Memorial Museum on Tuesday, June 22. Space for this special event is limited and tickets will be given on a first-come, first-served basis. If you are interested in attending, please visit the Convention Registration desk for more information.

Buses will depart from the 24th Street entrance of the hotel starting at 5:30 p.m. The last bus providing return transportation to the hotel will depart the museum at 9:00 p.m. Dinner will be provided.

### Regional Community Policing Institutes

Funded by the U.S. Department of Justice Office of Community Oriented Policing Services (COPS), the Regional Community Policing Institutes (RCPIs) are comprised of thirty-one regional partnerships that focus on community policing topics and emerging issues for law enforcement. The entire RCPI network provides region-specific training and technical resources to state, local and tribal law enforcement agencies; elected and appointed government officials; public safety personnel; civic leaders; and other community stakeholders. RCPIs also offer unique courses on topics of national interest, such as homeland security, domestic violence awareness, and police integrity. RCPIs will be featured in several events throughout the conference. Please take this opportunity to meet members of the RCPI network.

### The Community Policing Consortium

The Community Policing Consortium is a partnership of five of the leading police organizations in the United States: the International Association of Chiefs of Police (IACP), the National Organization of Black Law Enforcement Executives (NOBLE), the National Sheriffs' Association (NSA), the Police Executive Research Forum (PERF) and the Police Foundation (PF). These five organizations play a principal role in the development of community policing research, training and technical assistance, and each is firmly committed to furthering this policing philosophy.

The Consortium's primary mission is to advance strategies that allow citizens and a wide range of community stakeholders to work as full and equal partners with law enforcement and other public and private organizations in the effort to enhance quality of life. Toward this end, the Consortium has developed an interactive forum designed to engage community leaders, both formal and informal, in neighborhood-based problem solving. The Community Policing Consortium's booth is located near Convention Registration. Please take this opportunity to visit with Consortium staff and learn more.

# CONFERENCE AGENDA

## Sunday, June 20

1:00p.m. - 8:00p.m. **Early Registration, Convention Registration**

## Monday, June 21

7:00a.m. - 5:00p.m. **Registration & Information, Convention Registration**

7:00a.m. - 8:30a.m. **Continental Breakfast, Marriott Ballroom**

8:30a.m. - 9:00a.m. **Opening Remarks & Welcome, Marriott Ballroom**

9:00a.m. - 9:45a.m. **Opening Keynote Address: Marc Morial, President of the National Association of Police Chiefs**

9:45a.m. - 10:00a.m. **Framing the Day, Marriott Ballroom**

10:00a.m. - 10:30a.m. **Morning Break, State and Washington Foyers**



**U.S. Department of Justice**  
Office of Community Oriented  
Policing Services

	<b>Homeland Security</b>	<b>Integrity and Public Trust</b>	<b>Effective Technology</b>
	<b>WASHINGTON 1 &amp; 2</b>	<b>DELAWARE BALLROOM A</b>	<b>DELAWARE BALLROOM B</b>
10:30a.m. - 12:00p.m.	<b>Creating Resilient Communities</b> Moderator: Sandra Webb Presenters: Roy E. Kindrick Lee Erickson	<b>The Law Enforcement Executive's Role in Prioritizing Civil Rights Protections</b> Moderator: Pam Cammarata Presenters: John Firman Shanetta Y. Cutlar Charles A. Gruber	<b>Promising Practices – Technology</b> Moderator: Mike Dame Presenters: Michael Hedlund James Sutphen
12:00p.m. - 2:00p.m.	<b>Lunch (On Your Own)</b>		
2:00p.m. - 3:15p.m.	<b>Indian Country and Homeland Security</b> Moderator: Carly Smith Presenters: Cheri Lee Roe Linda Straka	<b>Building Trust: Best Practices in Police Integrity</b> Moderator: Albert Antony Pearsall, III Presenters: Edward F. Davis, III Jack McDevitt Thomas Fitzmaurice Jim Stephens	<b>Addressing Gang Crimes</b> Moderator: Mike Carey Presenters: George Gascon Ray Hammond Stephen Simpson Deborah Lamm Weisel
3:15p.m. - 3:45p.m.	<b>Afternoon Break</b>		
3:45p.m. - 5:00p.m.	<b>Counterterrorism Issues for State, Local, and Tribal Law Enforcement</b> Moderator: Eileen Garry David Carter Michael Seelman	<b>Strategies for Analyzing Vehicle Stop Data</b> Moderator: Amy Schapiro Presenters: Joyce McMahon Gregory O'Dell Amanda Kraus	<b>Effective Internet Use for Community Policing</b> Moderator: Matt Lysakowski Presenters: Gary Cordner Dennis P. Rosenbaum Rebecca Arguelles
5:30p.m. - 7:30p.m.	<b>Networking Reception, Marriott Ballroom</b>		



**the National Urban League**

<b>Contemporary Issues in Community Policing</b> <b>MARYLAND BALLROOM</b>	<b>Problem-Solving Strategies</b> <b>WASHINGTON 4</b>	<b>Partnership Development</b> <b>VIRGINIA BALLROOM</b>	<b>School and Campus Policing</b> <b>WASHINGTON 5 &amp; 6</b>
<p><b>Fighting Crime with Science: DNA and Forensic Science</b>            Moderator: Albert Antony Pearsall, III            Presenters:            Linda P. Carne            Paul B. Ferrara            Marcella Fierro</p>	<p><b>Effective Auto Theft Reduction Strategies</b>            Moderator:            Scott McNichol            Presenters:            Julie Wartell            Karin Schmerler</p>	<p><b>A National Strategy for Private Security and Law Enforcement Cooperation</b>            Moderator: Rob Chapman            Presenters:            Tom Seamon            Randall Carroll            William Cunningham</p>	<p><b>Reaching Out to Teen Victims of Crime</b>            Moderator: Jamie Atwood            Presenters:            Julie Whitman            Charisse Williams</p>
<p><b>Effective Strategies for Combating Identity Theft</b>            Moderator: Tom Frazier            Presenters:            Darrel Stephens            Peter Modafferi            Graeme R. Newman</p>	<p><b>What Works in Crime Control</b>            Moderator: Nancy Leach            Presenters:            Michael Scott            Rana Sampson</p>	<p><b>Starting Over: Offender Reentry Partnerships</b>            Moderator:            Katherine McQuay            Presenters:            Robert B. Hawkins, Jr.            Patrick Purtill            Jeremy Travis</p>	<p><b>Homeland Security on Campus</b>            Moderator: Heidi Custer            Presenters:            Sheldon F. Greenberg            Noel C. March            Steven J. Healy</p>
<p><b>Reducing Gun Violence: Project Safe Neighborhoods</b>            Moderator: William Matthews            Presenters:            Timothy M. Burgess            Steve Loew            Gerry Sullivan</p>	<p><b>Building an Internal Capacity to Analyze Community Problems</b>            Moderator: Noah Fritz            Presenters:            John Eck            Joe Ryan</p>	<p><b>Fostering Effective Labor and Management Relations</b>            Moderator: Rob Chapman            Presenters:            Ron DeLord            Michael Clancey            Jerry Hoover</p>	<p><b>School Violence Interventions: A Collaborative Approach</b>            Moderator: Chanell Trotter-Jones            Presenters:            Rick van den Pol            Aaron Morsette            Brad Stein</p>

# CONFERENCE AGENDA

## Tuesday, June 22

7:30a.m. - 5:00p.m. **Registration & Information, Convention Registration**

7:30a.m. - 8:30a.m. **Continental Breakfast, State & Washington Foyers**



**U.S. Department of Justice**  
Office of Community Oriented  
Policing Services

8:30a.m. - 10:00a.m.

### Homeland Security

WASHINGTON 1 & 2

**Homeland Security Threat Levels: Developing a Guide for Executives**  
Moderator:  
William Matthews  
Presenters:  
Drew Diamond  
David Carter

### Integrity and Public Trust

DELAWARE BALLROOM A

**Law Enforcement & Society: Lessons of the Holocaust**  
Moderator: David Harris  
Presenters:  
Lynn Williams  
David Friedman  
Ann Millin

### Effective Technology

DELAWARE BALLROOM B

**Primer on Interoperable Communications Technology**  
Moderator:  
Dan Hawkins  
Presenters:  
Eddie Reyes  
Marilyn Ward  
Dereck Orr

10:00a.m. - 10:30a.m. **Morning Break, State & Washington Foyers**

10:30a.m. - 11:45a.m.

**Using Community Engagement Strategies to Reduce the Fear of Terrorism**  
Moderator/Presenter:  
Drew Diamond  
Presenters:  
Gary Corder  
Christopher Carlin

**Promising Strategies for Early Intervention**  
Moderator: Tamara Lucas  
Presenters:  
Ron Snodgrass  
Ronald J. Lopez  
Michael Berkow

**COMPSTAT and Community Policing**  
Moderator: Lois Mock  
Presenters:  
Stephen Mastrofski  
James Willis

11:45a.m. - 1:45p.m. **Working Lunch, Maureen A. Baginski, Executive Assistant**

2:00p.m. - 3:15p.m.

**Community Policing in a Security Conscious World**  
Moderator: Chuck Wexler  
Presenters:  
Edward Flynn  
Josh Filler  
Karen Rowan

**Immigrant Communities and Law Enforcement: Making a Positive Connection**  
Moderator: Sam Beamon  
Presenters:  
Anita Khashu  
Bakary Tandia  
Sharee Freeman

**Evaluating Law Enforcement Technology**  
Moderator:  
Debra Cohen  
Teri B. Sullivan  
William H. Romesburg

3:15p.m. - 3:45p.m. **Afternoon Break, State & Washington Foyers**

3:45p.m. - 5:00p.m. **Plenary Session - Law Enforcement Use of Force, Mar**

5:30p.m. - 9:00p.m. **U.S. Holocaust Memorial Museum**



	<b>Contemporary Issues in Community Policing</b>	<b>Problem-Solving Strategies</b>	<b>Partnership Development</b>	<b>School and Campus Policing</b>
	<b>MARYLAND BALLROOM</b>	<b>WASHINGTON 4</b>	<b>VIRGINIA BALLROOM</b>	<b>WASHINGTON 5 &amp; 6</b>

<p><b>Training for Tomorrow</b>          Moderator: Ronald W. Glensor          Presenters: Matthew J. Hickman, Jerry Hoover, Gregory Saville</p>	<p><b>Combating Methamphetamine Problems</b>          Moderator: Edward Mixon          Presenters: Laura J. Birkmeyer, Ronald V. Mullins</p>	<p><b>Creating Effective Collaborations Between Academics and Law Enforcement</b>          Moderator: Lois Mock          Presenters: John Klofas, Edward Davis III</p>
--	--	--

<p><b>Hiring in the Spirit of Service</b>          Moderator: Karen Amendola          Presenters: Carl Hawkins, Tyrone Strickland, Ellen Scrivner</p>	<p><b>Excellence in Problem Solving</b>          Moderator: Cornelia Sorensen          Presenter: Robert P. Crawford</p>	<p><b>Bridging the Communication Gap Between Police and Local Government</b>          Moderator: Mitchell Weiss          Presenters: Apollo Kowalyk, Steven Young</p>
---	--	---

<p><b>Protecting Children Who Use the Internet</b>          Moderator: Sandra Webb          Presenters: Lynda O'Connell, David Maddox</p>
---

**Assistant Director for Intelligence, Federal Bureau of Investigations, Marriott Ballroom**

<p><b>Untangling the Jurisdictional Puzzle Surrounding Tribal Law Enforcement</b>          Moderator: Bill Rusche          Presenters: Tracy Toulou, John Grainger, Terry Boyd</p>	<p><b>Incorporating Problem Analysis into Policing</b>          Moderator: Matthew Scheider          Presenters: Deborah Lamm Weisel, Rachel Boba, Nanci Plouffe</p>	<p><b>Financial Crimes Against the Elderly</b>          Moderator: Arthur Williams          Presenters: Kelly Dedel Johnson, Jim Wright, Paul Greenwood</p>
--	--	---

<p><b>Homeland Security and Schools</b>          Moderator: Alfred W. Dean          Presenter: Ronald D. Stephens</p>
---

**Marriott Ballroom**

# CONFERENCE AGENDA

## Wednesday, June 23

7:30a.m. - 12:00p.m. **Registration & Information, Convention Registration**

7:30a.m. - 8:30a.m. **Continental Breakfast, State and Washington Foyers**



**U.S. Department of Justice**  
Office of Community Oriented  
Policing Services

8:30a.m. - 10:00a.m.

### Homeland Security

WASHINGTON 1 & 2

**Developing or Enhancing an Agency's Law Enforcement Intelligence Function**  
Moderator:  
Michael Seelman  
Presenters:  
David Carter  
Eileen Garry  
Gail Thomas

### Integrity and Public Trust

DELAWARE BALLROOM A

**Trading Places: Clergy and Citizen Police Academies**  
Moderator:  
Beverly Alford  
Presenters:  
Daniel A. Goodall, Sr.  
Stephen Terry

### Effective Technology

DELAWARE BALLROOM B

**Implementing Technology in Small and Medium Agencies**  
Moderator:  
William Romesburg  
Presenters:  
Jeff Carroll  
William LeFebvre

10:00a.m. - 10:30a.m. **Morning Break, State and Washington Foyers**

10:30a.m. - 11:30a.m. **Closing Keynote Address: Attorney General John Ashcroft**

11:30a.m. - 12:00p.m. **Closing Remarks, Marriott Ballroom**



<b>Contemporary Issues in Community Policing</b>	<b>Problem-Solving Strategies</b>	<b>Partnership Development</b>	<b>School and Campus Policing</b>
<b>MARYLAND BALLROOM</b>	<b>WASHINGTON 4</b>	<b>VIRGINIA BALLROOM</b>	<b>WASHINGTON 5 &amp; 6</b>
<b>Citizen Volunteers</b> Moderator: Amy Schapiro Presenters: Karen Marsh Alissa Huntoon Tim O'Brien Carrie Chouinard	<b>Lessons in Policing From Our British Counterparts</b> Moderator: Matthew Scheider Presenters: Nick Tilley Clair Holbrook	<b>Restorative Justice: Partnering to Make A Difference</b> Moderator: Marlene Lemmer Beeson Presenters: Richard Walker James Sauerwein David Yoder	<b>School Safety and the Law</b> Moderator: Jamie Atwood Presenter: Jerry Painter

croft, U.S. Department of Justice, Marriott Ballroom

# COMMUNITY POLICING FOR AMERICA'S FUTURE

## 2004 NATIONAL COMMUNITY POLICING CONFERENCE

### KEYNOTE SPEAKERS



**John Ashcroft**  
**Attorney General**  
**U.S. Department of Justice**

Ashcroft was born in Chicago, Illinois, on May 9, 1942. He was raised in Springfield, Missouri, where he attended public schools until enrolling at Yale University, where he graduated with honors in 1964. He received his J.D. from the University of Chicago in 1967. He began his career of public service in 1973 as Missouri Auditor and was later elected to two terms as the state's Attorney General. His ability to work with leaders of both political parties prompted his colleagues in the non-partisan National Association of Attorneys General to choose him as Chairman.

Ashcroft was elected Governor of Missouri in 1984 and held that post until 1993. During his tenure, he balanced eight consecutive budgets and served as Chairman of the Education Commission of the States. Fortune magazine rated him one of the top ten education governors in the country, while Financial World and City and State magazines credited him with making Missouri one of the best financially managed states in the country. He also spearheaded the state's efforts to reduce the use of illegal drugs. In 1991, the non-partisan National Governors Association elected him Chairman.

He was elected to the Senate in 1994 and maintained a near-perfect voting attendance record while working to combat illegal drugs, increase the quality of public education, reduce crime and safeguard the rights of crime victims. Ashcroft worked closely with Missouri law enforcement officers, developing strategies to counter the state's methamphetamine problems. He co-sponsored the reauthorization of the Violence Against Women Act. He fought to toughen the penalties for gun crimes by substantially increasing mandatory minimum prison sentences for the criminal misuse of firearms. During his time in the Senate, Ashcroft was a member of the Senate Judiciary Committee and Chairman of the Constitution Subcommittee.

Prior to entering public service, Ashcroft taught business law at Southwest Missouri State University in Springfield. He authored the book *Lessons from a Father to His Son*, a tribute to his father, and co-authored multiple editions of two college law textbooks with his wife, Janet. John and Janet Ashcroft have three children: Martha, John and Andrew, and one grandchild, Jimmy Patterson.

Attorney General Ashcroft is committed to confronting injustice by leading a professional Justice Department free from politics, defined by integrity and dedicated to upholding the rule of law. He will make certain that the Justice Department fulfills its promise and honors its heritage-not only by enforcing the rule of law, but by guaranteeing rights for the advancement of all Americans.



**Carl R. Peed**  
**Director**  
**Office of Community Oriented**  
**Policing Services**

Carl R. Peed was appointed on September 4, 2001 by Attorney General John Ashcroft to head the U.S. Department of Justice Office of Community Oriented Policing Services (COPS).

Before joining the COPS Office, Mr. Peed served as Director of Virginia's Department of Juvenile Justice. As the leader of that statewide agency, he managed 2,700 employees and a \$237 million budget and was responsible for developing policy and providing administrative oversight for 38 regional offices and 110 facilities.

From 1990 to 1999, Mr. Peed served as Sheriff of Fairfax County, Virginia, where he led a workforce of 560

employees and managed a budget of \$35 million. During his tenure as Sheriff, Mr. Peed won national recognition for developing model policies and procedures in criminal justice administration and was instrumental in introducing new technologies to the criminal justice system.

Mr. Peed served a total of 25 years in the Fairfax County Sheriff's Office, rising to the rank of Chief Deputy and concluded his service there with 10 years as Sheriff. During his career with the Sheriff's Office, he developed several national award-winning programs and served as a consultant for the National Sheriffs' Association, the American Correctional Association, and the U.S. Department of Justice.

Mr. Peed holds a bachelor's degree from the University of North Carolina at Pembroke, a certificate of Criminal Justice Administration from the University of Virginia, and is a 1984 graduate of the FBI National Academy. During his enlistment in the U.S. Army at Fort Myer, Virginia, from 1970 to 1972, Mr. Peed served as a member of the Presidential Honor Guard. He is married and has three daughters.

## KEYNOTE SPEAKERS (Continued)



### **Maureen A. Baginski**

Since May 2003, Ms. Baginski has led the Federal Bureau of Investigation's new Office of Intelligence. As the Executive Assistant Director for Intelligence she has responsibilities within the FBI for the collection, analysis, and

dissemination of intelligence, along with executive management responsibilities for the FBI Intelligence Program. In this role, her primary responsibilities are to: Oversee the FBI's national collection requirements process; prioritize these requirements; and evaluate field office performance against these priorities.

Establish definitions and requirements for the Intelligence Program, to include the analysis and products that will be produced and disseminated by the FBI, and for requirements for the analytic workforce and system infrastructure needed to support the intelligence functions.

Serve as the FBI's primary interface for the dissemination and receipt of information within the Intelligence Community, Law Enforcement, and national and international government agencies.

Establish, administer and evaluate policies, guidelines, and standards for all aspects of the FBI Intelligence Program.

In previous positions, Ms. Baginski led the National Security Agency's Signals Intelligence Directorate--the Nation's high technology cryptologic organization. As head of this organization, Ms. Baginski managed a complex, geographically dispersed extended enterprise engaged in distributed information production. Additionally, Ms. Baginski established the SIGINT Directorate from what were once two separate organizations--one responsible for technology development and one responsible for information production.

Ms. Baginski began her intelligence career in 1979 as a Russian language instructor. Since that time, she has held a variety of positions, including lead analyst for the former Soviet Union, Executive Assistant to the Director of NSA, Chief of Operations Policy, Assistant Deputy Director for Technology and Systems, and Chief,

Office of the Director. Ms. Baginski holds a Master of Arts Degree in Slavic Languages and a Bachelor of Arts degree in Russian and Spanish from the State University of New York (SUNY), Albany, NY. She enjoys gardening, kayaking, and is an avid football fan.



### **Marc H. Morial**

The National Urban League selected Marc H. Morial as its new President and CEO effective May 15th, 2003. Mr. Morial succeeds Hugh B. Price as the League's 6th Chief Executive. Mr. Morial served two distinguished 4-year terms as

Mayor of New Orleans from 1994-2002. During that time, he also served as President of the United States Conference of Mayors in 2001 and 2002.

As New Orleans chief executive, he was one of the most popular and effective mayors in the city's history, leaving office with a 70% approval rating. After being elected as one of the youngest mayors in the city's history, crime plummeted by 60%, a corrupt Police Department was reformed, new programs for youth were started, and a stagnant economy was re-energized.

Under his watch, 7,000 new hotel rooms were added, and 15,000 new homeowners resulted from his progressive and innovative programs. In his final months in office, he orchestrated the return of the NBA to New Orleans, with the relocation of the Hornets from Charlotte to New Orleans.

In addition, the Morial Convention Center was expanded to one of the largest in America, a downtown Sports Arena was built, and over 200 miles of streets were reconstructed, or resurfaced through Morial's far reaching "Rebuild New Orleans Now!" bond issues which provided funding for nearly \$400 million in City, School Board and Criminal Justice System infrastructure improvements.

Many of these infrastructure improvements will be completed long after the end of his term, a testament to his long-range planning and management abilities.

Marc H. Morial also served two-years in the Louisiana State Senate where he was recognized as Conservationist Senator of the Year, Education Senator

of the Year and Legislative Rookie of the Year for his accomplishments.

Prior to his elected service, he was a lawyer in private practice, involved in many high profile and noteworthy cases, for which the Louisiana Bar Association honored him in 1988 with its Pro Bono Publico Award. Among those cases was the U.S. Supreme Court case of *Chisom vs. Roemer*, that established that the Voting Rights Act applied to the election of judges. This case led to the election of the first African-American Supreme Court Justice in Louisiana history.

He earned a law degree from the Georgetown University Law Center in 1983 and also earned a Bachelor's degree in Economics and African American Studies from the University of Pennsylvania in 1980. He graduated from Jesuit High School in 1976.

In 2002, Xavier University awarded him an Honorary Doctor of Laws degree. He is the son of the late Ernest N. "Dutch" Morial, New Orleans' First Black Mayor, and Sybil Morial, a teacher and university administrator.

Marc Morial is the father of a 20-year old daughter, Kemah, who is a junior at Tufts University. He is married to news anchor Michelle Miller and together they have a son, Mason who was born in April 2002.

In 2002, he joined the law firm of Adams and Reese, one of the Gulf South's leading law firms.



**Chuck Wexler**

Chuck Wexler, appointed as the Executive Director of the Police Executive Research Forum (PERF) in 1993, leads a staff engaged in police and criminal justice research, management studies and consulting, publication of research findings,

technical assistance, demonstration projects, and executive development and selection. PERF is a membership organization of law enforcement chiefs from the larger police agencies in the country. It was founded more than a quarter century ago by a number of chiefs who saw a need for an organization dedicated to progressive thinking about difficult issues in policing.

During his tenure at PERF, Wexler has been directly involved in numerous technical assistance, research and consulting projects to improve the delivery of police services. Examples of major projects include his work coordinating the development and implementation of a comprehensive anti-crime strategy in Minneapolis that is now a model for public-private cooperation. He has spearheaded an effort to candidly confront and discuss police-minority conflict and the controversy concerning racial profiling, resulting in a national meeting of major city chiefs and local leaders. He currently is involved in major projects in Chicago, Kansas City, Los Angeles, Kingston, Jamaica and the Middle East. In each of these projects his purpose is to more efficiently deliver policing services to the community.

Prior to joining PERF, he worked as an assistant to the nation's first Director of the Office of National Drug Control Policy where he identified exemplary local initiatives and helped craft national policy. He also headed the Professional Development Division of the International Association of Chiefs of Police where he designed a national program for the selection of police chiefs and revamped and broadened executive development programs for police executives.

A native of Boston, Wexler held a number of key positions in the Boston Police Department. As Operations Assistant to the Police Commissioner, he played a central role in the agency's management of racial violence in the wake of court-ordered desegregation of the Boston School System. He was also instrumental in the development and management of the Community Disorders Unit, which earned a national reputation for successfully prosecuting and preventing racially motivated crime.

Wexler graduated from Boston University with a liberal arts degree. He earned a masters degree in criminology from Florida State University and a Ph.D. in urban studies and planning from the Massachusetts Institute of Technology (MIT). He has been an instructor at Bowdoin College and MIT, and has served as an evaluator for the Ford Foundation's Innovations in Government Project.

# SESSION ABSTRACTS

## Monday, June 21 – Concurrent Workshops

10:30 a.m. – 12:00 p.m.

### Creating Resilient Communities

**Moderator:** Sandra Webb, Ph.D., Senior Policy Analyst, COPS Office  
**Room:** Washington Rooms 1 & 2  
**Presenters:** Roy E. Kindrick, Program Manager, Western Community Policing Center (OR)  
Lee Erickson, Leadership Consultant, Western Community Policing Center (OR)

This session will demonstrate how law enforcement executives can increase the level of terrorism awareness and homeland security in jurisdictions by leading communities to be prepared and resilient. A key component is to identify a methodology to determine preparedness needs, focusing on an “all hazards” approach to planning. A template for an implementation model should include methods to fill preparedness gaps with resources obtained through partnerships within the community. This presentation given by the Western Community Policing Center, a COPS Regional Community Policing Institute, will cover evaluation suggestions to determine if the community is positioned to respond and recover from a disaster, reducing impact on the economy and quality of life.

### The Law Enforcement Executive’s Role in Prioritizing Civil Rights Protections

**Moderator:** Pam Cammarata, Deputy Director, COPS Office  
**Room:** Delaware Ballroom A  
**Presenters:** John Firman, Director of the Research Division, the International Association of Chiefs of Police  
Shanetta Y. Cutlar, Section Chief of the Special Litigation Section, Civil Rights Division, U.S. Department of Justice,  
Charles A. Gruber, Chief, South Barrington (IL) Police Department

This workshop will discuss civil rights violations and how law enforcement leaders can develop practices to protect citizens from these violations. The panel will address the history of civil rights protection and violations by police with a focus on the U.S. Department of Justice Civil Rights Division’s findings since passage of the 1994 Omnibus Crime Bill. Panel members will discuss the challenges surrounding this issue, as well as new strategies emerging from work done under negotiated Memoranda of Understanding or Consent Decrees between the U.S. Department of Justice and state and local law enforcement agencies.

### Promising Practices – Technology

**Moderator:** Mike Dame, Supervisory Senior Policy Analyst, COPS Office  
**Room:** Delaware Ballroom B  
**Presenters:** Michael Hedlund, Sergeant, Grand Forks (ND) Police Department  
James Sutphen, Lieutenant, Salt River Pima-Maricopa (AZ) Tribal Police Department

Since 1995, the COPS Office has provided grants to state and local law enforcement agencies totaling more than one billion dollars to acquire and implement crime-fighting technologies, which directly support community policing operations. Technology helps improve police effectiveness and the flow of information among police, local government service providers, and the citizens they serve. However, technological implementation in a law enforcement environment can be tricky and presents some unusual obstacles including unfamiliarity, distances, force levels, and training. This workshop panel will describe how technology can aid effective crime fighting and assist in targeted efforts such as the ability to coordinate a Methamphetamine operation called “Cracked Ice.”



## Fighting Crime with Science: DNA and Forensic Science

Moderator: Albert Antony Pearsall, III, Senior Policy Analyst, COPS Office

Room: Maryland Ballroom

Presenters: Linda P. Carne, Executive Director, Virginia Institute of Forensic Science and Medicine

Paul B. Ferrara, M.D., Director, Division of Forensic Science, Virginia Department of Forensic Sciences

Marcella Fierro, M.D., Chief Medical Examiner, State of Virginia

Forensic evidence has played a crucial role in the investigation and resolution of thousands of violent crimes and deaths over the past several decades, and its value as an investigative tool is likely to increase in the coming years. The technology involved in forensic science and medicine is evolving rapidly and it is important for law enforcement professionals to stay abreast of recent advances to help solve crimes and make our communities safer. The Virginia Institute of Forensic Science and Medicine will provide a review of the latest advances in the use of forensic science and medicine for solving cases both recent and old. The panel will provide information on the leading technology in DNA typing, evidence collection and preservation, and cold case investigation, as well as facilitate a team approach between forensic science and medicine, and law enforcement. Participants will emerge from this session with a greater understanding and knowledge of how to use forensic science and medicine to solve crime, convict the guilty, and bring justice to the innocent.

## Effective Auto Theft Reduction Strategies

Moderator: Scott McNichol, Grant Program Specialist, COPS Office

Room: Washington Room 4

Presenters: Julie Wartell, Crime Analyst Coordinator, San Diego County (CA) District Attorney's Office

Karin Schmerler, Research Analyst, Chula Vista (CA) Police Department

Do bait cars, lock-your-car campaigns, or gated parking lots work to reduce auto theft? This workshop will identify strategies that have worked to reduce auto theft at the neighborhood as well as national level. Strategies that do not show evidence of effectiveness will also be discussed. Participants will gain information that can be used in their own communities to identify and analyze problem auto theft locations. Participants will also be provided with a list of strategies that are likely to work to reduce the level of auto theft at commercial hot spots and more diffuse areas such as residential neighborhoods. Techniques for implementing these strategies will be shared.

## A National Strategy for Private Security and Law Enforcement Cooperation

Moderator: Rob Chapman, Senior Social Science Analyst, COPS Office

Room: Virginia Ballroom

Presenters: Tom Seamon, Chairman, IACP Private Sector Liaison Committee (PSLC)

Randall Carroll, Chief of Police, Bellingham (WA) Police Department, Co-Chair, PSLC

William Cunningham, President, Hallcrest Systems

## Monday, June 21 – Concurrent Workshops

10:30 a.m. – noon (Continued)

In early 2004, the COPS Office and the International Association of Chiefs of Police (IACP) convened a National Policy Summit entitled “Building Private Security/Public Policing Partnerships to Prevent and Respond to Terrorism and Public Disorder.” This police summit was co-sponsored by several private security organizations, including the American Society for Industrial Security (ASIS International), the Security Industry Association (SIA), the International Security Managers Association (ISMA), and the National Association of Security Companies (NASCO). The summit brought together over 100 experts from all levels of law enforcement and the entire security industry, with a goal of crafting a national policy for private security and law enforcement cooperation that would assist in meeting the collective traditional safety and homeland security objectives. The discussion will focus on the work conducted at this national policy summit and the accompanying recommendations. Examples of existing effective partnerships will be highlighted, and the presenters will also outline a roadmap for achieving closer and more productive cooperation between private security and law enforcement on a national scale.

Participants will receive a copy of the printed national strategy.

### Reaching Out to Teen Victims of Crime

Moderator: Jamie Atwood, Grant Program Specialist, COPS Office

Room: Washington Rooms 5 & 6

Presenters: Julie Whitman, Program Director, National Center for Victims of Crime  
Charisse Williams, Program Coordinator, National Center for Victims of Crime

Most of us tend to look at youth violence through the lens of the offender, but teens are also the age group most likely to be victimized--sometimes by adults and sometimes by other youth. The National Center for Victims of Crime is currently operating two national demonstration projects in which youth leaders reach out to their victimized peers. This workshop will cover the impact of victimization on adolescents due to their developmental stage, as well as strategies for reaching out and helping teen victims in your community.

## Monday, June 21 – Concurrent Workshops

2:00 p.m. – 3:15 p.m.

### Indian Country and Homeland Security

Moderator: Carly Smith, Grant Program Specialist, COPS Office

Room: Washington Rooms 1 & 2

Presenters: Cheri Lee Roe, Director of Tribal Government Coordination, U.S. Department of Homeland Security  
Linda Straka, Education Specialist, U.S. Department of Homeland Security

When considering emergency management and response planning, lives and property can be saved when communities develop the capability to effectively respond to all types of hazards. The key to this capability is having an emergency operations plan that defines responsibilities and actions for police, fire, volunteer agencies, emergency management, public works and others who have a stake in emergency

operations. The U.S. Department of Homeland Security (DHS) is working closely with tribal nations to help them build the capability to develop emergency plans that focus on key functions that must be performed, regardless of the hazards that threaten their communities. The purpose of this workshop is to examine the importance of such plans, critical functions that should be addressed in these plans, and the various resources provided by DHS to help tribes develop or update existing plans. This workshop is of great value to all law enforcement agencies, in particular those where coordination with neighboring tribal jurisdictions is essential. Participants will have an opportunity to share their disaster-planning experiences, test their knowledge about emergency plans, and leave with an understanding of how they can acquire the skills to implement such plans within their communities.

## Monday, June 21 – Concurrent Workshops

2:00 p.m. – 3:15 p.m. (Continued)

---

### Building Trust: Best Practices in Police Integrity

**Moderator:** Albert Antony Pearsall, III, Senior Policy Analyst, COPS Office

**Room:** Delaware Ballroom A

Edward F. Davis, III, Superintendent, Lowell (MA) Police Department  
Jack McDevitt, Ph.D., Associate Dean, College of Criminal Justice, Northeastern University  
Thomas Fitzmaurice, Captain, Redlands (CA) Police Department  
Jim Stephens, Lieutenant, Metro Nashville (TN) Police Department

This workshop will provide an overview of the Lowell Police Department's partnership with Northeastern University's Institute on Race and Justice to conduct a national evaluation of the COPS Office police integrity programs. This evaluation will identify model practices and recommendations for police integrity strategies from agencies that have previously received COPS funding from across the United States. This workshop will highlight projects within the Redlands Police Department to use technology to enhance police integrity during traffic stops, and how the Metro Nashville Police Department has partnered with the community to better understand racial profiling issues and enhance police - community relations.

### Addressing Gang Crimes

**Moderator:** Mike Carey, Lead Grant Monitoring Specialist, COPS Office

**Room:** Delaware Ballroom B

**Presenters:** George Gascon, Assistant Chief, Los Angeles Police Department  
Ray Hammond, M.D., Pastor, Bethel AME Church and Chairman, Ten Point Coalition  
Stephen Simpson, Sheriff, Loudoun County (VA) Sheriff's Department  
Deborah Lamm Weisel, Ph.D., Research Assistant Professor, North Carolina State University

Over the past quarter century the presence of youth gangs in American cities has grown dramatically. The number of cities reporting youth gang problems rose

from 6 in the 1970s to more than 25,000 in the late 1990s. Large cities continue to report gangs as a major crime problem. The COPS Office recently entered into a partnership with the City of Los Angeles to explore gang trends and develop best practices to address them. In addition, the National Institute of Justice has produced a preliminary COPS-funded report about the form and function of specialized gang units in community policing. This workshop will focus on emerging trends in gangs and the criminal justice community's response. Particular attention will be given to the community policing and problem-solving strategies for addressing gangs and gang crimes.

### Effective Strategies for Combating Identity Theft

**Moderator:** Tom Frazier, Executive Director, Major City Chiefs

**Room:** Maryland Ballroom

**Presenters:** Darrel Stephens, Police Chief, Charlotte-Mecklenburg (NC) Police Department  
Peter Modafferi, Chief of Detectives, Rockland County (NY) District Attorney's Office  
Graeme R. Newman, Ph.D., Distinguished Teaching Professor, School of Criminal Justice University at Albany

Identity theft is both a new crime and one in which the underlying crimes — forgery, counterfeiting, check and credit card fraud, computer fraud, impersonation, pick-pocketing, and even terrorism — are not new. The Federal Trade Commission estimates that identity theft struck nearly 10 million Americans last year, with an estimated total annual cost of \$48 billion to consumers and \$5 billion to businesses. Yet the criminal justice system's response to this issue has been characterized at times as being slow and inadequate. While some jurisdictions have made progress in developing techniques to interrupt this illegal activity, others have yet to match the sophistication of the perpetrators of these types of crimes. Nonetheless, there is great potential to develop and implement preventive, investigative, and analytical techniques and take advantage of best practices in responding to identity theft. This panel will highlight a COPS Office project aimed at developing a national strategy, best practices, policy

## Monday, June 21 – Concurrent Workshops

2:00 p.m. – 3:15 p.m. (Continued)

---

recommendations, and how the police can work in partnership to both proactively prevent and respond to this problem. Additionally, the author of a problem-oriented guidebook on identity theft will discuss strategies for analyzing and responding to this issue. Finally, there will be a discussion of the effectiveness of multi-jurisdictional approaches to investigating and prosecuting incidents of identity theft. Participants will receive a copy of the new COPS Office Problem Oriented Guide on Identity Theft.

### What Works in Crime Control

Moderator: Nancy Leach, COPS Office Liaison  
Room: Washington Room 4  
Presenters: Michael Scott, Clinical Assistant Professor, University of Wisconsin School of Law and Director, Center for Problem-Oriented Policing  
Rana Sampson, Crime Consultant, Community Policing Associates

What do you need to know to impact crime? This session provides key information about controlling crime, distinguishes between effective and ineffective police practices, and discusses ways to minimize the displacement of crime. It will feature the work of the COPS Office and the Center for Problem-Oriented Policing in developing a body of knowledge dedicated to guiding police in their efforts to address specific crime and disorder problems using problem-oriented approaches. Presenters will showcase resources available to police and citizens in addressing crime and safety problems, such as street prostitution, bullying, acquaintance rape, ATM robberies, financial crimes against the elderly, and illegal activity at motels.

### Starting Over: Offender Reentry Partnerships

Moderator: Katherine McQuay, Senior Project Manager, COPS Office  
Room: Virginia Ballroom  
Presenters: Robert B. Hawkins, Jr., Ph.D., President and CEO, Institute for Contemporary Studies  
Patrick Purtill, Director, Task Force on Faith-Based Initiatives, U.S. Department of Justice  
Jeremy Travis, Senior Fellow, The Urban Institute

With record high numbers of offenders leaving prison, and record low crime rates across the country, police departments and other criminal justice agencies are facing new challenges in developing public safety strategies. The Urban Institute has produced a wealth of information on reentry and this presentation will explore today's realities of prisoner reentry; the emerging paradigm of partnerships between police, corrections, and community organizations around reentry; and new yardsticks for measuring progress in reducing the safety risks posed by returning prisoners. The COPS Office has also developed a pilot reentry program to help the returning offender and, in doing so, make our communities safer places to live. Under this pilot initiative, faith-based mentoring is a key component in helping the individual make different choices and learn a new way of living. Workshop participants will hear about one of these pilot programs, based in Oakland, California. The pilot program is a result of a partnership between the COPS Office and the U.S. Department of Justice Task Force on Faith-Based Initiatives. The Director of the Task Force will discuss the President's faith-based initiative and his own experience with reentry sites across the country, over the past several years.

### Homeland Security on Campus

Moderator: Heidi Custer, Grant Program Specialist, COPS Office  
Room: Washington Rooms 5 & 6  
Presenters: Sheldon F. Greenberg, Ph.D., Director, Division of Public Safety Leadership, John Hopkins University  
Noel C. March, Director of Public Safety, University of Maine  
Steven J. Healy, Director of Public Safety and Chief of Police, Princeton University

There are a myriad of security and safety issues affecting the nation's college and university campuses that have a direct affect on local, state, and federal public safety agencies. Since September 11, security issues once considered unique to campus environments have drawn considerable attention and are viewed as having greater relevance to broader communities. Such issues include open environments that allow access to chemicals, biological agents, and other potentially hazardous materials; large-scale special events; off-campus residential and high-security sites; and

## Monday, June 16 – Concurrent Workshops

2:00 p.m. – 3:15 p.m. (Continued)

evacuation. Campus populations are often larger than most municipalities. The FBI Director has specifically identified college and university campuses as potential terrorist targets. Critical campus safety issues identified through the COPS Office university safety project will be

explored and participants will be asked to provide input on these issues. Presenters will also attempt to identify benchmark campus community policing initiatives that can enhance a campuses' homeland security strategy.

## Monday, June 21 – Concurrent Workshops

3:45 p.m. – 5:00 p.m.

### Counterterrorism Issues for State, Local, and Tribal Law Enforcement

Moderator: Eileen Garry, Deputy Director for Programs, Bureau of Justice Assistance  
Room: Washington Rooms 1 & 2  
Presenters: David Carter, Ph.D, Professor, Michigan State University  
Michael Seelman, Senior Social Science Analyst, COPS Office

This workshop is based on a forthcoming roll call training curriculum that provides state, local, and tribal law enforcement with a overview of counterterrorism issues. This training will be a joint product of the COPS Office, the Bureau of Justice Assistance (BJA), and the FBI and is based on the BJA-funded State and Local Anti-Terrorism Training (SLATT) curriculum. The presenters will give an overview of roll call training that includes law enforcement roles and relationships in terrorism prevention, as well as an overview of domestic and international terrorism. This workshop focuses on pre-incident terrorism indicators, community policing applications to counterterrorism, and officer safety issues. In addition to providing a summary of the roll call curriculum's content, this workshop will provide alternate methods of delivery and resources available to state, local, and tribal law enforcement to both facilitate the training and translate the training to practice.

### Strategies for Analyzing Vehicle Stop Data

Moderator: Amy Schapiro, Senior Social Science Analyst, COPS Office  
Room: Delaware Ballroom A  
Presenters: Joyce McMahon, Ph.D., Deputy Director in the Public Research Division, The CNA Corporation  
Amanda Kraus, Ph.D., Research Analyst, Resource Analysis Division, The CNA Corporation  
Gregory O'Dell, Division Commander, Ann Arbor (MI) Police Department

This session will discuss how analytical techniques can be used to evaluate traffic stop data collected by local law enforcement agencies. Presenters will share lessons learned from work with the Baltimore City (MD) Police Department to evaluate car stop data, and with the Arlington County (VA) Police Department to evaluate citation data. Both agencies were part of a COPS-funded project that aimed to blend social science research methods with operational police insights. These evaluations led to lessons learned regarding the collection and analysis of vehicle stop data, which can be useful when implementing data collection systems and/or evaluating collected data. Issues covered include racial profiling concerns at the department and individual officer levels, as well as efficiency concerns at the unit and officer levels. In addition, this session will also provide an overview of the Ann Arbor (MI) Police Department's recent Traffic Stop Study, including challenges and best practices, selecting an independent consultant, collecting data, training officers, involving community leaders, releasing the results, cost issues, and next steps.

## Monday, June 21 – Concurrent Workshops

3:45 p.m. –5:00p.m. (Continued)

---

### Effective Internet Use for Community Policing

Moderator: Matt Lysakowski, Senior Social Science Analyst, COPS Office  
Room: Delaware Ballroom B  
Presenters: Gary Cordner, Ph.D., Director and Professor, Eastern Kentucky University  
Dennis P. Rosenbaum, Ph.D., Professor, University of Illinois at Chicago  
Rebecca Arguelles, Sergeant, Chicago (IL) Police Department

Police departments are increasingly using the internet to find information and to communicate with the public. This presentation focuses on various ways that police agencies are using web pages to enhance community policing. Particular attention is given to innovative and creative uses of the web to deliver actual police services (as opposed to merely conveying information) and to operationalize elements of community policing, such as citizen input, personal service, geographic focus, positive interaction, partnerships, and problem solving. The University of Illinois at Chicago and the Chicago Police Department are jointly developing, field testing, and evaluating a web-based system of communication between the police and the community. The hope is that new web-based community surveys, when combined with regular feedback of the results, will strengthen police-community relations, enhance problem-solving capacity, increase community engagement in community policing and accountability for both police and citizens. This presentation will describe some potential benefits of “measuring what matters” to the public (including public perceptions of disorder, fear, attitudes about the police, and satisfaction with police encounters). The presenters will also discuss the challenges they faced when seeking to implement Internet surveys and to share the results with residents and police who participate in community policing beat meetings.

### Reducing Gun Violence: Project Safe Neighborhoods

Moderator: William Matthews, Executive Director, Community Policing Consortium  
Room: Maryland Ballroom  
Presenters: Timothy M. Burgess, U. S. Attorney, District of Alaska  
Steve Loew, Assistant U.S. Attorney, Southern District of West Virginia  
Gerry Sullivan, Assistant U.S. Attorney, Federal District of Rhode Island

U.S. Attorneys, working with their local law enforcement agencies, are spearheading comprehensive efforts to reduce gun violence through the Project Safe Neighborhoods (PSN) initiative. In addition to such strategies as aggressive prosecution and enhanced intelligence, an essential part of PSN involves creating partnerships with law enforcement and community stakeholders. Local community involvement ensures that PSN strategies are developed and implemented collaboratively so that they address the real needs of each neighborhood. This session will bring together a panel of U.S. Attorneys to discuss how community involvement and local law enforcement partnerships have helped to reduce gun violence using the community engagement process. Participants will learn how this nine-hour process involving about 30 community and 10 criminal justice representatives works and can be replicated in their own communities.

### Building an Internal Capacity to Analyze Community Problems

Moderator: Noah Fritz, Deputy Director, National Law Enforcement and Corrections Technology Center, University of Denver  
Room: Washington Room 4  
Presenters: John Eck, Ph.D., Professor, University of Cincinnati  
Joe Ryan, Director, Crime Mapping and Problem-Analysis Laboratory, The Police Foundation

Solving community problems has progressed substantially since the development of the SARA problem-solving model. Environmental criminology

## Monday, June 21 – Concurrent Workshops

3:45 p.m. –5:00p.m. (Continued)

---

provides a powerful framework for dissecting crime and disorder problems and designing effective solutions. Drawing on the recently published “Become a Problem-Solving Crime Analyst,” this session will examine the latest approaches to defining and analyzing problems and creating and evaluating solutions. In addition, the Police Foundation’s Crime Mapping and Problem Analysis Laboratory, one of the innovators in advancing problem analysis in the law enforcement community, will introduce past, current, and future projects. In particular, the laboratory’s latest product, entitled Advanced Problem Analysis, Crime Analysis, and Crime Mapping Training, will be discussed and disseminated.

### Fostering Effective Labor and Management Relations

Moderator: Rob Chapman, Senior Social Science Analyst, COPS Office  
Room: Virginia Ballroom  
Presenters: Ron DeLord, President, Combined Law Enforcement Associations of Texas  
Michael Clancey, Chief of Police, Westerville (OH) Police Department  
Jerry Hoover, Chief of Police, Reno (NV) Police Department

Over the last decade, the predominant policing paradigm has increasingly shifted to include aspects of community partnerships and problem solving. Public safety priorities have also dramatically changed as a result of September 11, with an added emphasis on domestic preparedness, developing effective tactical responses to homeland security, and enhancing intelligence and crime analysis. Yet one of the most pressing issues still facing the policing profession remains how to implement changes and reform in a cooperative manner and without disruptions. Effective working relationships between management and labor can be a critical tool in facilitating change. The purpose of this panel is to discuss the experiences and lessons of agencies that have taken differing approaches to establishing effective relationships between labor and management, and highlight the issues that can either facilitate or hinder productive relations. A particular emphasis will be on introducing a soon-to-be released COPS Office publication on this topic.

### School Violence Interventions: A Collaborative Approach

Moderator: Chanell Trotter-Jones, Grant Program Specialist, COPS Office  
Room: Washington Rooms 5 & 6  
Presenters: Rick van den Pol, Ph.D., Director, Division of Educational Research and Service, University of Montana  
Aaron Morsette, Trauma Intervention Specialist, Division of Educational Research and Service, University of Montana  
Brad Stein, Ph.D., M.D., Associate Director for Mental and Behavioral Health, RAND Center for International Health Security

Crisis management in rural communities is complicated by distance, emergency response time, and availability of appropriately trained specialists. In Montana’s Indian Country, weather, terrain, agency jurisdiction, and cultural issues can hinder community policing. The University of Montana (UM) is promoting local partnerships among schools, law enforcement agencies, and mental health specialists. The goals are to better prepare reservations to enhance community safety, and to minimize post traumatic stress symptoms in children and youth exposed to violence. Children’s exposure to violence ranges from witnessing violent acts to being victims themselves. Without programs to help them immediately, these children are far more likely to suffer from emotional and behavioral problems that may follow them into adulthood. RAND researchers have been working with colleagues from UCLA and the Los Angeles Unified School District to implement and evaluate an urban, school-based program for children traumatized by exposure to violence. RAND is also working with UM on the Rocky Boy Reservation, which is a shared effort to serve rural children exposed to violence in Indian Country. This presentation will include: 1) an economical and replicable school crisis plan; 2) an assessment system that measures student, parent and staff perceptions of school violence risk factors; and 3) a validated 10-week program that treats trauma in schools.

## Tuesday, June 22 – Concurrent Workshops

8:30 a.m. - 10:00 a.m.

### Homeland Security Threat Levels: Developing a Guide for Executives

Moderator: William Matthews, Executive Director,  
Community Policing Consortium  
Room: Washington Rooms 1 & 2  
Presenters: Drew Diamond, Senior Research  
Associate, Police Executive Research  
Forum  
David Carter, Ph.D., Professor, Michigan  
State University

The workshop will discuss operational procedures that change within local law enforcement agencies as the national security threat level changes. Presenters will review certain operational procedures that change within law enforcement agencies as the terror threat level changes. The workshop will highlight a proven process that will help attendees design their own blueprint for planning.

### Law Enforcement & Society: Lessons of the Holocaust

Moderator: David Harris, Professor and Soros Senior  
Justice Fellow, University of Toledo School  
of Law  
Room: Delaware Ballroom A  
Presenters: Lynn Williams, Director, Law Enforcement  
and Community Outreach, U.S. Holocaust  
Memorial Museum  
David Friedman, Director, Anti-Defamation  
League  
Ann Millin, Ph.D., Special Assistant to the  
Director, U.S. Holocaust Studies

This workshop will provide an overview of the Law Enforcement and Society: Lessons of the Holocaust program offered to Washington, D.C. area law enforcement. This is a partnership between the U.S. Holocaust Memorial Museum, and the Washington, D.C., office of the Anti-Defamation League. It provides law enforcement practitioners and community members with a history of the holocaust and provides an opportunity to examine how Nazi ideology influenced the police in 1930s Germany. By examining the holocaust, workshop attendees will gain a perspective on law enforcement's critical and unique role in society, and a deeper

understanding of their responsibility to protect all citizens. Since 1999 the Museum and Anti-Defamation League have trained more than 10,000 federal and local law enforcement professionals from the metropolitan area.

### Primer on Interoperable Communications Technology

Moderator: Dan Hawkins, Law Enforcement IT  
Specialist, SEARCH Group  
Room: Delaware Ballroom B  
Presenters: Eddie Reyes, Captain, Alexandria (VA)  
Police Department  
Marilyn Ward, Orange County (FL) Public  
Safety Communications Manager, NPSTC  
Chair  
Dereck Orr, Chief of Staff, SAFECOM  
Program, U.S. Department of Homeland  
Security

One of the major issues facing the emergency services sector is the inability of public safety responders to communicate with one another when the need arises. Effective and efficient emergency response requires coordination, communication, and sharing vital information among numerous public safety agencies. Interoperable communications, as defined by the SAFECOM Program, "refers to the ability of public safety agencies to talk across disciplines and jurisdictions via radio communications systems – to exchange voice and/or data with one another on demand, in real time, when authorized." This interactive workshop panel will explore the current environment of interoperability drawing upon the experiences of the Alexandria Police Department, the Orange County Public Safety Communications Division, the SAFECOM Program within the Department of Homeland Security and the SEARCH Group. All participants bring a national interoperability perspective. Panel members will address topics such as planning for interoperable communications, training for communications personnel and field users, standards, operational plans, Statewide Interoperability Executive Committees, and future technologies in development to support interoperability.

## Training for Tomorrow

Moderator: Ronald W. Glensor, Ph.D., Deputy Chief, Reno (NV) Police Department

Room: Maryland Ballroom

Presenters: Matthew J. Hickman, Statistician, U.S. Department of Justice, Bureau of Justice Statistics

Jerry Hoover, Chief of Police, Reno (NV) Police Department

Gregory Saville, Research Professor and Director, Center for Advanced Public Safety Research, University of New Haven

This session will cover the spectrum of law enforcement training beginning with the results of a COPS/Bureau of Justice Statistics census of more than 600 law enforcement training academies. Findings presented will include general characteristics, such as personnel, trainee information, and core curricula, as well as a variety of special topics such as training related to racial profiling, use of force, and community policing. Next the COPS funded Police Training Officer (PTO) program will be introduced. It was created as an alternative to the San Jose Field Training Officer model and reflects community policing principles. The Reno PTO Model has been adopted by numerous police agencies throughout the United States with tremendous success. One of the techniques used in the PTO program is problem based learning (PBL). PBL represents a significant breakthrough in the education and training of police towards community based and ethical policing. In particular, PBL has a long history of creating opportunities for learners to discover innovative ways to resolve conflicts and solve problems. This presentation unveils the results of a project funded by the COPS Office to create a national PBL instructor development program in which officers are taught how to employ this learning model in all forms of police training, including the PTO program.

## Combating Methamphetamine Problems

Moderator: Edward Mixon, Grant Program Specialist, COPS Office

Room: Washington Room 4

Presenters: Laura J. Birkmeyer, Executive Assistant U.S. Attorney, Chair, National Drug Endangered Children (DEC) Alliance, U.S. Attorney's Office (CA)

Ronald V. Mullins, National Drug Endangered Children (DEC) Training Coordinator

U.S. Attorney's Office (CA)

This session will focus on the development of the Drug Endangered Children (DEC) Program, which began as a grass roots project, and has expanded into a community-based effort, that is supported on a national level. The importance of recognizing that children are victims affected by methamphetamine labs and other drug related crimes will be discussed as will a multi-disciplinary program that has been developed to rescue, treat and protect these child victims. The roles of law enforcement, child protective services, medical personnel, prosecutors, and the court in forming an effective team to address the problem of drug endangered children will be shared. In addition, attendees will learn about various resources that are available for communities to develop their own DEC program, or, at a minimum, to begin identifying child victims in dangerous drug environments. An update will be given on the most recent medical, psychological and scientific research conducted affecting the means by which law enforcement, medical and psychological caretakers and the court systems handle encounters with DEC children.

## Creating Effective Collaborations Between Academics and Law Enforcement

Moderator: Lois Mock, Senior Social Science Analyst, National Institute of Justice  
Room: Virginia Ballroom  
Presenters: John Klofas, Ph.D., Professor, Rochester Institute of Technology  
Edward Davis III, Superintendent, Lowell (MA) Police Department

This presentation begins with a consideration of collaboration and the requisite elements of successful partnerships with law enforcement agencies. The presentation focuses on five recommendations for police agencies to consider, including: 1) knowing what they want; 2) assessing the risks and benefits of the research

collaboration; 3) assuring cultural acceptance for the research; 4) understanding the research process and the authoritative frameworks of research; and 5) being active participants in the research process and with their collaborators. Recommendations for researchers are presented to shape their interactions with the police, including: 1) being aware of the contexts (organizational, cultural, administrative, and political); 2) understanding the role of action research in organizational settings; 3) showing product and time sensitivity; 4) assessing facts and values in shaping and creating policy; and 5) producing practical knowledge. Collectively, the recommendations for both police and academics can greatly enhance the nature of collaboration as well as the usefulness of research results produced through such partnerships.

## Tuesday, June 22 – Concurrent Workshops

10:30 a.m. - 11:45 a.m.

### Using Community Engagement Strategies to Reduce the Fear of Terrorism

Moderator: Drew Diamond, Senior Research Associate, Police Executive Research Forum  
Room: Washington Rooms 1 & 2  
Presenters: Gary Cordner, Ph.D., Professor, Eastern Kentucky University  
Christopher Carlin, Chief Deputy, Niagra Falls (NY) Police Department

Many police departments accepted fear reduction as a bona fide part of their mission beginning in the early 1980s, and reducing fear has been touted as one of the strengths of community policing. This presentation reviews the literature on fear of crime and fear of terrorism and provides a preliminary report on a project designed to identify and document promising approaches and best practices in this area. This workshop will also cover how recent events have made many citizens fearful of terrorist attacks occurring in and around where they live, and empower their community to deal with terrorism.

### Promising Strategies for Early Intervention

Moderator: Tamara Lucas, Senior Policy Analyst, COPS Office  
Room: Delaware Ballroom A  
Presenters: Ron Snodgrass, Sergeant, Phoenix (AZ) Police Department  
Ronald J. Lopez, Sergeant, Denver (CO) Police Department  
Michael Berkow, Commanding Officer Professional Standards Bureau/Chief of Staff, Los Angeles (CA) Police Department

This panel will focus on proven law enforcement strategies for successful early intervention. Three departments will share innovative ideas and methods for increasing supervisory accountability, promoting employee success, and identifying problem behaviors before they escalate. The presenters will discuss issues such as how the use of a case management system can address labor and management cooperation, employee buy-in, correcting invalid data, access to data, and non-electronic referrals to an early intervention system. Finally, panelists will share innovations in strengthening internal affairs.

## Tuesday, June 22 – Concurrent Workshops

10:30 a.m. –11:45a.m. (Continued)

---

### COMPSTAT and Community Policing

Moderator: Lois Mock, Senior Social Science Analyst,  
National Institute of Justice  
Room: Delaware Ballroom B  
Presenters: Stephen Mastrofski, Ph.D., Professor,  
George Mason University  
James Willis, Ph.D., Assistant Professor,  
University of Massachusetts, Boston

First implemented in the New York City Police Department in 1994, COMPSTAT is an innovative crime control program that combines state-of-the-art management principles with the latest geographic information systems technology. This presentation will identify COMPSTAT's core elements: mission clarification, internal accountability, geographic organization of operational command, organizational flexibility, data-driven problem identification and assessment, and innovative problem solving. Presenters will then explore the relationship of these elements to the philosophies, programs, and structures of community policing. Notwithstanding some similarities, the simultaneous operation of COMPSTAT and community policing presents a set of significant

challenges. In response to these challenges, police organizations will have to pick a compromise between existing community policing features and COMPSTAT's core elements that best suit their needs and those of their constituencies.

### Hiring in the Spirit of Service

Moderator: Karen Amendola, Chief Operating Officer,  
Police Foundation  
Room: Maryland Ballroom  
Presenters: Carl Hawkins, Ph.D., Major, Hillsborough  
County (FL) Sheriff's Office  
Tyrone Strickland, Sergeant, St. Paul  
(MN) Police Department  
Ellen Scrivner, Ph.D., Consultant, Public  
Safety Innovations

To be truly effective, community policing requires law enforcement officers to be service oriented and problem solvers as well as possess the traditional qualities of a "good cop." Many agencies are struggling to identify what traits make the best community-oriented officers,

and how they are identified and recruited. Through the COPS-funded Hiring in the Spirit of Service demonstration project and another project entitled Recruitment, Hiring and Retention of Community Policing Officers, some answers and promising practices are beginning to emerge. This session will present participants with the latest research results and techniques used by several law enforcement agencies across the country, including the development of ideal officer character traits and improved methods for psychological testing.

### Excellence in Problem Solving

Moderator: Cornelia Sorensen, Social Science  
Program Analyst, National Institute of  
Justice, U.S. Department of Justice  
Room: Washington Room 4  
Presenter: Robert P. Crawford, Sergeant, Oakland  
(CA) Police Department

This presentation describes a problem-oriented policing project that was the 2003 winner of the Herman Goldstein Award for Excellence in Problem-Oriented Policing. Work under this project abated the nuisance activity associated with a motel that is part of an international chain. Problems included prostitution, drug dealing, assaults, room rentals to minors, illegal auto repair on the property, public urination, around the clock disturbances, inordinate calls for service, and numerous arrests. Average annual calls for service at this property were reduced from 217 per year prior to the project, to one in the year following the project. At the conclusion of the project, the motel chain put up a \$250,000 two-year bond to guarantee that the crime and civil disorder would be controlled. The motel chain also reimbursed Oakland the \$35,000 in costs it incurred in pursuing resolution of the problems.

## Tuesday, June 22 – Concurrent Workshops

10:30 a.m. – 11:45a.m. (Continued)

### Bridging the Communication Gap Between Police and Local Government

Moderator: Mitchell Weiss, Assistant General Counsel, COPS Office  
Room: Virginia Ballroom  
Presenters: Apollo Kowalyk, Constable, Edmonton Police Service, Canada  
Steven Young, Constable, Edmonton Police Service, Canada

Efforts to promote community-based policing strategies continue to be affected by a lack of understanding about the interdependent relationship between police response, problem solving initiatives and partnerships with community groups. An Integrated Systems Model of policing will be introduced in this presentation, with an emphasis on the need to inform and educate local government officials about dynamic changes within the broader social environment and their impact on resource utilization strategies. This session will explore issues related to workload complexity, budget priorities, relationship strategies and an evolving paradigm shift in public policing. This presentation stems from project work initiated when the Edmonton Police Service was asked by several members of the Edmonton City Council to summarize its efforts to promote community policing initiatives.

### Protecting Children Who Use the Internet

Moderator: Sandra Webb, Senior Policy Analyst, COPS Office  
Room: Washington Rooms 5 & 6  
Presenters: Lynda O'Connell, Executive Director, Virginia Community Policing Institute  
David Maddox, Curriculum Specialist, Virginia Community Policing Institute

"That friend your daughter chats with online—is he a 14-year old middle school boy or a 40-year old sexual predator?" No longer limited to the public park or the playground, persons preying on children now operate in the vast murky regions of the Internet. Moving unrestricted and striking at the unprepared, Internet crimes are growing and the effect is not victimless. Presented by the Virginia Community Policing Institute, this session will showcase a new CD tool, entitled "Mousetrap," that concerned adults can use to learn about internet communications, identify online chat language designed to entice and manipulate children, recognize clues for dangerous on-line relationships, and find additional resources to protect children against Internet-based crimes.

## Tuesday, June 22 – Concurrent Workshops

2:00 p.m. – 3:15 p.m.

### Community Policing in a Security Conscious World

Moderator: Chuck Wexler, Ph.D., Executive Director, Police Executive Research Forum  
Room: Washington Rooms 1 & 2  
Presenters: Edward Flynn, Secretary of Public Safety, Commonwealth of Massachusetts  
Josh Filler, Director, Office of State and Local Government Coordination, Department of Homeland Security  
Karen Rowan, Assistant Deputy Superintendent, Chicago Police Department

Post-September 11, local law enforcement agencies have seen an increase in service demands and problems that they have not faced before on such a large scale—the potential for terrorist attacks on American soil. As first line responders in the fight against terrorism, the law enforcement profession has a new set of challenges which can be enhanced by the recent advancements achieved in the community policing field. Recognizing the valuable link that has been established in jurisdictions around the country between the community and law enforcement, the COPS Office funded the Police Executive Research Forum (PERF) to conduct a project entitled Community Policing in a Security Conscious World. Lessons learned from this project will be shared with participants on a variety of

## Tuesday, June 22 – Concurrent Workshops

2:00 p.m. – 3:15 p.m. (Continued)

---

topics from improving local and federal partnerships to working with diverse communities as well as the Department of Homeland Security. As a result of this project white papers have been developed to help law enforcement executives face the daily demands of protecting their local communities while maximizing the benefits of community policing. Recommendations from these white papers will be discussed and available.

### Immigrant Communities and Law Enforcement: Making a Positive Connection

Moderator: Sam Beamon, Grant Monitoring Specialist, COPS Office

Room: Delaware Ballroom A

Presenters: Anita Khashu, Senior Planner, Vera Institute of Justice  
Bakary Tandia, Case Manager/Policy Advocate, African Services Committee Chair, Forum for African Immigrant Organizations  
Sharee Freeman, Director, Community Relations Service, U.S. Department of Justice

The Vera Institute of Justice is working with the New York City Police Department (NYPD) to make the department's outreach to new immigrant communities – including representatives from the city's Arab, African, and Latin American immigrant communities -- more effective. Through a series of facilitated forums, community representatives and NYPD officials are focusing on topics including the relationship between police and the community; the community's safety and policing needs and concerns; and strategies for improving police-community relations. Other efforts include the development of fact sheets for police officers and coordinated public education and outreach campaigns on legal rights and responsibilities, reporting crimes, and police procedures. In addition, The Community Relations Service (CRS) has worked to assist communications between law enforcement and the Arab, Muslim, and Sikh communities since September 11, in response to a growing number of hate incidents and crimes against these Americans. CRS has developed an extensive national network of contacts in these communities as a result of its proactive, aggressive, and sustained information, outreach, and

conflict resolution efforts. CRS has also trained local, state, and federal law enforcement officers across the country in cultural diversity awareness to provide local responders with the cultural knowledge, awareness, and sensitivity they need to effectively work in a cooperative spirit with these communities. Workshop participants will also view a short video that captures a sample of the training program.

### Evaluating Law Enforcement Technology

Moderator: Debra Cohen, Ph.D., Senior Social Science Analyst, COPS Office

Room: Delaware Ballroom B

Presenters: Teri B. Sullivan, Justice Information Systems Specialist, SEARCH Group  
William H. Romesburg, Justice Specialist and Consultant, SEARCH Group

American law enforcement agencies have come to understand and embrace the role of technology in modern policing. Currently, agencies are beginning to shift their focus away from unbridled purchasing toward careful, well-planned initiatives. However, with an endless supply of examples where technology purchases missed their intended purpose (or, in some cases, actually made things worse), both police agencies as well as their parent organizations are increasingly demanding justification of technology projects. As agencies are being asked to justify their requests for funding for IT purchases or program development, many are finding that they do not have firm answers. Rather, broad objectives such as “it will be easier to use,” or “we will be more efficient and effective,” are often given as justifications. This session will demonstrate the importance of evaluating the performance of technology projects, outline a straightforward method for developing performance measures, provide information on data collection and reporting techniques, present accepted and standard performance management principals, and include a list of sample performance measures geared specifically towards law enforcement agencies. We will also refer to the COPS-funded Law Enforcement Tech Guide, as well as the upcoming technology guide geared specifically toward measuring performance of law enforcement technology.

## Tuesday, June 22 – Concurrent Workshops

2:00 p.m. – 3:15 p.m. (Continued)

### Untangling the Jurisdictional Puzzle Surrounding Tribal Law Enforcement

**Moderator:** Lieutenant Bill Rusche, Fort Peck (MT) Tribal Police Officer

**Room:** Maryland Ballroom

**Presenters:** Tracy Toulou, , Director of Tribal Justice Office, U.S. Department of Justice  
John Grainger, Sheriff, Roosevelt County (MT) Sheriff's Office  
Terry Boyd, Supervisory Criminal Investigator, Fort Peck Tribes (MT) Department of Law and Justice

With a movement to increase communications and information sharing across jurisdictional lines, it is essential for neighboring communities to work together and to define the roles and responsibilities inherent to each. This session will provide an overview of Tribal, Federal, and State jurisdictions as they apply to Indian Country, and will also define the elements of jurisdiction based on the ethnicity of the victims and subjects and the investigative and prosecutorial responsibilities of law enforcement agencies. A history of the Fort Peck Tribes / State of Montana Cross Deputization Agreement and the Fort Peck Tribes / Roosevelt County 9-1-1 Dispatch Center will be shared as solutions to the jurisdictional problems within Indian Country. This panel will review how this agreement sorts out jurisdictional issues and administrative problems such as liability, duplication of services, responsibilities, and communications.

### Incorporating Problem Analysis into Policing

**Moderator:** Matthew Scheider, Ph.D., Acting Assistant Director, COPS Office

**Room:** Washington Room 4

**Presenters:** Deborah Lamm Weisel, Ph.D., Research Assistant Professor, North Carolina State University  
Rachel Boba, Ph.D., Assistant Professor, Florida Atlantic University  
Nanci Plouffe, Public Safety Analyst, Chula Vista (CA) Police Department

Despite advances in the practice of problem-oriented policing in recent decades, limited analysis often characterizes police problem solving efforts. The most

useful problem analysis builds on and complements routine crime analysis functions. This workshop highlights the contributions and limitations of routine crime analysis for problem solving. Using examples from Chula Vista (CA), Raleigh (NC) and Port St. Lucie (FL), this workshop will use real life examples to demonstrate how traditional crime analysis may mask emerging public safety problems. It will also examine the relationship of crime series to larger problems and highlight the contribution of primary data collection for gaining important insight into chronic problems.

### Financial Crimes Against the Elderly

**Moderator:** Arthur Williams, Grant Monitoring Specialist, COPS Office

**Room:** Virginia Ballroom

**Presenters:** Kelly Dedel Johnson, Ph.D., President, One in 37 Research, Inc.  
Jim Wright, Director, National Association of TRIADS, Inc., National Sheriffs Association  
Paul Greenwood, Deputy District Attorney, San Diego (CA) District Attorney's Office

Our elders are the fastest growing segment of our society and they are also an important part of our country's economy. America's growing senior population is uniquely vulnerable to a broad range of exploitation and abuse. Financial crimes, in particular, are targeted at seniors with alarming frequency. In 2000, the U.S. Senate Special Committee on Aging reported \$40 billion in losses to telemarketing fraud. The workshop will provide an overview of financial crimes perpetrated against senior citizens and research-based strategies for preventing and mitigating these crimes. Particular attention will be given to preventive interventions, seniors/law enforcement partnerships, investigative techniques, and prosecution strategies. The discussion will draw from the COPS guide Financial Crimes Against the Elderly and the COPS-funded TRIAD program for senior community-law enforcement partnerships.

## Homeland Security and Schools

Moderator: Alfred W. Dean, Director, Pennsylvania Community Policing Institute  
Room: Washington Rooms 5 & 6  
Presenter: Ronald D. Stephens, Ph.D., Executive Director, National School Safety Center

The presentation will help participants begin to understand the challenges of responding to crises involving school shootings, school violence, and acts of terrorism. The session will highlight the delicate balance between overburdening schools with added homeland

security responsibilities versus being properly prepared. This session will discuss the current knowledge of school communities regarding specific topics of terrorism, such as weapons of mass destruction, mass casualty incidents, and children and trauma. It will also explore the role of safe school planning as it relates to the call for readiness for potential acts of terrorism. Two significant concepts will be explored: the possible need for schools to be self-reliant during large-scale disasters and their role as contributors to a community response to terrorism.

## Wednesday, June 23 – Concurrent Workshops

8:30 a.m. - 10:00 a.m.

### Developing or Enhancing an Agency's Law Enforcement Intelligence Function

Moderator: Michael Seelman, Senior Social Science Analyst, COPS Office  
Room: Washington Rooms 1 & 2  
Presenters: David Carter, Ph.D., Professor, Michigan State University  
Eileen Garry, Deputy Director, Bureau of Justice Assistance  
Gail Thomas, Supervisory Special Agent, Supervisory Special Agent, FBI Office of Intelligence

The law enforcement intelligence function is adapting to meet the needs of a post- September 11 environment. The COPS Office, the FBI and the Bureau of Justice Assistance (BJA) have been working together to provide guidance to state, local, and tribal law enforcement in developing a modern intelligence function in a community policing context. The workshop will focus on the content from the forthcoming joint COPS/FBI/BJA publication tentatively titled: An Intelligence Guide for State, Local, and Tribal Law Enforcement. This guide will cover intelligence issues, lessons learned from past lawsuits, and guidance on information collection and storage that meet federal guidelines and minimize exposure to liability. It will also provide resources and descriptions of intelligence products from various federal agencies. Finally, it will include information about ways to receive those products, how to gain access to secure e-mail and various intelligence databases, and a template to aid in conducting threat assessments. The workshop will also highlight the BJA-led Global

Information Sharing Initiative, the National Criminal Intelligence Sharing Plan, and the FBI's new Office of Intelligence. The Las Vegas Metropolitan Police Department's intelligence commander will also provide his insights and discuss how the COPS, BJA, and FBI initiatives help local law enforcement.

### Trading Places: Clergy and Citizen Police Academies

Moderator: Beverly Alford, Assistant Director, COPS Office  
Room: Delaware Ballroom A  
Presenters: Daniel A. Goodall, Sr., Major, Richmond (VA) Police Department  
Stephen Terry, Pastor, Value-Based Initiative, Fort Wayne (IN)

As part of the continuing effort for law enforcement and the faith community to better understand one another, a number of sites across the country are involved in the COPS Office Value-Based Initiative (VBI). Under this grant program, law enforcement agencies partner with the faith community or other community groups to address a community-identified issue. Several VBI sites have instituted Minister Police Academies and Citizen Police Academies, to foster a better understanding of the role and responsibilities of law enforcement. It is a way for these groups to gain a better appreciation for the common ground that they share.

## Wednesday, June 23 – Concurrent Workshops

8:30 a.m. - 10:00 a.m. (Continued)

### Implementing Technology in Small and Medium Agencies

Moderator: William H. Romesburg, Justice Specialist and Consultant, SEARCH Group

Room: Delaware Ballroom B

Presenters: Jeff Carroll, Deputy Sheriff, Marin County (CA) Sheriff's Office  
William LeFebvre, Emergency Communications Manager, Largo (FL) Police Department

Introducing law enforcement technology is challenging for agencies of all sizes. However, small- and medium-sized agencies face unique challenges that often stem from limited financial and human resources. Those responsible for implementing technology in such an environment are often compelled to manage technology initiatives while maintaining their normal job responsibilities. Frequently, those responsible for the success of technology initiatives have dual identities - project manager by day, and patrol lieutenant by night. This session will explore the complexity of managing information technology initiatives in small and medium sized agencies, including: maximizing the use of limited human and financial resources; seeking creative (and free) resources when outsourcing is not available; addressing political challenges wherein projects have an unusually high degree of visibility; and balancing project requirements with day-to-day job responsibilities. We will also refer to the COPS-funded Law Enforcement Tech Guide, as well as the upcoming technology guide geared specifically for small and medium-sized agencies.

### Citizen Volunteers

Moderator: Amy Schapiro, Senior Social Science Analyst, COPS Office

Room: Maryland Ballroom

Presenters: Karen Marsh, Citizen Corps, U.S. Department of Homeland Security  
Alissa Huntoon, Outreach Coordinator, Volunteers in Police Service, International Association of Chiefs of Police  
Tim O'Brien, Officer, Charlotte-Mecklenburg (NC) Police Department  
Carrie Chouinard, VIPS Coordinator, Eugene (OR) Police Department

After September 11, America witnessed a wellspring of selflessness and heroism. People in every corner of the country asked, "What can I do?" and "How can I help?" Citizen Corps was created to help everyone answer these questions by promoting an understanding of personal responsibilities for preparedness and by providing training and volunteer service opportunities to foster citizen participation. One of the Citizen Corps programs includes Volunteers in Police Service (VIPS). The VIPS program, administered by the International Association of Chiefs of Police, in partnership with the White House Office of USA Freedom Corps and the U.S. Department of Justice, works to enhance the capacity of state and local law enforcement to use volunteers. The VIPS program offers a variety of resources to assist law enforcement agencies to establish or enhance volunteer programs. Representatives from Citizen Corps, VIPS, and two law enforcement agencies that have established volunteer programs will share how they have successfully stretched limited resources and advanced community policing efforts through the use of volunteers. As a result, both civilian employees and sworn officers are better able to focus their time on front-line duties because of the dedicated cadre of citizen volunteers who donate their time and talents. Participants will come away from this workshop with fresh ideas and strategies for developing and managing a successful police volunteer program.

### Lessons in Policing From Our British Counterparts

Moderator: Matthew Scheider, Ph.D., Acting Assistant Director, COPS Office

Room: Washington Room 4

Presenters: Nick Tilley, Ph.D., Professor, Nottingham Trent University, United Kingdom  
Clair Holbrook, Sergeant, Blackburn Divisional Police Headquarters, United Kingdom

Implementation of problem-oriented policing in Britain has generally proven difficult, encountering a range of organizational and cultural obstacles. The form problem-oriented policing takes in Britain may differ somewhat from the United States. Though the community is often involved, "community policing" is less significant. A statutory requirement in 1998 mandated that each local

## Wednesday, June 23 – Concurrent Workshops

8:30 a.m. - 10:00 a.m. (Continued)

authority have a crime and disorder partnership, requiring joint work with other agencies to address agreed upon problems. Within police services themselves 'intelligence-led policing' is being widely applied, and a 'National Intelligence Model' has been developed to deliver it. This presentation will discuss some of the approaches taken by different agencies to balance the National Intelligence Model with problem-oriented policing. The best policing areas, including Lancashire, are managing to synthesize intelligence-led and problem-oriented policing. Lancashire has won several national prizes for their work in problem-oriented policing. For this agency, problem-oriented policing is becoming a routine way of doing police business, rather than simply a series of projects. Presenters will provide examples of their efforts in areas such as drugs, the elderly and high crime neighborhoods.

### Restorative Justice: Partnering to Make A Difference

Moderator: Marlene Lemmer Beeson, Executive Director, Offender Victim Ministries, Inc.  
Room: Virginia Ballroom  
Presenters: Richard Walker, Chief District Judge, Ninth District Court, State of Kansas  
James Sauerwein, Investigator, Harvey County (KS) Sheriff's Office  
David Yoder, Prosecutor, Harvey County (KS)

Restorative Justice has captured the attention of many in the criminal justice world. Based on the concept that when offenders commit crimes they should be held directly accountable to repair the harm to both the victim and the community, Restorative Justice programming has worked to bring these three stakeholders together. The Mennonite Central Committee has been involved in developing these programs in communities and courts throughout the country. This workshop brings together both governmental and faith-based partners to explain the program in Newton, Kansas.

### School Safety and the Law

Moderator: Jamie Atwood, Grant Program Specialist, COPS Office  
Room: Washington Rooms 5 & 6  
Presenter: Jerry Painter, General Counsel, Washington Education Association

Does the search of the student require probable cause or reasonable suspicion? Was the interview of the student a custodial interview or non-custodial interview? Do security measures to promote homeland security have to take a backseat to student constitutional rights? Does community policing in a school setting differ from community policing in traditional law enforcement? For many schools, the use of School Resource Officers (SRO) is new. For many law enforcement officers, working the school beat is new. The relationship of the student to the school turns arrest and search and seizure laws upside down. Legal interpretations are often given by those unfamiliar with the school setting with the intent of preserving evidence and validating arrests. Yet those legal interpretations are often roadblocks to community policing in the school setting and prevent the SRO from becoming an integral part of the school safety team. Can schools make an SRO a school employee for the purposes of disclosure of student records and the enforcement of its discipline and school safety policy? As the use of law enforcement officers in the schools becomes more prevalent, a review of the relationship between legal interpretations of the laws and what roadblocks they potentially create are timely.

# S P E A K E R   B I O S

## **Karen L. Amendola**

Karen L. Amendola has over a decade of experience in law enforcement testing, training, research, technology, and assessment. Dr. Amendola serves as the Chief Operating Officer of the Police Foundation's Division of Research, Evaluation, and Professional Services. Dr. Amendola is an affiliate faculty member at George Mason University where she earned both her Master of Arts and Doctor of Philosophy degrees in Industrial and Organizational Psychology. She also holds a Master of Arts degree in Human Resources Management from Webster University. Dr. Amendola has worked with dozens of local, state, and federal agencies including the U.S. Drug Enforcement Administration, U.S. Secret Service, U.S. Customs Service, U.S. Department of Labor, U.S. Department of Justice, U.S. Capitol Police and Metro Transit Police, and the Metropolitan Washington Airports Authority Police. She has worked in cities as diverse as Newark and Atlantic City, New Jersey; Omaha, Nebraska; St. Petersburg, Florida; Washington, D.C., Sacramento, California, Detroit, Michigan; and Milwaukee, Wisconsin, to name a few, as well as the states of Oregon and Kansas. Dr. Amendola has also authored several publications associated with personnel management and ethics. She is a member of the Academy of Criminal Justice Sciences, American Psychological Association, Society for Industrial and Organizational Psychology, and the Scientific Review Committee for the Department of Defense Polygraph Institute.

## **Rebecca Arguelles**

Rebecca Arguelles is a Community Policing Sergeant for the Chicago Police Department. Sergeant Arguelles oversees the Community Policing Office with six other police officers, regarding community events, school events, senior citizen programs, beat meetings, domestic violence programs, and numerous other programs. She received a BA in Law Enforcement Management from Calumet College of St. Joseph and is currently working on a Masters Degree in Sociology at DePaul University. Her expected graduation is June 2004. Sergeant Arguelles has received several Law enforcement awards including Officer of the Month, Department Commendations, Unit Commendations, Fitness Awards and Honorable Mention Awards. She holds various certifications in law enforcement related fields.

## **Michael Berkow**

Michael Berkow is a Deputy Chief of Police for the Los Angeles Police Department (LAPD). He has a dual assignment as Commanding Officer of the Professional Standards Bureau with responsibility for all of the anti-corruption, misconduct and force/officer involved shooting investigations as well as serving as Chief of Staff to Police Chief William J. Bratton. Prior to his appointment with the LAPD, Chief Berkow served as Chief of Police in Coachella, South Pasadena and Irvine (CA), and spent his early career in Rochester, NY. Chief Berkow holds a BA in sociology from Kalamazoo College in Michigan, a JD from the Syracuse University College of Law and a Masters from Johns Hopkins University where he is a graduate of the Police Executive Leadership Program. Chief Berkow is a graduate of the FBI National Academy and the FBI National Legal Institute. Chief Berkow served as a member of the board of directors for PERF and was the 1999 recipient of a prestigious Eisenhower Exchange Fellowship to study the conflict in Northern Ireland and the Royal Ulster Constabulary. In addition to his police service, Chief Berkow is a published author on police investigations, discipline and management and serves as an instructor throughout the United States on topics ranging from community policing to integrity and the operations of internal misconduct systems.

## **Laura J. Birkmeyer**

Laura J. Birkmeyer is an Executive Assistant U.S. Attorney for the U.S. Attorney's Office in San Diego, CA. She is currently responsible for border policy, attorney hiring, and other management responsibilities. In addition, she is responsible for directing the HIDTA-funded National Methamphetamine Chemicals Initiative and serves as Chair of the California Precursor Committee. She is also Chair of the National Drug Endangered Children (DEC) Alliance. Ms. Birkmeyer has a JD from the UCLA School of Law and a BA in Political Science. Urban Planning from Rutgers University, graduating magna cum laude, and Phi Beta Kappa. She is a member of the California Narcotics Officers Association, Region IV and received the Prosecutor of the Year Award.

### **Rachel Boba**

Dr. Boba is an Assistant Professor in Criminology and Criminal Justice at Florida Atlantic University, Treasure Coast Campus. She is teaching and conducting research in the areas of crime analysis, crime prevention, crime mapping, problem analysis, research methods and statistics. Dr. Boba has an MA and a Ph.D. from Arizona State University in Sociology. From 2000 to 2003, Dr. Boba was Director of the Police Foundation's Crime Mapping Laboratory where she directed federally funded grants in the areas of crime analysis and crime mapping, problem analysis, and school safety. Prior to her position at the Police Foundation, she worked as a crime analyst at the Tempe, Arizona, Police Department for five years where she conducted a wide variety of crime analysis and crime mapping work as well as applied research and evaluation.

### **Terry Boyd**

Terry Boyd is Supervisory Criminal Investigator for Fort Peck Tribes and supervises a staff of three criminal investigators and one county deputy assigned to the task force. He is the Undersheriff for Roosevelt County and investigates tribal, state and federal violations on the Fort Peck Indian Reservation. Investigator Boyd has a BA from Antioch College, Fort Peck Site. He is Montana P.O.S.T. certified and attended the Federal Law Enforcement Training Center for the Criminal Investigator Training Program. He received the United States Attorney for the District of Montana, Lifetime Achievement Award, 1996, National Crime Victims Rights. He also received a Federal Bureau of Investigation Commendation in January of 2000 and a Public Service Award in October 2002.

### **Timothy M. Burgess**

Timothy Burgess was nominated by President George W. Bush to be United States Attorney for the District of Alaska in September, 2001, and was confirmed by the United States Senate in October, 2001. As the United States Attorney, Mr. Burgess serves as the chief federal law enforcement officer in Alaska. He is responsible for directing the federal government's criminal and civil litigation in Alaska, criminal and civil environmental enforcement, health care fraud and bank fraud, personal injury and medical malpractice defense. Mr. Burgess was selected by Attorney General John Ashcroft in August 2001 to serve on the 16-member Attorney General's Advisory Committee (AGAC). In February, 2002, Attorney General Ashcroft asked Mr. Burgess to

chair the AGAC's Environmental Issues Subcommittee. Mr. Burgess also co-chairs the Department's Environmental Crimes Policy Committee. He is chair of the Anti-Terrorism Task Force (ATTF) for Alaska. Prior to his appointment as United States Attorney, Mr. Burgess served as an Assistant United States Attorney for 12 years. He was responsible for representing the United States in both criminal and civil cases, including fisheries enforcement and the prosecution of drug offenses, violent crimes, firearms offenses, criminal wildlife offenses, white collar fraud and environmental crimes. Born in San Francisco, California, Mr. Burgess moved to Alaska in 1976 after receiving an athletic scholarship to attend the University of Alaska Fairbanks. He received a Bachelor of Arts degree in 1978 and a Master of Business Administration degree in 1982 from the University of Alaska. In 1980 he was appointed to serve on the University of Alaska Board of Regents and the University of Alaska Foundation Board. Prior to attending law school Mr. Burgess worked as a Legislative Assistant for United States Senator Frank H. Murkowski. Mr. Burgess received his law degree from Northeastern University in Boston, Massachusetts in 1987. Following his graduation from law school, Mr. Burgess entered private practice in Anchorage, Alaska, until he joined the Department of Justice as an Assistant United States Attorney in 1989. Mr. Burgess is a member of the Alaska Peace Officers Association, the Alaska Bar Association, and served on the board of directors for Habitat for Humanity Anchorage. He lives in Anchorage with his wife of 23 years, Joanne Grace, and their four children.

### **Christopher J. Carlin**

Christopher J. Carlin is Chief Deputy for Niagara County Sheriff's Department. He began his law enforcement career with the United States Army Military Police 1976-1979. In 1981, he joined the Air Force Reserves. In 1997, he received an assignment to the Air Force Office of Special Investigations in the capacity of criminal investigations, protective service operations and counter-intelligence. He was hired as road patrol deputy for the Niagara County Sheriff's Department in 1982, became a Sergeant in 1989 and a Criminal Investigator in 1994. In 2000, he was appointed as Superintendent of Police for the Niagara Falls Police Department. He was later appointed Chief Deputy for Uniformed Operations for the Niagara County Sheriff's Department in January 2004 and is currently serving in this capacity. Mr. Carlin received an Associates in Applied Science Degree in Criminal Justice from Niagara County Community

College and a BS Degree in Criminal Justice Public Administration (Community and Human Services) from Empire State College. He was Named the 2004 Buffalo State Criminal Justice Alumni Association Criminal Justice Professional. He received the 2004 State University of New York Chancellors Award for Student Excellence. In 2003, he was named Distinguished Alumni for the Niagara County Community College Alumni Association. From October 2001 to October 2002, he served on active duty for the United States Air Force in support of Operations Enduring Freedom and Noble Eagle in the capacity of Counterintelligence, in the war on terror. Mr. Carlin also represented the Department of Defense in the intelligence mission for the 2002 Winter Olympics in Salt Lake City, Utah.

### **Linda Carne**

Linda Carne is Executive Director of the Virginia Institute of Forensic Science and Medicine. She brings more than 25 years of experience in organizational management and executive programmatic administration and has served on the Board of Directors of 18 private and public entities. She has been a featured speaker in over 100 conferences and symposia on management and business development, as well as Project Coordinator in more than 25 industry consultations on programmatic excellence, leadership and educational innovation. She has a BS and MS from Purdue University, an MBA from the University of South Carolina and was a post-graduate fellow with Harvard University's School of Business in 1996. She also attended the Yale Center for Financial Management in 1992. Ms. Carne served on the faculty of six major universities and colleges. She is a member of President Reagan's Council of Drugs and the President's Commission Study of Health Care Insurance Industry. She serves as Vice Chair of the Governor's Commission on Health Care, as an advisor to the Republic of China Ministry of Health and Education, and as a consultant with the United Kingdom on the development of educational programs. She has published articles on organizational development, and educational advances in adult learning and technology-based learning.

### **Jeff Carroll**

Jeff Carroll is Deputy Sheriff for the Marin County Sheriff's Office. He is the Project Manager for a new multi-agency records management, custody management, and field reporting system. He is also System Administrator for multi-agency wireless mobile data system and Web Manager for the department

mobile intranet web site. Deputy Sheriff Carroll is a California certified high-tech crime investigator and California POST certified law enforcement instructor. He has been with the Marin County Sheriff's Office for 21 years in Communications, Custody, Field Training, Patrol, Investigations, and Technology Services. Deputy Sheriff Carroll was recognized for technology contributions to Marin County law enforcement, including a multi-agency wireless CAD mobile data system.

### **Randall Carroll**

Randall Carroll was appointed Chief of Police in Bellingham, Washington on January 16, 2000. Chief Carroll has been a member of the Bellingham Police Department since 1977. Chief Carroll has held the ranks of Corporal, Sergeant, Lieutenant, Captain and Deputy Chief. His assignments have been in Patrol, Investigations, Training, Services, and as Director of the County 911 Communications Center. He is a current member of the Washington Association of Sheriffs' and Police Chiefs, and is an executive board member and chairs the Washington Electronic Crime Awareness Resource and Education Committee. He is a member of the International Association of Chiefs of Police, co-chairs the Private Sector Liaison Committee and is an advisor to the Joint Council on Information Age Crime.

### **David Carter**

David Carter is a Professor of Criminal Justice with specialties in policing issues, law enforcement intelligence, and computer crime. Professor Carter is also the Director of the MSU Criminal Justice Study Abroad Program to England, an instructor in the BJA SLATT program, project director and author of the COPS-funded "Intelligence Guide"; and an instructor at the FBI Academy and other venues, both domestically and internationally. Professor Carter holds a BS in Law Enforcement and an MS in Criminal Justice both from Central Missouri State University. He also earned a Ph.D. in Criminal Justice from Sam Houston State University. He was a Police Officer at the Kansas City, Missouri Police Department prior to entering academics. He is an Academic Fellow Recipient in the Study of Terrorism in Israel from the Foundation for Defending Democracies. Professor Carter has received a number of awards including the University Distinguished Alumni Award and the Outstanding Alumni Award from Sam Houston State University. He has twice been the recipient of the Outstanding Paper Award, Academy of Criminal Justice Sciences where he also earned an Academy Fellow Award and Service Award from the

Police Section. He is a Visiting Expert for the United Nations Far East Institute in Tokyo.

### **Carrie Chouinard**

Carrie Chouinard has been the Volunteers In Policing Program Coordinator for the Eugene Police Department since December 1999. Her responsibilities include marketing, recruitment, outreach, developing volunteer positions, interviewing, conducting background investigations, selecting, placing and orienting, maintaining a volunteer management database, overseeing the volunteer performance appraisal process, coordinating volunteer recognition, and coordinating the exit interview process. The Volunteer Program has grown from eight volunteers helping in a handful of assignments in 2000 to 70 volunteers helping in over 30 different assignments in 2004. The Program was awarded \$50,000 in grant funding through the U.S. Department of Justice COPS Office. Ms. Chouinard has a BA in Psychology from the University of Oregon. She authored One Department's Volunteer Experience: Learning from the Eugene Police Department, published in the August 2003 issue of Police Chief Magazine.

### **Michael Clancey**

Michael Clancey is a Police Chief overseeing law enforcement activities for the growing city of Westerville, adjacent to Columbus, Ohio. He has a staff of over 100. Chief Clancey has a BA from the American International College, an MS from Commonwealth University in Virginia and attended the Police Executive Leadership College in Columbus, Ohio. He was named Chamber of Commerce Police Officer of the year in 1981 and has received numerous commendations in the area of narcotics enforcement.

### **Gary Cordner**

Gary Cordner is a Professor of Police Studies at Eastern Kentucky University. He is also Director of the Regional Community Policing Institute and Director of the International Justice & Safety Institute at Eastern Kentucky University. He has a Ph.D. and an MS from Michigan State University and a BS from Northeastern University. Previously, Professor Cordner was Dean, College of Justice & Safety, Eastern Kentucky University, Police Chief of St. Michaels, Maryland, and a Police Officer in Ocean City, Maryland. He is past president of the Academy of Criminal Justice Sciences and past editor of the American Journal of Police and Police Quarterly.

### **Robert P. Crawford**

Bob Crawford is Sergeant of Police and the Supervisor of the Oakland Police Department's Beat Health Unit. This unit is staffed by six police officers, an inter-agency coordinator, a records specialist and a police services technician. The unit works closely with an assigned city attorney, code enforcement officers, and utility company revenue protection agents. Sergeant Crawford has served with the Oakland Police Department since 1968. In 1988, he developed the Oakland Police Department's Beat Health program. This program uses a combination of nontraditional policing methods to focus on problem properties such as drug houses, illegal businesses and places that are a public nuisance. In 2003, The Beat Health Unit received the Herman Goldstein Award for Excellence in Problem-Oriented Policing for the Oakland Airport Motel project which resulted in a 77% reduction in calls for service that has remained for over two years.

### **William Cunningham**

William Cunningham is the President of Hallcrest Systems, Inc. a leading security and law enforcement research and consulting firm. He has directed national-level research on police and security relationships for NIJ and BJA. He and his consultant team have provided a broad range of security consulting to numerous FORTUNE 500 companies and to law enforcement agencies. He is the principal author of both national studies of the private security field called THE HALLCREST REPORTS I&II. Mr. Cunningham has a BS degree in Industrial Security Administration, School of Criminal Justice from Michigan State University and graduate study in Business Administration. He is Board Certified in Security Management (CPP), American Society for Industrial Security (1978-present) and was elected a Distinguished Fellow by the Academy of Security Educators and Trainers in 1985. He received an Annual Distinguished Achievement Award from the International Security Management Association in 1998 and was a Wall of Fame Inductee at the School of Criminal Justice, Michigan State University in 2003. He is a member of IACP and ASIS International.

### **Shanetta Y. Cutlar**

Shanetta Y. Cutlar serves as the Section Chief of the Special Litigation Section in the Civil Rights Division of the the U.S. Department of Justice. Ms. Cutlar has worked in the Civil Rights Division since 1993. She served over 2 years as a Special Counsel prior to becoming Chief where she led the investigation team handling the investigations of the Cincinnati, Detroit and

Prince George's County police departments. Prior to serving as Special Counsel, Ms. Cutlar handled several pattern or practice investigations of correctional facilities. In March 2003, then Assistant Attorney General Ralph Boyd appointed Ms. Cutlar to the Chief position where she is responsible for supervising and overseeing the work of the Section, involving enforcement of the Section's work in health care facilities, prisons and jails, juvenile detention facilities and police misconduct.

### **Edward Davis, III**

Edward F. Davis, III is a 25-year veteran of the Lowell Police Department (LPD) as well as a lifelong resident of Lowell, Massachusetts. He was appointed Superintendent of Police in 1994, with responsibility for providing police services to the fourth largest city in the Commonwealth. Superintendent Davis attended the FBI's Law Enforcement Executive Development Seminar in Quantico, Virginia and was also the recipient of the prestigious NIJ Pickett Fellowship and attended the John F. Kennedy School of Government's Program for Senior Government Executives at Harvard University. Superintendent Davis holds a Masters Degree in Criminal Justice and a Bachelor of Arts Degree in Criminal Justice. Superintendent Davis is known for pioneering community policing in the LPD and has reengineered the department using geographic assignment of all personnel to storefront "precincts" that represent each neighborhood. The Lowell crime rate has dropped dramatically. The City has built an economic development plan on a foundation of public safety.

### **Alfred Dean**

Alfred Dean is Executive Director of the Pennsylvania Regional Community Policing Institute. He has a Masters Degree from the School of Social Administration at Temple University. His accomplishments include the Pennsylvania Commission on Crime and Delinquency - Certificate of Appreciation (2001), the Civilian Commendation, Allentown Police Department, Allentown, PA (2002), the Governor's Action Commission for African American Affairs -- Award of Service Excellence (February 2002), the Governor's Proclamation, State of Pennsylvania (2002), and the Certificate of Appreciation - Office of Community Oriented Policing Services (2003).

### **Kelly Dedel Johnson**

Kelly Dedel Johnson is the President of One in 37 Research, Inc. As a consultant to federal, state, and local agencies, her research on the juvenile and criminal justice systems takes one of three major forms: 1)

developing written tools to enhance practice or inform public policy; 2) conducting investigations of the conditions of confinement in juvenile correctional facilities; and 3) undertaking rigorous evaluations of various juvenile and criminal justice programs to determine their effectiveness. She earned a BA in Psychology and a BA in Criminal Justice both from the University of Richmond, Virginia. In 1996, she earned a Ph.D. in Clinical Psychology from the Center for Psychological Studies in Berkeley, California. Ms. Dedel Johnson has authored three Problem-Oriented Policing Guides for the Center on Problem-Oriented Policing. They include guides on *Financial Crimes Against the Elderly*, *Underage Drinking (forthcoming)*, and *Sexual Activity in Public Places (forthcoming)*. She currently serves as a consultant to the U.S. DOJ's Civil Rights Division, as well as a variety of state and county criminal justice agencies and non-profit organizations.

### **Ron DeLord**

Ron DeLord is the President of the Combined Law Enforcement Associations of Texas, a 14,300 member statewide police union. He has a BS in Government from Lamar University in Beaumont, Texas and an MA in Police Science & Police Administration from Sam Houston State University in Huntsville, Texas. He also holds a JD from the South Texas College of Law and is a licensed Texas attorney. Mr. DeLord is the co-author of many publications including *Police Power Politics & Confrontation*, Charles Thomas Publisher, 1996, *Navigating Dangerous Waters: The Real World of Police Labor-Management Relations*, COPS Grant, 2004 and *A Police Labor-Management Practitioner's Guide to Implementing Change, Making Reform & Handling Crisis*, COPS Grant 2004.

### **Drew Diamond**

Drew Diamond, Deputy Director of the Police Executive Research Forum (PERF), joined the staff after retiring as Chief of Police in Tulsa, Oklahoma. He completed 22 years of service with the Tulsa Police Department and served as Chief from October 1987 until his retirement in November of 1991. Prior to joining the Tulsa Police Department, he was an employee of the Federal Bureau of Investigation until he entered the U.S. Army and became an Agent in the Army Criminal Investigations Command. He is a graduate of Northeastern Oklahoma State University, the 116th Session of the FBI National Academy and the 12th Session of the FBI National Executive Institute. During his years as a police executive he became widely recognized as a leader in

Community Policing and for his commitment to community service. He initiated a number of progressive, community-oriented reforms, including the development of innovative programs to improve the police response to persons with disabilities and victims of domestic violence, sexual assault, child abuse, elder abuse, and hate crimes. He led a successful effort to reform the minority hiring and promotional practices of the police department. Mr. Diamond has directed several large community policing projects for PERF, including: Weed and Seed; Urban and Rural Neighborhood-Oriented Policing; Community Policing in Public Housing; Drug-Impacted Small Jurisdictions; Improving Police Response to People with Mental Illness; Training in Cultural Differences for Law Enforcement and Juvenile Justice Practitioners and a project for the Department of Justice, Office of Violence Against Women, to address domestic violence, sexual assault and stalking from a community policing perspective. He has served as an instructor at the Senior Management Institute for Police. He developed training, provided technical assistance, and facilitated national workshops on behalf of the U. S. Department of the Treasury Federal Law Enforcement Training Center, the U.S. Department of Justice's, Office of Community Oriented Policing Services, National Institute of Justice, the Bureau of Justice Assistance, and the U.S. Border Patrol. He also serves on the faculty of the National Academy for People with Developmental Disabilities, Temple University. Mr. Diamond leads PERF's provision of problem solving assessment and intervention services for police agencies facing serious internal problems. In addition, Mr. Diamond has represented PERF on a number of national committees: the American Medical Association Family Violence Executive Committee; American Bar Association Committee on Legal Problems of the Elderly; and National Institute of Justice Health and Justice Working Group. In 2001 he was the co-author of the PERF report entitled "Racially Biased Policing: A Principled Response." Funded by the U.S. Department of Justice, Office of Community Oriented Policing Services, the report guides law enforcement executives in their response to racially biased policing and the perception of its practice. Related resources on racial profiling are also provided. During 1995, Mr. Diamond carried out a nine-month assignment in Washington, D.C. as the Director of the Community Policing Consortium project funded by the Department of Justice. He coordinated the efforts of the Consortium members, the International Association of Chiefs of Police, The Police Foundation, the National Sheriffs' Association, the National Organization of Black

Law Enforcement Executives and the Police Executive Research Forum in designing and delivering community policing training and technical assistance nationwide. He also worked in Bosnia during the summer of 1996, providing technical assistance to the International Police Task Force.

### **John E. Eck**

Dr. John E. Eck is Professor of Criminal Justice at the University of Cincinnati. With Ronald V. Clarke, he is the coauthor of *Becoming a Problem-Solving Crime Analyst*. He has written numerous research papers, reports, and guides for police on such topics as retail drug market control, police effectiveness, crime mapping, problem-oriented policing, and crime prevention. He was a member of the National Academy of Sciences Committee on Police Policy and Research. As an Individual Affiliate of the Center for Problem-Oriented Policing, Dr. Eck is helping to develop an online tool to improve problem analysis and the identification of appropriate responses to crime and disorder problems. Dr. Eck received his bachelors and masters degrees from the University of Michigan and his Ph.D. in Criminology from the University of Maryland.

### **Lee Erickson**

Lee Erickson is a Leadership Consultant for the Western Community Policing Center responsible for development and delivery of "Vigilant, Prepared and Resilient Communities: The Law Enforcement Executive's Role" to state level FBI National Academy Associations. Currently, Mr. Erickson is an instructor for middle management courses in Community Interaction, Public Budgeting, and Decision Making for the Oregon Police Academy. He has a BS from Southern Oregon University in Law Enforcement and a number of professional certificates including Department of Public Safety Standards & Training Executive Level, Exercise Design and Evaluation and is certified as an Academy Trainer and Ethics Instructor. Mr. Erickson has also attended the FBI National Academy, the Harvard John F. Kennedy School of Government Program for Senior Executives in State and Local government, and Portland State University, Graduate School of Education, where he earned a Masters Certificate in Training and Development. He retired as a Major from Oregon State Police after 30 years of service. He was named Department of Public Safety Standards and Training Middle Management Trainer of the year in 2003.

### **Paul Ferrara**

Paul Ferrara is the Director for the Division of Forensic Science of the Commonwealth of Virginia. He helped establish VIFSM in 1999. Dr. Ferrara began forensic career in 1971 and has 33 years of experience in forensic sciences. Currently, he is the director of a forensic laboratory system employing over 250 scientists. He has a Ph.D. in Organic Chemistry from Syracuse University and a BS in Chemistry from LeMoyne College.

Dr. Ferrara has received appointments to numerous blue ribbon panels and commissions, including the National Academy of Science, National Research Council, First Commission on DNA, he has given testimony as expert witness on DNA before the United States Congress, and is a member of the FBI National DNA Advisory Board. He was appointed by United States Attorney General Janet Reno to the National Commission on the Future of DNA Science. He is also the Chairman for the American Society of Crime Lab Directors.

### **Marcella Fierro**

Marcella Fierro is the Chief Medical Examiner for the State of Virginia. Dr. Fierro established VIFSM in 1999. Dr. Fierro has more than 30 years experience in forensic medicine and is Faculty and Chair at Virginia Commonwealth School of Medicine, Department of Legal Medicine and is a Clinical Professor at the University of Virginia. Dr. Fierro is a consultant to the Federal Bureau of Investigation and National Center for Missing and Exploited Children. Dr. Fierro has an MD from State University of NY, Buffalo School of Medicine and Post-doctoral fellowships in Canada and Ohio. With over 50 published articles, and as editor and contributor to numerous clinical texts, Dr. Fierro's work has been featured in dozens of magazine and news articles as the leading authority on forensic pathology.

### **John R. Firman**

John R. Firman is the Director of the Research Division of the International Association of Chiefs of Police (IACP) in Alexandria, Virginia (1994-present). IACP is the world's oldest and largest police leadership organization. Founded in 1893, IACP currently has 20,000 members representing 100 countries. His duties include development and implementation of a national and international law enforcement policy research and evaluation programs for the association. Prior to joining the IACP he was an appointee of the Governor of Illinois, serving as Associate Director of the Illinois Criminal

Justice Authority (1985-1994). Mr. Firman holds a BA in sociology from La Salle University (Philadelphia, PA) and an MA in sociology from Temple University (Philadelphia, PA). During his thirty-five year career in criminal justice, he has directed federal, state and local level planning and research projects for law enforcement agencies, courts, correctional agencies, criminal and juvenile justice systems throughout the United States. Since joining the IACP he has created and managed the National Law Enforcement Policy Summit Series, addressing current and emerging issues in the policing profession.

Mr. Firman received the United States Department of Justice G. Paul Sylvestre Award (1989) for outstanding work in the field of criminal justice policy research. He received the Justice Research and Statistics Association (JRSA) Phillip Hoke Excellence in Analysis Award for research publications in 1988, 1991, and 1993. In 2002, he received both the International Association of Law Enforcement Intelligence Analysts (IALEIA) and the Law Enforcement Intelligence Unit (LEIU) awards for Leadership and Contribution to the Law Enforcement Intelligence Community. Mr. Firman's service to the community includes five years as a volunteer at the Deauville Nursing Home in Chicago (1987-1992) and as a co-founder and volunteer of the Sundowner's Boys Club of Our Lady of Sorrows Catholic School in Takoma Park, Maryland, (1995 to present). He is also an avid runner, having completed the Chicago Marathon in 1979, 1980, and 1985 and the Twin Cities Marathon (Minneapolis/St. Paul) in 1988.

### **Thomas Fitzmaurice**

Thomas Fitzmaurice is Commander of the Field Services Division City of Redlands Police Department. He has a BS in Business Administration from the University of Redlands and an MS in Human Resources Management from Chapman University. He also attended California Law Enforcement Command College. Mr. Fitzmaurice is married with two children and has been a member of the Redlands Police Department for 26 years.

### **Edward A. Flynn**

Edward A. Flynn was appointed Secretary of Public Safety by Governor Mitt Romney in January 2003. Secretary Flynn is responsible for the management of a variety public safety agencies, boards, and commissions including the Massachusetts State Police, the Department of Correction, the National Guard, the Department of Fire Services, and the Massachusetts Emergency Management Agency. Secretary Flynn also

serves as the chief adviser to the Governor on homeland security. The Executive Office of Public Safety is responsible for administering a budget of more than \$1 billion, and employs more than 10,000 people. Secretary Flynn comes to this position with over 32 years of law enforcement experience. Prior to his appointment as Secretary of Public Safety, he served for five years as the Chief of Police in Arlington County, Virginia. In his capacity as Chief, Secretary Flynn was instrumental in the recovery effort at the Pentagon after the September 11 terrorist attack, and this past fall, he participated in the sniper shootings investigation in the Washington DC area. His early career was spent in the Jersey City Police Department, where he served for 15 years, rising to the rank of Inspector. He has been the Chief of Police in Braintree, Massachusetts, where he was credited with modernizing the department. He subsequently became Chief of Police in Chelsea, Massachusetts, where he helped lead the city out of state-imposed receivership to designation as an "All American City." Secretary Flynn is a member of the board of directors for the Police Executive Research Forum and is a recipient of the prestigious Gary Hayes Memorial Award for Police Leadership. He is on the board of directors of the national bi-partisan anti-crime organization Fight Crime: Invest in Kids and is a member of the Administration of Justice Advisory Committee at George Mason University. He holds a BA in history from LaSalle University in Philadelphia, a Masters degree in Criminal Justice from John Jay College of Criminal Justice in New York and completed all course work in the Ph.D. program in criminal justice from the City University in New York. Chief Flynn is a graduate of the FBI National Academy, the National Executive Institute and was a National Institute of Justice Pickett Fellow at Harvard's Kennedy School of Government.

### **Thomas C. Frazier**

Owner and CEO of Frazier Group, LLC, a private consulting company specializing in departmental assessment, best practices civil rights compliance and private sector business development. Thomas C. Frazier was appointed by President Clinton to head the U.S. Department of Justice's Office of Community Oriented Policing Services (COPS) in October 1999. Prior to joining the COPS Office, Mr. Frazier served as Police Commissioner of the Baltimore City Police Department for nearly six years. In that role, he led the Department to a significant decrease in crime rates, through a major organizational restructuring and the institution of strong accountability measures. Additionally,

the Baltimore Police Department achieved national recognition for its Police Athletic League program, the 3-1-1 non-emergency number, and the Police Corps program. Before coming to Baltimore, Mr. Frazier was a member of the San Jose Police Department in California from 1967 to 1994. During his tenure, he rose through the ranks from Patrol Officer to commander of every bureau in the Department. Mr. Frazier is the past President of the Police Executive Research Forum, past Chair of the Executive Committee of the Washington/Baltimore High Intensity Drug Trafficking Area (HIDTA), and a board member of numerous other local and national organizations. He served in U.S. Army Intelligence during the Vietnam War and was awarded the Bronze Star, the Air Medal, and the Combat Infantryman's Badge. He holds a Master of Science degree in Administration of Criminal Justice and a Bachelor of Arts degree in Social Sciences, each from San Jose State University. He is married and has three children.

### **David C. Friedman**

David C. Friedman is the Director of the Anti-Defamation League's Washington, D.C. Regional Office. The Washington, D.C. Regional Office oversees ADL's operations in Maryland, the District of Columbia, Virginia and North Carolina. Mr. Friedman also oversees ADL's national initiatives with law enforcement. In 1996, Mr. Friedman and Eric H. Holder, Jr., then U.S. Attorney for the District of Columbia, founded the D.C. Bias Crimes Task Force, a coalition of police, prosecutors and community organizations. The Task Force became the model for the Department of Justice's "hate crimes working groups" established in all 94 U.S. Attorney's Offices. At the request of Washington, D.C.'s Police Chief Charles H. Ramsey, Mr. Friedman helped create Law Enforcement and Society, an innovative police training program sponsored by ADL and the United States Holocaust Memorial Museum. Law Enforcement and Society is designed to strengthen police officers' understanding of their relationship to the people they serve, as well as their role as protectors of the Constitution and individual rights. In 2002, Law Enforcement and Society will train more than 7,000 law enforcement professionals, and is a required part of the training curriculum for all new agents of the Federal Bureau of Investigation. Mr. Friedman lectures and trains extensively on hate crimes and extremism for a wide range of federal, state and local law enforcement agencies, and military commands and institutions, including the Federal Bureau of Investigation, the FBI

Academy, the U.S. Army War College, and the U.S. Army Criminal Investigation Command, and many others. Mr. Friedman joined ADL in 1985 as Assistant Director of the Washington, D.C. Regional Office. In 1986, he became the first director of ADL's newly opened Northern Ohio Regional Office in Cleveland. He returned to Washington, D.C. in 1988 to assume his current position. Mr. Friedman is the recipient of ADL's highest award, the Milton A. Senn Award for Professional Excellence. Mr. Friedman was born and raised in New York City. He holds a Bachelor's of Art degree from Brandeis University and two Masters degrees from Columbia University. He has been married for twenty-seven years, and has two children, a daughter (19) and a son (16).

### **Noah Fritz**

Noah Fritz is currently the Deputy Director of the National Law Enforcement and Corrections Technology Center, and Founder of CMAP-a Department of Justice sponsored training and technical assistance program. He is also the President of the International Association of Crime Analysts and a faculty member in the Criminology Department at the University of Denver and currently teaches "Managing Information & Technology Systems" in the Police Leadership Program at the University of Colorado-Denver. His most notable accomplishments include undergraduate degrees in Sociology and Criminal Justice from Illinois State University, and a Master's degree and current Ph.D. work in Justice Studies from Arizona State University (ASU). Mr. Fritz's dissertation focuses on crime and disadvantaged neighborhoods from an Environmental Criminology perspective, using geographic information systems and ethnography. He has published in the *Sociological Quarterly*, the *Encyclopedia of Criminology* and *Deviant Behavior*, and appeared nationally on ABC's Weekend News Edition featuring crime mapping. He's been a youth advocate, a juvenile probation officer, and a research analyst for Arizona State University and the Arizona Department of Public Safety, and was the first Crime Analyst and then Information Management Bureau Commander for the Tempe (AZ) Police Department, where he supervised the Crime Analysis and Police Systems Unit.

### **Eileen Garry**

Eileen M. Garry is currently Deputy Director at the Bureau of Justice Assistance (BJA), U.S. Department of Justice. She is responsible for overseeing the efforts of the Programs Office that coordinates and administers all

state and local grants programs and acts as BJA's direct line of communication to states, territories, and tribal governments by providing assistance and coordinating resources. She is also responsible for coordinating counter terrorism training efforts. Ms. Garry joined BJA in September 2001, and assumed leadership for processing death benefits for public safety officers killed at the World Trade Center on September 11. Previously, she served as Acting Deputy Administrator for the Office of Juvenile Justice and Delinquency Prevention (OJJDP) for State, Local, and Tribal Programs. She was responsible for the Child Protection Division and served as OJJDP's Director of the Information Dissemination and Planning Division. Ms. Garry is the author of more than 20 publications on criminal and juvenile justice issues. She holds a Master's Degree in the Administration of Justice and a Bachelor's Degree in Political Science, both from the American University in Washington, DC.

### **George Gascón**

Assistant Chief Gascón is Director, Office of Operations and oversees all of the Department's patrol and detective functions. He implemented a variety of new initiatives designed to enhance the Department's ability to reduce crime and gang violence. He continues to be an active participant at the state and national level in a number of areas related to police training, including the development of racial profiling training, and a national model for police human relations training. He received a B.A. Degree in History from the California State University, Long Beach, and a Juris Doctor Degree from Western State University, College of Law. He is also a graduate of the CORO Foundation's Leadership Southern California program and received a certificate of completion from the Behavioral Sciences and Leadership Faculty Workshop in Military Leadership from United States Military Academy at West Point. Additionally, Assistant Chief Gascón is a published author. He has also been the recipient of many major professional awards including two City Council Resolutions, the Governor's Crime Prevention Award, the Los Angeles Community Protector's Award, and the Department's Management Award for Community/Police Partnerships.

### **Ronald W. Glensor**

Ronald W. Glensor, Ph.D., is a Deputy Chief of the Reno, Nevada, Police Department. He has more than 28 years of police experience and has commanded the department's Patrol, Administration, and Detective

divisions. Chief Glensor is recognized internationally for his work in community policing and has provided instruction to thousands of officers representing agencies throughout United States and in Canada, Australia, and the United Kingdom. He is a featured speaker at conferences on the implementation of community-oriented policing, problem solving, strategic planning, police supervision, leadership, implementation of information technologies, customer service, crime prevention and survey research. In 1994, he was awarded a Research Fellowship at the Police Executive Research Forum in Washington, D.C., where he was responsible for the development of training in problem solving. In 1996, he was selected as one of only ten U.S. public policy experts to receive an Atlantic Fellowship, and he traveled overseas to examine repeat victimization with the Home Office in London England. His awards include the University of Nevada -Reno Alumni Association's Outstanding Achievement Award in 1996, and the Police Executive Research Forum's Gary P. Hayes Leadership Award in 1997. Chief Glensor is widely published and has co-authored the books; *Community Policing and Problem Solving: Strategies and Practices* (4th ed, 2004), *Police Supervision* (2d ed 2002) and *Policing Communities: Understanding Crime and Solving Problems* (2000). He has earned a Master's degree in Public Administration and Policy and a Ph.D. in Political Science from the University of Nevada, Reno.

### **Daniel A. Goodall, Sr.**

Daniel A. Goodall, Sr. is a Major with the Richmond Police Department in Richmond, Virginia. He is currently the Executive Officer to the Office of the Chief of Police tactical operational decisions, assuming command at major crime sites and incidents, developing and implementing crime reduction initiatives, special community projects, having oversight of the department's operation, coordinating the operational activities of the various department's divisions, supervision and inspection of personnel, providing command level leadership during critical incidents. He serves as a liaison for the Richmond Police Department to other agencies throughout the Metropolitan Richmond area. His area of specialization includes Community Policing, Crime Prevention, Community Service, Victimology, Cultural Diversity and Human Relations. During his 20 years on the Richmond Police Department, he was assigned to several areas such as: First and Second Precincts, the Selective Neighborhood Action Program (SNAP) unit, DARE Officer, Community

Relation Crime Prevention Officer, and as a Training Development Sergeant and Firearms Training Coordinator at the Richmond Police Academy. Major Goodall has received many commendations and special citations for his policing over the years. Major Goodall has a Bachelor's Degree in Criminal Justice from Virginia State University. He is a graduate of the Federal Bureau Investigation (FBI) National Academy, and the National Crime Prevention Institute at the University of Louisville. He is continuing his education at Virginia Union University School of Theology. Major Goodall is the pastor of Antioch Baptist Church, in Champlain Virginia.

### **John Grainger**

John Grainger is currently Sheriff of Roosevelt County, MT supervising eight deputies who patrol 2,400 square miles. The Roosevelt County Sheriff's Office maintains a Civil Division, Investigative Division and a County Detention Center that provides county detention services, overflow from other areas including the Federal Bureau of Prisons, United States Marshals Service, and Immigration and Naturalization Service. The Sheriff's position is an elected position. Sheriff Grainger is currently serving his fifth four-year term as Sheriff. Sheriff Grainger is Montana P.O.S.T. Certified, completing approximately 1,100 hours of specific law enforcement training including the School of Police Staff and Command, Illinois. The following accomplishments were the result of joint efforts by a limited number of individuals including Sheriff John Grainger: Combined Roosevelt County/Fort Peck Tribes 911 Dispatch center following approximately eight years of effort; Formalized Reciprocal Cross-deputization Agreement between State of Montana and the Fort Peck Tribes after almost 20 years of effort.

### **Sheldon Greenberg**

Sheldon Greenberg, Ph.D., is Associate Professor of Management and Director of the Division of Public Safety Leadership at Johns Hopkins University. He is Director of the Johns Hopkins University's Police Executive Leadership Program, an intense two-year, interjurisdictional program for select police executives. Prior to joining Johns Hopkins University, Dr. Greenberg served as Associate Director of the Police Executive Research Forum (PERF) in Washington. Dr. Greenberg directed PERF's Management Services Division, providing technical assistance to police agencies worldwide. He directed organizational assessments in over 50 police and sheriffs' departments. Dr. Greenberg

began his career as an officer in the Howard County, Maryland, Police Department. During his tenure with HCPD, he served as a criminal investigator, public information officer, supervisor of the records and information division, supervisor of the youth unit, director of the police academy, director of research and planning, assistant to the chief of police, and commander of the administrative services bureau. Dr. Greenberg worked with the U.S. Marshals Service and U.S. Border Patrol in a variety of capacities and served as an instructor for the Maryland State Police, the Maryland Community Policing Academy, the Maryland Police Training Commission, and other police academies in Virginia and the Washington-Baltimore Metropolitan Area. He is one of the founding members and past president of the Maryland Crime Prevention Association. Dr. Greenberg has worked with police in Cyprus, Jordan, Kenya, Panama, Hungary, Pakistan, and the former Czechoslovakia. He has served on federal and state commissions and task forces on violence in public schools, race-based profiling, police response to people who have mental illness, community development, police recruiting, highway safety, and homeland defense. He is the author of several books including *Stress and the Helping Professions*, *Stress and the Teaching Profession*, and *On The Dotted Line*, and numerous articles.

### **Paul Greenwood**

Paul Greenwood is a Deputy District Attorney in San Diego and Head of the Elder Abuse Prosecution Unit. He is responsible for leading a team of twelve people that comprise the elder abuse prosecution unit. He prosecutes serious elder abuse felony crimes including murder, neglect, robbery, rape, financial exploitation and physical assaults. He chairs the California DA's Committee on Elder Abuse and is actively involved in new elder abuse legislation. He also trains first responders, clergy and financial institutions in recognizing elder abuse. Deputy District Attorney Greenwood has an LL.B law degree from Leeds University in England, Bar and Solicitor Finals in England, is a member of UK Law Society as solicitor and a member of the California Bar. He was named in 1999 by California Lawyer magazine as one of California's top 20 lawyers. He received the Chuck Nickel Award in 2000 from San Diego DA's Office for outstanding work in promoting elder awareness throughout California. In 2004, the Elder Abuse Unit received the San Diego Taxpayers Golden Watchdog Award for efficient use of taxpayers' money.

### **Charles A. Gruber**

Charles A. Gruber was appointed to Chief of Police in the Village of South Barrington, Illinois in November 1999. Prior to his appointment, he served as Chief of Police in Elgin, Illinois. He retired from the Elgin Police Department in 1998 after serving since June 1990. He also served as Chief of Police in Shreveport, Louisiana, and Quincy, Illinois. His career in law enforcement spans more than 34 years with 28 years as a Chief of Police. He is Past President of the International Association of Chiefs of Police (IACP) and the Illinois Association of Chiefs of Police. Chief Gruber works as a consultant and expert witness for law enforcement issues at the local, regional and national levels. He was appointed by the U.S. District Court for the Northern District of California as part of a team of legal and policing experts to monitor compliance with the negotiated settlement agreement between the City of Oakland, California and private plaintiffs pertaining to pattern and practice claims filed against the Oakland Police Department. Concurrently, he is retained by the U.S. Department of Justice Civil Rights Division to investigate alleged pattern & practice abuses in the Cincinnati, Ohio; Miami, Florida, Schenectady, New York, and Providence, Rhode Island police departments. Like much of his work, the DOJ reviews include assessments of numerous officer-involved shootings and excessive use of force issues. Chief Gruber also consults on a variety of policing issues including use of excessive force, policy development, implementation, and compliance monitoring. Chief Gruber holds a Bachelor's Degree in Psychology and received his Master's Degree in Police Administration. He is also a graduate of the FBI National Academy and a graduate of the University of Louisville Administration Officers Course, Southern Police Institute. Chief Gruber is a decorated law enforcement executive and has received many distinguished service awards. While heading the Shreveport Police Department, he received national attention for his leadership role in preventing use of excessive force by his officers while containing a two-day riot within the city. Chief Gruber was awarded the Paul Lynch Award for his contribution to the advancement of Shreveport's civil rights movement by containing and de-escalating the riot without resorting to excessive force. He has been the recipient of numerous other awards including Law Enforcement Officer of the Year by the U.S. Marshals Service, and the International Association of Chiefs of Police Civil Rights Award. Chuck Gruber and his wife, Linda, live in Elgin, Illinois. They have three grown children and one granddaughter. He continues to devote time to fundraising for local

charitable and civic organizations, and in his spare time can be found on the golf course.

### **Ray Hammond**

Pastor Ray Hammond was born and raised in Philadelphia, PA, the eldest son of a Baptist preacher and a schoolteacher. He was educated in the public schools of Philadelphia and went on to graduate from Harvard College and Harvard Medical School. He completed his surgical residency at the New England Deaconess Hospital (Boston, MA) and joined the Emergency Medicine staff at the Cape Cod Hospital (Hyannis, MA). Pastor Hammond accepted the call to the preaching ministry in 1976 and completed his Master of Arts degree in the Study of Religion (Christian and Medical Ethics) at Harvard Graduate School of Arts and Sciences in 1982. In 1988 he was called to be the founder and pastor of Bethel African Methodist Episcopal Church in Boston. Pastor Hammond has a long history of involvement with youth and community activities. He is Chairman and Co-Founder of the Ten Point Coalition—an ecumenical group of Christian clergy and lay leaders working to mobilize the greater Boston community around issues affecting black youth; Executive Director, Bethel's Generation Excel program; Chairman, Boston Foundation; VP for Membership, Executive Committee Member, Black Ministerial Alliance; and other religious, community, academic and policy organizations.

### **David Harris**

David Harris is a Professor of Law at the University of Toledo College of Law and Soros Senior Justice Fellow, Open Society Institute. He earned his JD from Yale Law School in 1983, a Master of Laws from Georgetown University in 1988, and a BA from Northwestern University. He is the author of *Profiles In Injustice: Why Racial Profiling Cannot Work* (2002), and *Good Cops* (pub. 2005). He has also received numerous awards for research and teaching.

### **Carl Hawkins**

Carl Hawkins is a Major, Inspectional Services Division, and Division Commander responsible for Planning & Research, Internal Affairs, Staff Inspections, Accreditation, Recruitment & Screening, Agency Policy & Procedures, Special Projects and Grants, Community Relations, Public Information, and Information Technology. Dr. Hawkins received a Doctor of Public Administration in 1982 from Nova Southeastern University, a Master of Science in Criminal Justice in 1977 from Nova Southeastern University, a Bachelor of

Arts in Criminal Justice from the University of South Florida. He completed the 18th Session of the Senior Management Institute for Police in 1996, Police Executive Research Forum; the 76th Administrative Officers Course in 1986, Southern Police Institute. University of Louisville; the 77th Delinquency Control Course in 1983, Delinquency Control Institute, University of Southern California. During 1996, Dr. Hawkins was awarded a Community Policing Fellowship to the National Center for State, Local, and International Law Enforcement Training at the Federal Law Enforcement Training Center in Glynco, GA. His most recent publications include: "Ten Years of Problem Solving Auto Theft in Unincorporated Hillsborough County, Florida" and "Police Problem Solving and Its Applicability to Domestic Security", with Joe Docobo, forthcoming in *Police Problem Solving* (2004), Anderson Publishing Company.

### **Dan Hawkins**

Dan M. Hawkins is the Law Enforcement Information Technology Specialist for SEARCH, The National Consortium for Justice Information and Statistics, where he provides technical assistance in communications interoperability, automated systems development, automation planning and integration of justice information systems to agencies nationwide. Mr. Hawkins holds a bachelor's degree in Criminal Justice from Montana State University and has completed advanced management programs with the State of Montana and IBM's Advanced Business Institute. He has held basic and intermediate POST certificates, as well as several other certifications from the Montana Law Enforcement Academy. Mr. Hawkins has more than 20 years of experience in the criminal justice field, most recently as Communications Technology Manager for the State of Montana, where he managed development of a statewide public safety radio system. Mr. Hawkins also served in several positions for the state, including Information Technology Operations Bureau Chief for its Department of Justice, and Manager of the state's Public Safety Communications Program.

### **Robert B. Hawkins**

Robert Hawkins is Co-founder and director of Bay Area Inner City Leadership Alliance and program director DOJ/COPS demonstration grant on faith and community based approaches to reentry. He has a Ph.d in Political Science from the University of Washington. He is also a Chairman for the U.S. Advisory Commission on Intergovernmental Relations, 1982-92, a Fellow of the

Woodrow Wilson International Center for Scholars, and a Fellow at the Hoover Institution, Stanford University.

### **Steven Healy**

Steven Healy is the Director of Public Safety and Chief of Police at Princeton University.

Chief Healy plans, organizes, and facilitates all public safety services delivered to the community, including police, security, and fire safety. He is responsible for the research, planning, development, and evaluation of organizational goals and objectives (short and long range); policies, procedures, and regulations. Chief Healy currently attends the Maxwell School of Citizenship and Public Affairs at Syracuse University, and is in the process of completing the Executive Education Program for an MA in Public Administration. He also has a BS with a concentration in Political Science. He was a member of the United States Air Force Academy. He is currently the Director-at-Large for the International Association of Campus Law Enforcement Administrators and Past President of the Massachusetts Association of Campus Law Enforcement Administrators.

### **Michael Hedlund**

Michael Hedlund has been with the Grand Forks Police Department since 1986. For the past five years, he has been the grant coordinator for the department where he oversees a variety of federal, state and private foundation grants. This includes the development and coordination of special enforcement and traffic safety programs. Mr. Hedlund coordinates the handling of all complaints against police employees and serves as the primary Public Information Officer and the Team Leader for the Crisis Negotiations Team. He has a BS in Criminal Justice from Bemidji State University and a BS in Education from the University of North Dakota graduating with honors from both. He is a graduate of the 145th Class of the Northwestern University Traffic Institute's School of Police Staff and Command. He has received a variety of minor awards from the Department and was recognized by the North Dakota Department of Transportation for Excellence in Traffic Safety Administration in 2002.

### **Matthew J. Hickman**

Matthew J. Hickman is a Statistician at the U.S. Department of Justice, Bureau of Justice Statistics, where he specializes in the development and analysis of national law enforcement data collections. His research in the areas of policing, criminological theory, and quantitative methods has appeared in a variety of

scholarly outlets. He is currently working on his doctoral dissertation in the Department of Criminal Justice at Temple University. Mr. Hickman has a BA in Criminal Justice from the George Washington University and an MA in Criminal Justice from Washington State University.

### **Claire Holbrook**

Claire Holbrook is a Sergeant with Blackburn Divisional Police Headquarters in the United Kingdom where she is responsible for providing a problem oriented response to both community and crime related issues. As Sergeant, she has overall responsibility for increasing detections within sub-divisions and reduction of any identified crime patterns. Sergeant Holbrook undertook additional training in criminal investigation, informant handling, and recently qualified for the rank of Inspector. She received a Commendation from the Chief for informant handling and a Divisional Commendation for the Department's POP's initiative.

### **Jerry Hoover**

Jerry Hoover is currently Chief of Police for the Reno Police Department. Reno Police Department is a department of 350 officers serving a population of nearly 200,000 residents. Chief Hoover earned an MPA from Harvard University, a BA in Anthropology from San Diego State University and an MA in Anthropology from Colorado State University. In 2004, he received the Captains of Industry Award, Pat Summerall Production. He received a research grant for a Police Training Project from the Office Community Oriented Policing Services (COPS), Department of Justice in 1999. Also in 1999, he received the Employer of the Quarter award from the Pentagon and Air Mobile Command. He received a John B. Pickett Fellowship in Criminal Justice from the Harvard University Kennedy School of Government in 1993.

### **Alissa Huntoon**

Ms. Huntoon is currently an Outreach Coordinator for the International Association of Chiefs of Police where she is responsible for the marketing and promotion of law enforcement volunteer programs. She has a Masters Degree in Public Policy from the American University and a Bachelor of Arts from the University of Minnesota - Twin Cities.

### **Anita Khashu**

Ms. Khashu is a Senior Planner managing a joint New York City Police Department/Vera project, funded by the COPS Office, to improve police relations with immigrant

communities. Project activities include facilitation of a series of police-immigrant community dialogues; development of immigrant outreach initiatives in conjunction with NYPD; and exploration of ideas for cultural competency training of police officers. Additional duties include researching and planning innovations to improve immigrant access to the justice system. Ms. Khashu is a graduate of Boston University School of Law and received her undergraduate degree at Tufts University.

### **Roy Kindrick**

Roy Kindrick has served in Public Safety for 36 years. Beginning as a Military Police Officer, he spent 30 years with the Portland Police Bureau reaching the rank of Commander. For the last 4 years he served as the Undersheriff for the Yamhill County Sheriffs Office. During the past 25 years he has been nationally recognized as an innovative leader in crime prevention, community policing and public safety education. From 1966 to 1999, he served as the Director of the Western Community Policing Center establishing the center as one of the first and finest Regional Community Policing Institutes in the nation. Educational accomplishments include a BS degree in Administration of Justice, graduation from the FBI National Academy and executive certification from DPSST. Roy is the President of the Oregon Chapter FBI National Academy Associates. He is a 25-year member of the Crime Prevention Association of Oregon and currently works as a private consultant. Awards include the prestigious Ken Mainwaring Crime Prevention Practitioner Award and the Crime Prevention Association of Oregon President's Award. Roy is currently a Program Manager for the Western Community Policing Center.

### **Apollo Kowalyk**

Officer Kowalyk is a Constable and Patrol Officer within the Edmonton, AB Police Service where he is affiliated with ongoing work related to redefining community policing in Edmonton. Officer Kowalyk has a BA in Psychology and an MA in Sociology from the University of Alberta. He has been involved in several high-profile projects undertaken by the EPS, including a service-wide organizational review in 1998, the creation of a police foundation in 2000, and the implementation of a successful helicopter acquisition program in 2001. Officer Kowalyk also completed a special report on community policing for the Edmonton Police Commission in 2003.

### **Amanda Kraus**

Dr. Kraus is a Research Analyst and Project Director at CNAC Corporation. She is a labor economist with expertise in conducting applied econometric analyses in various contexts, and in support of both government and corporate decision-makers. Dr. Kraus' current projects include using police administrative data to analyze racial profiling issues, evaluating workforce diversity in the United States Air Force, and analyzing the value of college education among Navy recruits. Dr. Kraus holds a Ph.D. in Economics from Cornell University.

### **William Lefebvre**

William Lefebvre is the Emergency Communications Manager and Project Manager for Project LEAD, Largo's mobile computing system. He is Responsible for documentation, selection and implementation of replacement CAD/RMS systems and the addition of mobile data. Additionally, Mr. Lefebvre is responsible for overall operation of the Police Dispatch center for the City of Largo. He graduated with high honors from Franklin Pierce College with a BS in Computers and Management and is continuing his education at the University of Florida in Project Management. He has over 25 years experience in Public Safety as a Police Officer, Supervisor, Systems Administrator and a Technical Analyst. His accomplishments include implementation of several CAD/RMS systems, a town wide VHF trunked radio system, communications design for Largo PD Mobile Command Post and design and facilitation of a state of the art communications center.

### **Nancy Leach**

Nancy Leach is an independent consultant/contractor based in Concord, North Carolina. She is also currently serving as a COPS project manager for the Center for Problem-Oriented Policing. Ms. Leach was employed by the COPS Office for seven years where she served in several positions. She spent over three years in the PPSE Division as a Senior Social Science Analyst and later served as the Supervisor and Acting Assistant Director. During her time in PPSE, Ms. Leach served as the project manager for numerous research projects and conferences including the Problem-Oriented Guides for Police and a series of technical assistance conferences for COPS MORE grantees. Prior to joining COPS in 1997, she was a Program Analyst for the U.S. Department of Defense. She holds a Masters Degree in Justice, Law and Society from The American University and a Bachelors Degree in Political Science from Susquehanna University.

### **Marlene Lemmer Beeson**

Marlene Lemmer Beeson is Executive Director of Offender/Victim Ministries, Inc. She is responsible for oversight of a faith based nondenominational Restorative Justice agency with offices in three counties. Offender/Victim Ministries, Inc. provides juvenile intake and assessment and other programs including restorative justice family group conferencing, circles and victim/offender mediation. Utilizing volunteers, OVM provides education and training to perpetrators of person on person crimes, property crimes and shoplifting. Ms. Lemmer Beeson has a BA in History, Political Science and Peace Studies (summa cum laude) from Bethel College and an MA in History from Wichita State University. She also holds a JD from President's College School of Law. She is on Law Review and selected for Moot Court, has received writing awards for poetry and satire and has given paper presentations on Employer/Employee Conflict. She was also a guest speaker at the Kansas Governors Conference on Juvenile Justice.

### **Ronald Lopez**

Ronald Lopez is assigned to the Professional Standards Unit, part of the Internal Affairs Bureau. His function is to administer EIS; conduct complex and high profile internal investigations; and department-wide audits and inspections. Project manager, system administrator and trainer for EIS and IAB systems. He is also responsible for researching, analyzing and preparing reports from various data sources, including IAB complaint and use of force systems, for city and police department administrators. Mr. Lopez is a 25 year law enforcement veteran with supervisory assignments that have included patrol sergeant and field training program supervisor in several police districts; internal affairs investigator; and internal affairs supervisor and trainer. He holds a law enforcement supervisor certification from the Colorado Supervisory Institute, instructor certification from the National Institute of Ethics, Colorado Community College teaching certificate, and Colorado POST instructor certification. Mr. Lopez is an Honor Graduate of the United States Air Force Police Academy; the recipient of two Denver Police merit awards for the development of the Internal Affairs Bureau Complaint and Use of Force Filing System (CUFFS) case management system, and the Early Identification and Intervention System (EIS); 12 Official Commendations; and 25 Commendatory Letters and letters of appreciation.

### **David Maddox**

David Maddox has been the Curriculum Specialist for the Virginia Community Policing Institute since 1998. He designs training programs and travels across the Commonwealth of Virginia delivering training on wide range of law enforcement topics. Prior to coming to VCPI, Mr. Maddox spent 11 years with the US Department of Justice, Federal Bureau of Prisons. Since coming to VCPI, Mr. Maddox has developed or assisted in the development of over 30 courses and has conducted nearly 150 training sessions. He was the project lead on the MOUSETRAP Internet safety initiative. He holds a Bachelors Degree from Campbellsville University.

### **Noel March**

Chief Noel March is the Director of Public Safety for the University of Maine in Orono, Maine where he is responsible for a full-service community policing agency of 32 employees providing around-the-clock law enforcement, security and communications services to the students, faculty, staff, and visitors of the University. He is the Former Director of the Maine Community Policing Institute and presently a Senior Facilitator. He is a presenter and consultant for community policing, customer service, public relations, and strategic leadership. His training background includes engagements with the COPS Office and the RCMP. Chief March is a member of the 2002 Winter Olympics Police Force in Salt Lake City, Utah and a founding Trustee of the LifeFlight Foundation. He is a decorated veteran of law enforcement in Connecticut and Maine and an accomplished business executive as a former Assistant Vice President with MBNA America Bank, a Fortune 500 corporation. He has attended the University of New England for business organization leadership, the MBNA America Bank, N.A. - Leadership Institute for Management Excellence, the FBI National Academy, the New England Institute of Law Enforcement Management Command School, the Federal Law Enforcement Training Center and is a Certified Community Policing Instructor.

### **Karen Marsh**

Karen Marsh represents Citizen Corps within the Department of Homeland Security. Encompassing public education, training, and volunteer service opportunities, President Bush created Citizen Corps in 2002 to engage all Americans in homeland security and to promote community and family safety. She is responsible for implementing Citizen Corps, working closely with other

federal agencies, state and local governments, first responders, emergency managers, volunteers, and USA Freedom Corps. Ms. Marsh holds a Bachelor of Arts Degree from Princeton University and a Masters in Business Administration from IESE Business School in Barcelona, Spain. During the ten years she served with the Federal Emergency Management Agency (FEMA), Ms. Marsh has been the Program Manager for the Disaster Housing Program and the Special Assistant to the Associate Director for Mitigation. Prior to joining public service, Ms. Marsh worked in the private sector as a management consultant and as a product manager for an electronics manufacturing firm.

### **Stephen Mastrofski**

Stephen Mastrofski is a Professor of Public & International Affairs at George Mason University. He is also the Director of the Administration of Justice Program and the Center for Justice Leadership and Management. Dr. Mastrofski earned a Ph. D. in Political Science from the University of North Carolina at Chapel Hill in 1981. He received the Academy of Criminal Justice Sciences O. W. Wilson Award for outstanding contributions to police education, research, and practice.

### **William H. Matthews**

William H. Matthews is a native of New York City and a military veteran. Mr. Matthews is currently the Executive Director of the Community Policing Consortium, located in Washington, D.C. He has served in this capacity for the past ten years. Prior to this assignment he served as Director, Community Policing Programs, ICMA and Deputy Director, Police Foundation. As an academic and practitioner Mr. Matthews has broad criminal justice experience. Since 1970 he has worked for three law enforcement agencies and two universities in various positions. During this period he assisted in the development of graduate courses at Howard University, served as Executive Director of the National Organization of Black Law Enforcement Executives, Chief of Police, Baltimore Housing Authority Police Department, CEO of Merge, Inc., and managed major law enforcement projects for national associations. Mr. Matthews is one of the original contributors to the development of national standards for law enforcement and participated in the creation of the Commission on Accreditation for Law Enforcement Agencies. Mr. Matthews is an experienced instructor, speaker, and group facilitator. He has a BS Degree from Howard University and a Master of Science Degree from the American University in Washington, D.C.

### **Michael McClary**

Captain McClary currently leads the Las Vegas Metropolitan Police Department Homeland Security Bureau. He has previously served in the Criminal Intelligence Section, Special Investigations Section, narcotics, gang unit, SWAT, and patrol sections of the Department. Captain McClary is a member of the International Association of Chiefs of Police, FBI National Academy Associates, Law Enforcement Intelligence Unit, Police Managers/Supervisors Association, and the Police Protective Association. Captain McClary received the Medal of Valor in 1992, the IACP Officer of the Year Award in 1984, and the Las Vegas Metropolitan Police Department Meritorious Service Award in 1984.

### **Jack McDevitt**

Jack McDevitt is the Associate Dean of Research and Graduate Studies and the Director of the Center for Criminal Justice Policy Research at Northeastern University. He is also an Assistant Professor in Northeastern University's College of Criminal Justice and Director of the Institute on Racial Profiling. He has been teaching & conducting research for the past 19 years. Recently, he began working with the state of Rhode Island on implementing & monitoring data for police contacts with motorists. Mr. McDevitt has a BA in Political Science from Stonehill College and an Masters in Public Administration from Northeastern University. His accomplishments include co-authoring, "Hate Crimes Revisited: American War On Those Who Are Different" (with Jack Levin) 2002, "Hate Crime: The Rising Tide of Bigotry and Bloodshed" (with Jack Levin), 1993, and "A Resource Guide on Racial Profiling Data Collection Systems: Promising Practices and Lessons Learned" with Amy Farrell and Deborah Ramirez, Bureau of Justice Assistance, Summer 2000.

### **Joyce McMahon**

Joyce McMahon is Deputy Director of the Public Research Division at CNAC. Dr. McMahon has been active in economic analysis for over 25 years. She is widely experienced in program evaluation and has directed many studies for government agencies, including the Department of Justice, Veterans Affairs (VA), the Commission on National and Community Service, and various DOD agencies. Recent projects include using police administrative data to analyze racial profiling and efficiency issues, evaluating VA investment decisions, and analyzing pharmacy business practices. Dr. McMahon attended Harvard University earning a Ph.D. in Economics. She also has an MA and BA in

Economics from the University of Missouri – Columbia. She is a National Merit Scholar, Phi Beta Kappa, and a member of American Economic Association. She has written numerous professional publications.

### **Ann Millin**

Ann Millin is Special Assistant to the Director of the Center for Advanced Holocaust Studies. She is Program Coordinator for the University Programs Summer Research Workshops and the Miles Lerman Center for the Study of Jewish Resistance. Dr. Millin has a Ph.D. in Jewish History from the School for Graduate Studies of the Hebrew Union College-Jewish Institute of Religion, an MA in Religious Studies from Vanderbilt University, and a BA from Macalester College. She was an Interuniversity Fellow at The Hebrew University of Jerusalem, Israel and had a full scholarship at Georg-August University in Goettingen, Germany.

### **Lois Mock**

Lois Felson Mock is a Senior Social Scientist and Program Manager in the Office of Research and Evaluation of the National Institute of Justice (NIJ), USDOJ. Since joining NIJ in 1972, she has been involved in criminal justice research, especially in the areas of violence, firearms, terrorism, policing, crime prevention, and white-collar and organized crime. She has written papers, articles and reports on these topics. She completed her undergraduate work at Oberlin College and her graduate work at the University of Michigan in social psychology. She is a member of interagency and intergovernmental working groups in her areas of expertise. She is currently a member of USDOJ's core Firearms Enforcements Assistant Team for the Project Safe Neighborhoods initiative.

### **Peter A. Modafferi**

Chief Modafferi has been a detective with the Rockland County District Attorney's Office for over 30 years the last seventeen as Chief. Chief Modafferi is a graduate of the FBI National Academy (133rd Session) holds a BA from Siena College, a Master of Arts in Criminal Justice and has concluded the course work in the Doctoral Program from The John Jay College of Criminal Justice. In 1992 Chief Modafferi was awarded a Fulbright Fellowship for Graduate Study in the United Kingdom. The recipient of numerous awards and commendations, including Rockland County Police Officer of the Year 1984, Chief Modafferi has also published articles on managing criminal investigations and Intelligence Led Policing in professional publications including The Police

Chief. He is also a Regional Expert for the ONDCP Technology Transfer Program. Since 1990, Chief Modafferi has chaired the International Association of Chiefs of Police, Investigative Operations Committee. In addition to serving on various local community boards, Chief Modafferi serves on numerous professional committees including; The DOJ Identity Crimes Task Force, The Global Intelligence Working Group, The Bank Secrecy Act Advisory Group, and The National Center for Forensic Science Advisory Committee.

### **Aaron Morsette**

Aaron Morsette is a Trauma Intervention Specialist in the Division of Education and Research Services (DERS) at the University of Montana, conducting trauma research on the Rocky Boy's Indian Reservation in Montana. Mr. Morsette assists in implementing the Cognitive Behavior Intervention for Trauma in Schools (CBITS) for children who exhibit symptoms of posttraumatic stress disorder (PTSD). In addition, he is involved in developing a culturally modified version of CBITS for the Chippewa Cree people of Rocky Boy, Montana. Mr. Morsette attended The University of Montana (UM) where he earned a Bachelors Degree in Psychology and a minor in Native American Studies. Currently, he is pursuing a Ph.D. in clinical psychology at UM. Mr. Morsette has served as an evaluator and grant writer in Rocky Boy, Montana. He evaluated numerous state and federal grant projects for various tribal entities on the Rocky Boy, Fort Peck, Fort Belknap and Blackfeet reservations in Montana. Additionally, Mr. Morsette has authored and coauthored successful grants from the Bureau of Justice Assistance, National Science Foundation, and the Office of Public Instruction, among others.

### **Ronald V. Mullins**

Ronald V. Mullins coordinated Drug Endangered Children (DEC) training throughout the nation. His responsibilities range from approving training for the multidisciplinary team approach to rescuing and treating drug endangered children. He is also responsible for initiating at least two trainings per month in various states. Mr. Mullins has completed 46 hours of college credit in Criminal Justice and is a Certified State and Federal Instructor. Mr. Mullins is responsible for new legislation in New Mexico and accompanied the New Mexico Governor when House Bill 111 and 112 were passed.

### **Graeme Newman**

Graeme Newman is a Professor at the University at Albany and an Associate Director for the Center for Problem Oriented Policing. Dr. Newman is responsible for the development of POP Center web site and writing Problem Guides for Police. Dr. Newman holds a Ph.D. from the University of Pennsylvania and created the United Nations Criminal Justice Information Network in 1989.

### **Tim O'Brien**

Tim O'Brien is an Officer with the Charlotte-Mecklenburg Police Department. He currently manages a volunteer unit consisting of over 300 nonpaid volunteers and oversees the Volunteer Unit by recruiting new volunteers, developing new volunteer assignments, handling risk management situations involving volunteers, hosting appreciation events and occasionally disciplining volunteers. Officer O'Brien has a BA in Business Administration from Gardner-Webb University. He currently holds an Advanced Law Enforcement Certificate as well as a Basic Law Enforcement Instructor's Certificate. In addition, Officer O'Brien currently serves as Communications Chair for the Metrolina Association of Volunteer Administrators and is a member of the Advisory Council for Mecklenburg County's R.S.V.P. program. The belongs to the North Carolina Association of Volunteer Administrators and has most recently been asked to be an instructor for the Carolina's Institute for Community Policing to assist other agencies implement VIPS programs of their own.

### **Lynda O'Connell**

Lynda O'Connell is Executive Director of the Virginia Community Policing Institute. She maintains partner collaboration, conducts long range planning, manages the budget and the development, implementation, monitoring, and evaluation of community policing training programs. Ms. O'Connell converted VCPI from an informal partnership coalition into an incorporated 501 (c) 3, non-profit organization. She also works to secure funding solutions for the institute and to establish a more permanent future for VCPI. Ms. O'Connell earned her BA, majoring in Criminal Justice, from Radford University. She later obtained a Masters Degree in Public Administration from Virginia Commonwealth University. She is a member of the American Society for Association Executives, the Virginia Society for Association Executives, and the National Honor Society for Public Affairs and Administration.

### **Gregory O'Dell**

Gregory O'Dell is one of two Deputy Chiefs of Ann Arbor Police Department (MI) and serves as Division Commander of the Patrol Division, responsible for Patrol Operations, Traffic, Community Standards, and Community Affairs units with more than 130 employees within the Division. Deputy Chief O'Dell attended Eastern Michigan University and graduated Cum Laude with a Bachelors Degree. He then went on to attend the University of Toledo College of Law graduating fourth in the class with his Juris Doctor. While attending law school, Deputy Chief O'Dell was honored with the American Jurisprudence Award for Research and Writing. He is a member of the State Bar of Michigan and certified with the State of Michigan as a Polygraph Examiner.

### **Dereck Orr**

Dereck Orr is currently Chief of Staff of the SAFECOM Program within the Department of Homeland Security's Science and Technology Directorate. Mr. Orr is on detail to SAFECOM from the National Institute of Standards and Technology's (NIST), Office of Law Enforcement Standards (OLES), where he has served as the Program Manager for Public Safety Communications Standards since December 2002. Mr. Orr received a Master's Degree in Public Policy from the College of William and Mary and a Bachelor of Arts Degree in American History from the University of Texas at Austin. Before joining NIST, Mr. Orr served as a professional staff member of the U.S. Senate Appropriations Subcommittee for the Departments of Commerce, Justice and State and Related Agencies under Senator Hollings. In that position, Mr. Orr was responsible for the appropriations accounts relating to state and local law enforcement issues. He also served four years at the Office of Community Oriented Policing Services (COPS) at the U.S. Department of Justice. At the COPS Office, Mr. Orr held positions as Management Analyst, Special Assistant to the Principal Deputy Director and Budget Officer.

### **Jerry Painter**

Jerry Painter is Chief Legal Counsel for 76,000 school employees in Washington State. He is responsible for school safety and violence prevention. He earned his JD in 1974 from the University of Montana and his BS in Psychology from the University of Puget Sound in 1971. Mr. Painter is a member of Washington State School Safety Task Force and the Governors Council on Violence Prevention.

## **Nanci Plouffe**

Nanci Plouffe is a Public Safety Analyst for the Chula Vista Police Department. She developed and administers the Tough on Crime Program, Chula Vista & #8217's modified version of COMPSTAT. Ms. Plouffe has also completed crime and problem analysis on several citywide problem-solving projects, including initiatives on auto theft, budget motels, traffic collisions, and beer theft at convenience stores. She completed coursework in Criminal Justice and Pre-Law studies. She co-authored *Auto Theft and Theft From Autos in Parking Lots in Chula Vista, CA: Crime Analysis for Local and Regional Action* to be published in upcoming issue of Crime Prevention Studies. In 2001, she received an Exceptional Service Award and was named Chula Vista Police Department Employee of the Year in 2003.

## **Patrick Purtill**

Patrick Purtill is Director of the Department Of Justice's Task Force for Faith-Based and Community Initiatives. Mr. Purtill oversees and coordinates the Department of Justice's implementation of the President's Faith-Based and Community Initiative to strengthen our communities by removing barriers to faith-based and community organizations participating in federal programs. Previously, he served as President of the National Council For Adoption, President of the Washington Scholarship Fund, and Legislative Assistant to Congressman Thomas Coleman. Mr. Purtill studied political philosophy at the University of Dallas where he received a Bachelor of Arts Degree and a Master of Politics Degree. During his years in Washington, Mr. Purtill has provided commentary on child welfare issues for national broadcasts and newspapers, including ABC's World News Tonight, NBC's Today Show, CNN, MSNBC, and USA Today, in addition to many regional and local broadcasts and newspapers.

## **Eddie L. Reyes**

Captain Eddie L. Reyes is currently assigned to the Advanced Generation of Interoperability for Law Enforcement (AGILE) Program under the direction of the U.S. Department of Justice, National Institute of Justice. He manages and oversees public safety voice and data interoperability operations in Alexandria, Virginia. Before his assignment to AGILE, Capt. Reyes commanded the 911 Emergency Communications Section of the Alexandria Police Department (APD). He has achieved expert status in domestic violence, 800 MHz trunked radio systems, E-911 telephone systems and CAD.

Captain Reyes holds a Bachelor's Degree in Criminal Justice from New Mexico State University. He is presently working towards his Master of Public Administration Degree with a concentration in Administration of Justice at George Mason University in Virginia. Captain Reyes was the first domestic violence investigator and subject matter expert for the APD, and was instrumental in the design and development of the current Domestic Violence Unit. He served as a member of the APD SWAT Team, obtained Top Secret clearance status while working at the CIA and has been assigned to Presidential and Inauguration Protective Details.

## **Cheri Lee Roe**

Cheri Roe currently serves as the Tribal Coordinator in the Office of State and Local Coordination, Office of the Secretary, Department of Homeland Security. This position provides a central point of coordination for all the Department Offices and Directorates for Tribal Affairs. Ms. Roe comes to the Department with extensive background and experience in Emergency Management and planning. Before joining the Department, Ms. Roe served as the Executive Officer for the External Affairs Directorate at the Federal Emergency Management Agency. The External Affairs Directorate consisted of Congressional and Intergovernmental Affairs, Public Affairs, and International Affairs. Before serving as the Executive Officer, Ms. Roe worked in the Citizen Corps office and as a Special Assistant to the Acting Executive Director of Preparedness, Training, and Exercises (PTE) with primary responsibility for implementing FEMA's Tribal Policy. Ms. Roe served as a Senior Program Analyst to the Executive Director of FEMA. While in the position, she worked with the Executive Director on management and personnel issues. When Ms. Roe first joined FEMA in 1994, she worked in the Office of Congressional Affairs as a Congressional Disaster Response Specialist. Before going to FEMA, Ms. Roe worked on the House Public Works Committee Subcommittee on Investigations and Oversight as a Professional Staff member and began her professional career as a High School teacher and coach in a large urban high school. Ms. Roe has a Master Degree in Social Work from the Catholic University of America in Washington D. C. and a Master of Arts Degree from the University of Denver in Denver, Colorado. She also served as a Chemical (NBC) Officer in the New Jersey Army National Guard and an as enlisted servicewoman in the Army Reserve and New Jersey Air National Guard.

## **William Romesburg**

William Romesburg is a SEARCH Consultant, as well as a Public Safety Consultant for Cit Com, Inc., where he provides assistance to law enforcement agencies with successful implementation of public safety technology. Mr. Romesburg has served as consultant to dozens of law enforcement agencies throughout the U.S. on public safety and automation projects. He also has held several law enforcement positions, including police and fire dispatcher for three years and sworn police officer for six years. Mr. Romesburg has a Master's Degree in Public Administration from California State University, Fullerton, and a Level 2 certification from the Project Management Institute. He is Coauthor of the *COPS Tech Guide* and a Recipient of the Orange County Sheriff's Department Award of Merit for effectively instituting community based policing in blighted communities

## **Dennis P. Rosenbaum**

Dennis P. Rosenbaum, PhD in Psychology, is Professor of Criminal Justice and Psychology and Director of the Center for Research in Law and Justice at the University of Illinois at Chicago. Previously, he served in the positions of co-director of the Institute for Public Safety Partnerships (a Regional Community Policing Institute), director of graduate studies, department head, and dean. His areas of expertise include community and police anti-crime initiatives, partnerships, urban police organizations, drug control strategies, and evaluation methods. Dr. Rosenbaum has directed local and national evaluations of community policing initiatives, school-based drug education, youth violence prevention programs, community mobilization efforts, comprehensive interagency partnerships, media-based prevention campaigns, and crime prevention strategies in public housing. He is currently studying how race and social class influence attitudes about the police. In addition, he is directing a joint study at the University of Illinois at Chicago and Northwestern University examining the influence of advanced information technology on the crime fighting activities of the Chicago Police Department and Chicago neighborhoods. Dr. Rosenbaum has completed and published numerous books and articles, and teaches graduate courses in policing, research methods, program evaluation, organizational behavior, and community processes. Relevant books include *The Challenge of Community Policing: Testing the Promises* (1994) and *Preventing Crime: Social and Situational Strategies* (1998). He regularly serves as an advisor to federal, state, and local agencies in the public safety field.

## **Bill Rusche**

Bill Rusche is a Lieutenant responsible for the overall operation and management of the joint 911 Center between the Fort Peck Tribes and Roosevelt County. In addition, he is in charge of all technology for the Fort Peck Department of Law & Justice and Fleet Management. He supervises 10 dispatchers at the 911 Center and maintains the joint budget. Lieutenant Rusche graduated from High School, the Montana Law Enforcement Academy, and is a Graduate of the FBI Command College. Lieutenant Rusche's accomplishments include formation of and implementation of the joint 911 Center between the Fort Peck Tribes and Roosevelt County, which provides enhanced 911 service to all of Roosevelt County and the Fort Peck Indian Reservation.

## **Joe Ryan**

At the Police Foundation, Mr. Ryan is the Director of the Crime Mapping & Problem Analysis Laboratory. In that capacity, he oversees all operations of the laboratory while marketing and advancing the ideas of Problem Analysis, Crime Mapping, Crime Analysis, and Community Policing. Mr. Ryan received his BS from the University of Maryland, Baltimore County in Geography and Environmental Systems. While at UMBC, Mr. Ryan also completed the Cartography Certificate Program. Currently, Mr. Ryan is pursuing graduate studies in the University of Cincinnati's Criminal Justice Distance Learning Program. Both in his current position and formerly as the Evaluation & Crime Mapping Program Manager at the Washington/Baltimore High Intensity Drug Trafficking Area, Mr. Ryan has successfully completed projects with all levels of law enforcement and criminal justice including FBI, DEA, ATF, United States Customs, Maryland State Police, Metropolitan Police Department, and many others. Additionally, Mr. Ryan has presented papers at numerous conferences, seminars, and trainings.

## **Rana Sampson**

Rana Sampson is a Crime Consultant. She was previously a university director of public safety; White House Fellow; National Institute of Justice Fellow; researcher and trainer at the Police Executive Research Forum; attorney; and patrol officer, undercover narcotics officer and sergeant with the New York City Police Department for which she was awarded the National Improvement of Justice Award. Ms. Sampson is a frequent speaker about crime control at national and

international conferences. She holds a law degree from Harvard and a bachelor's degree from Barnard College, Columbia University. Ms. Sampson is the author of many publications including *Drug Dealing in Privately Owned Apartment Complexes*, *Acquaintance Rape of College Students*, *False Burglar Alarms*, *Bullying in Schools*, *Misuse and Abuse of 911*, and *Tackling Crime and Other Public Safety Problems*. She is a judge for the Herman Goldstein International Award for Problem-Solving Excellence, a former judge for the police Fulbright awards, and a former commissioner with California's Commission on Peace Officer Standards and Training.

### **Jim Sauerwein**

Jim Sauerwein is an Investigator with more than 15 years of service at Harvey County Sheriff's Office in Newton, Kansas. Currently, he investigates and follows up on reported crimes, including homicide, rape, child sex crimes, burglaries and thefts, is the Evidence Custodian for the Sheriff's Office and a Certified Clan Lab Investigator. He collects evidence and decontaminates meth labs. He graduated from Newton High School in 1984 and attended Bethel College and Kansas State University. Mr. Sauerwein worked at Overland Park Police Department in 1988 and attended the Johnson County Kansas Police Academy where he was certified as a Kansas Law Enforcement Officer. He has over 700 hours of continuing education for Law Enforcement Certification. He initiated the first K-9 unit to the Overland Park Police Department in 1989. He also received a Citation from Harvey County Sheriff Byron Motter and the FBI for apprehending a person who robbed 3 banks in a neighboring county.

### **Gregory Saville**

Greg Saville is Research Professor and Director of the Center for Advanced Public Safety at the University of New Haven. He is a police educator and specialist in PBL. He is co-developer for COPS, the Reno Police, and PERF of the national PTO program, as well as co-developer of the national PBL Instructor Development training course for the COPS Office. Mr. Saville has a Graduate degree in Urban Planning related to CPTED and Neighborhood Problem Solving and Undergraduate Degree in Urban Planning and Geography. He is a Distinguished Lifetime Member of the International CPTED Association, a Registered Urban Planner and Vice President of the Police Society for Problem Based Learning.

### **Karin Schmerler**

Karin Schmerler is a Research Analyst with the Chula Vista, California Police Department. In this capacity, she researches city-wide and neighborhood-level crime and disorder problems, and designs and implements strategies to reduce these problems. Ms. Schmerler is currently working on projects to reduce auto theft, and crime and disorder in budget motels. She received her Bachelors Degree in Public Policy Studies from Duke University in 1986. Ms. Schmerler has also received an Exceptional Service Award.

### **Michael Scott**

Mr. Scott is currently a Clinical Assistant Professor at the University of Wisconsin Law School and Director of the Center for Problem-Oriented Policing. He received his JD from Harvard Law School. He was the recipient of the 1996 Police Executive Research Forum's Gary P. Hayes Award for improving police service.

### **Ellen Scriver**

Ellen Scriver's 27 year career has been highlighted by a reputation for developing innovative solutions to complex police problems. Dr. Scriver is an acknowledged expert on a broad range of policing issues and enjoys widespread name recognition and credibility in the law enforcement community. Her experience includes involvement in policing as a nationally recognized police psychologist, a civilian member of the Command Staff of a major urban police department, and a subsequent appointment as a Visiting Fellow to study police use of excessive force at the National Institute of Justice (NIJ). Dr. Scriver entered Federal government service to assist in establishing the Office of Community Oriented Policing Services (COPS Office), U.S. Department of Justice. She was appointed as Assistant Director of Training and Technical Assistance (COPS) and created the nationwide network of original and innovative community policing training institutes (RCPI Program). Subsequently, she became Deputy Director of COPS and oversaw all community policing grant programs, training and technical assistance, applied research, and the COPS Office Police Integrity initiative. Following a detail to the Federal Bureau of Investigation (FBI) to assist in establishing the Office of Law Enforcement Coordination. Dr. Scriver left government and developed Public Safety Innovations, a consulting firm that provides consultation to a range of federal and local law enforcement agencies and to academic research projects. She consults on homeland security and law enforcement issues including police hiring and

recruitment, developing police training, police integrity initiatives, law enforcement leadership and police executive selection processes. She has extensive experience as a recognized speaker, meeting facilitator, and author of publications on law enforcement behavior and is an adjunct Professor faculty at George Mason University.

### **Thomas Seamon**

Currently Mr. Seamon is Chairman of the International Association of Chiefs of Police Private Sector Liaison Committee. He is also a law enforcement and security consultant and a consultant to NIJ and DHS. He is an IACP committee chairman and on the Board of Directors for ASIS International. Mr. Seamon is also an Adjunct Professor at St Joseph's University where he earned a BS in History and Political Science and an MS Public Safety. He is a graduate of the FBI National Academy, PERF Senior Management Institute and a Fulbright Fellow, United Kingdom Police Studies. Previously, Mr. Seamon was Deputy Commissioner for the Philadelphia Police Department and Vice President of Public Safety at the University of Pennsylvania.

### **Michael Seelman**

Michael Seelman currently serves as a Senior Social Science Analyst at the Department of Justice Office of Community Oriented Policing Services (COPS) and the staff coordinator for it's Homeland Security Working Group. He manages a variety of counterterrorism, crime prevention, gang violence, and intelligence and information sharing projects. In 2002, the FBI asked him to participate in a team establishing the new Office of Law Enforcement Coordination (OLEC) to enhance the FBI's collaboration with state and local law enforcement and fellow federal agencies. During his detail he coordinated the office's strategic planning activities, wrote guidance for law enforcement, and expanded multi-agency counterterrorism training opportunities. In 1999 he was his agency's representative to Vice President Gore's Reinventing Government office. Mr. Seelman has previously served as a management analyst at the U.S. Department of Education, a legislative assistant to a Maryland legislator, and a member of the University of Maryland System Board of Regents. He studied with leadership scholars James MacGregor Burns and Ronald A. Heifetz and received his Masters from Harvard University's Kennedy School of Government.

### **Stephen Simpson**

Sheriff Stephen O. Simpson has 23 years experience in local law enforcement, 16 of those years with the Loudoun County (VA) Sheriff's Office. He has been the Sheriff of Loudoun County since January 1996. During his career, Sheriff Simpson has obtained extensive experience in every area of law enforcement to include Corrections, Communication, Criminal Investigations, Field Training, Patrol and Administration. Sheriff Simpson attended the Annandale Campus of the Northern Virginia Community College majoring in Police Science. He also attended the Northern Virginia Criminal Justice Academy, completing numerous Management and other specialized courses. He has completed the Law Enforcement Executive Development Program at the FBI Academy in Quantico, VA, and the Virginia Sheriff's Institute Chief Executive Training. He has served as the Chairman of the Council of Governments Corrections Chiefs Committee and VA Sheriff's Associations Executive Committee. He serves on the Executive Committee of the Northern VA Criminal Justice Academy and National Sheriff's Assn's Highway Safety Committee. He has been appointed by Virginia's Attorney General to serve on a statewide gang task force. He received the Bronze Medal of Valor from the Loudoun Co. Chamber of Commerce and the Outstanding Deputy of the Year by the Knights of Columbus.

### **Ron Snodgrass**

Ron Snodgrass is a Sergeant currently supervising the administrative team that manages the Phoenix Police Department's Early Intervention Program called the Personnel Assessment System, (PAS). He has Bachelors Degree in Criminal Justice and a Masters in Public Administration. He has over 33 years in policing.

### **Cornelia Sorensen**

Cornelia Sorensen is a Social Science Analyst with the newly created Evaluation Division at the National Institute of Justice, U.S. Department of Justice. Ms. Sorensen's current efforts include working to improve the quality, utility and effectiveness of NIJ's evaluations through development and implementation of evaluation standards and methods. She holds an MS in Justice, Law, and Society from American University. Prior to joining the Evaluation Division she worked in the Development Division where she managed the community justice and law enforcement portfolios.

## **Bradley Stein**

Bradley Stein is Associate Director for Mental and Behavioral Health in the RAND Center for Domestic and International Health Security and is Assistant Professor of Child Psychiatry, University of Southern California. His current activities include an evaluation of a school-based mental health program to identify and treat traumatized children, an evaluation of the suicide prevention program in LAUSD, and an analysis of the emotional and behavioral sequelae of the September 11 terrorist attacks. Dr. Stein has extensive clinical and research experience in trauma and disaster. He served as a consultant to schools, local and state governments and as a provider of crisis intervention services in response to disasters and developed psychosocial and mental health programs as a humanitarian aid worker in Croatia and central Bosnia. He is a former Robert Wood Johnson Foundation Clinical Scholar and National Institute of Mental Health Faculty Scholar, and has been published in JAMA and NEJM. He graduated, cum laude, with a BA in Government from Georgetown University. He earned an MD from the University of Pittsburgh School of Medicine and an MPH in Health Services Administration from the Graduate School of Public Health at the University of Pittsburgh. Dr. Stein completed an internship in Pediatrics and Child Psychiatry and Residency in Adult and Child Psychiatry at the University Health Center of Pittsburgh, Western Psychiatric Institute and Clinic. He has a Ph.D. in Health Policy from the RAND Graduate School for Policy Studies in Santa Monica, California.

## **Darrel Stephens**

Darrel Stephens was appointed Charlotte-Mecklenburg Police Chief in September 1999. The CMPD is a consolidated city-county department of 2,000 employees serving a population of 625,000. Chief Stephens is responsible for an annual budget of \$135 million. He has a BS degree in the Administration of Justice from the University of Missouri and holds a MS degree in Public Administration from Central Missouri State University. Chief Stephens has served 32 years in policing. He was Police Chief in St. Petersburg, Newport News, and Largo, Florida. He is recognized nationally for his leadership with problem oriented policing. He served as Director of the Police Executive Research Forum and is currently the Vice President of the Major Cities Chiefs Association. He has co-authored several books and published articles on policing issues. He is a member of the Harvard Kennedy School Executive Session on Domestic Preparation.

## **Jim Stephens**

Jim Stephens is a 20-year police veteran currently serving as Lieutenant, Strategic Development Division, responsible for all grant programs within the Metropolitan Nashville Police Department including completing new grant applications and grant monitoring. He monitors special programs and collects and reports performance measures for all police department programs. Lieutenant Stephens serves on the MNPD Technical Review Committee and the MNPD Strategic Action Plan Committee. He is a graduate of Oak Ridge High School in Oak Ridge, Tennessee and is currently attending Trevecca Nazarene University in the Management and Human Relations Program. Lieutenant Stephens is certified in project management from Boston University and is certified by the University of Tennessee in community policing concepts. He has received numerous awards including 2 Meritorious Service Awards, 2 Exemplary Service Awards, a Life Saving Award, an Efficiency Service Award and 5 Departmental Commendation Awards.

## **Ronald D. Stephens**

Dr. Ronald D. Stephens currently serves as Executive Director of the National School Safety Center. His past experience includes service as a teacher, assistant superintendent, and school board member. Administrative experience includes serving as a chief school business officer, with responsibilities over school safety and security, and as Vice President of Pepperdine University. His undergraduate and graduate degrees are in the field of business management. He received his doctorate from the University of Southern California. Dr. Stephens holds the California teaching credential, administrative credential, and the Certificate in School Business Management. His professional memberships include: American Society for Industrial Security, International Association of Chiefs of Police, National Criminal Justice Association and the International Association of School Safety Professionals. As a student he served as student association president of both his high school and university. He was named to *Who's Who in the West* and *Who's Who in American Education*. Dr. Stephens has appeared on every major television network including "The Today Show," "Good Morning America," "Jim Lehrer News Hour," "Oprah," and CNN. Dr. Stephens has conducted more than 1,000 school security and safety site assessments throughout the United States. He was described by the Denver Post as "the nation's leading school crime prevention expert." Dr. Stephens serves as consultant and frequent speaker

for school districts, law enforcement agencies and professional organizations worldwide. He is the author of numerous articles on school safety as well as the author of *School Safety: A Handbook for Violence Prevention*. Additionally, he serves as the Executive Editor of *School Safety*, America's leading school crime prevention newsjournal. His career is distinguished by military service in Vietnam. He is married and has three children.

### **Linda Straka**

Ms. Linda Straka currently serves as an education specialist with responsibility to conduct formal needs assessments; design, develop, and deliver training in traditional classroom and computer-based formats; and to assess the validity of such training. The focus of the training is on functions that emergency managers and their allied partners in the private and public sectors must perform in order to save lives and property from all types of hazards for which this nation is at risk. Ms. Straka was instrumental in developing the agency's first training course for representatives from tribal governments that has a core emphasis on emergency operations planning. She has also written several articles for professional journals that deal with emergency management training and education issues. Ms. Straka also serves in leadership positions for the agency in times of Presidentially declared disasters to ensure that individuals and their communities expeditiously receive federal disaster assistance to help them rebuild their lives and their communities. For her work in FEMA she twice received the Director's Distinguished Service Award as well as numerous accomplishment awards. Before joining FEMA, Ms. Straka spent over ten years at the secondary and college levels as an instructor and department chair in the school of business administration. Later, she accepted a position at the Federal Communications Commission (FCC) as a computer programmer. During her tenure at the FCC, she worked on micro and mainframe systems and served in the capacities of applications programmer and programmer analyst. For her contributions to the FCC's automation efforts, she was twice awarded the Commission's Sustained Superior Performance Award. Ms. Straka has a Bachelor of Arts Degree in Business Education from Glenville State College, and a Master of Arts in Business Administration/Education from Marshall University. She has done post-graduate work in professional counseling at Eastern Illinois University and obtained certification from the Commonwealth of Virginia for academic

accomplishments in the field of computer programming and systems development.

### **Tyrone Strickland**

Tyrone Strickland is a Sergeant currently assigned to the SIU/Narco/Vice unit as an executive sergeant responsible for enforcement of all vice activity in the City of Saint Paul. This includes the enforcement of gambling, prostitution and liquor laws in the city. Sergeant Tyrone will be overseeing the completion of the current COPS grant dealing with hiring, recruitment and retention. Sergeant Strickland has a BA in Education from Concordia University and an AA in Law Enforcement from Metropolitan State University. He also attended the Bureau of Criminal Apprehension Management School in Saint Paul, Minnesota and the Southern Police Institute in Louisville, Kentucky. Sergeant Strickland has received three Unit Commendations for Service.

### **Gerry B. Sullivan**

Gerry B. Sullivan is the U.S. Attorney for the district of Providence, Rhode Island. In this capacity, he also serves as the Chief of the Criminal Division, Project Safe Neighborhoods Coordinator, Violent Crime Coordinator, and Capital Litigation Coordinator. He has received numerous Special Achievement and Special Act Awards as well as a Director's Award in 1997. Mr. Sullivan has a BA in Political Science from Amherst College and a JD from Suffolk University Law School. He has lectured and instructed for the Rhode Island Municipal Police Academy, the Rhode Island State Police Academy, Roger Williams University, Rhode Island Legal Education/Partnership, and the National Advocacy Center.

### **Teri B. Sullivan**

Teri B. Sullivan is a Justice Information Systems Specialist for SEARCH, The National Consortium for Justice Information and Statistics, where she provides technical assistance to operational state and local justice agencies nationwide that are acquiring, developing, upgrading or integrating their computer systems. This assistance is provided under SEARCH's National Technical Assistance Program, funded by the Bureau of Justice Assistance, U.S. Department of Justice. Ms. Sullivan received a Juris Doctorate from the Nashville School of Law and a Bachelor's Degree in Information Systems Management from Belmont College in Tennessee. In May 1997, she was accepted as a Fellow of the Institute of Court Management after completing

the required course work for the Court Executive Development Program from the National Center of State Courts. In 2002, she received her certification as a Project Management Professional (PMP) from the Project Management Institute.

### **James Sutphen**

James Sutphen is a Lieutenant for the Salt River Police Department. He is a graduate of the Phoenix Police Department & #8217's Training Academy in and a native of the State of Arizona. He currently serves as the Salt River Police Department & #8217's Criminal Investigations Division Commander, overseeing the General Investigations Bureau, Special Investigations Bureau and the Property and Evidence Bureau. He has well over 1,000 hours of training and certifications, including SPI Leadership Command College, STARS training through BIA, and has lectured extensively on youth gangs in Indian Country. He is currently working on his degree. Lieutenant Sutphen has been recognized by the Salt River Police Department and the Phoenix Police Department as a recipient of the Medal of Valor award (2003), The Salt River Police Department Meritorious Service Award (2000), and the Medal of Merit (1982).

### **Bakary Tandia**

Bakary Tandia is a Case Manager and Policy Advocate at the Vera Institute of Justice. His responsibilities include helping African immigrants access to health, social and immigration services, advocating on behalf of African immigrants, acting as a bridge between providers and African immigrants and giving presentations on cultural competency in various institutions including hospitals, colleges, and city agencies in New York City. Participants include physicians, social workers, nurses, students and police officers. Mr. Tandia attended the University of Abidjan from 1981 to 1985 earning a Bachelors Degree in Criminology. Currently, he is enrolled at John Jay College of Criminal Justice, majoring in International Criminal Justice. Mr. Tandia received a certificate of appreciation from New City Central Labor Council, AFL-CIO. He also participated in the development of a cultural competency curriculum for African Services Committee.

### **Stephen Terry**

As mentoring manager of the Value-Based Initiative, Pastor Terry helped to provide volunteer mentors from the faith-based community to serve the needs of

offenders returning to the community. Mentors work with returning offenders, facilitate their re-entry into their respective communities and help them develop strategies for their personal growth in order to reduce recidivism. Pastor Terry has a BA in Pastoral Studies and Elementary Education with a special focus on counseling. He is IMA Pastor of the Year, Secretary of East Allen County School Board and Vice President of Interdenominational Ministerial Alliance.

### **Gail Thomas**

Supervisory Special Agent (SSA) Gail Thomas currently serves on the FBI Office of Intelligence (OI) executive staff in support of the OI mission. Immediately prior to this assignment, SSA Thomas served in the OI oversight unit that is responsible for overseeing the implementation of the field intelligence groups that now exist in every FBI field office. Previously, SSA Thomas served in a resident agency of the Louisville FBI field office and worked closely with local law enforcement on crimes as varied as terrorism, violent crimes, child pornography, and bank robberies. In addition, she was a member of the Louisville Joint Terrorism Task Force (JTTF). Before that she worked in the Chicago field office investigating a variety of different crimes.

### **Nick Tilley**

Nick Tilley is a Professor of Sociology at Nottingham Trent University, a Visiting Professor at Jill Dando Institute of Crime Science, University College London and Senior Advisor to the Home Office Director, Government Office for the West Midlands. He attended London University and London School of Economics. Mr. Tilley has published over 100 books, government reports, book chapters, and journal articles, many relating to problem-oriented policing and crime reduction. The most recent book was *Crime Reduction and Problem-Oriented Policing* (edited with Karen Bullock) Cullompton, Devon: Willan, 2003.

### **Tracy Toulou**

Tracy Toulou is Director of the Office of Tribal Justice for the U.S. Department of Justice. The Office of Tribal Justice is the primary point of contact for the Department of Justice's government-government relationship with Indian Tribes. The Office also serves as a source of Indian law expertise for the Department. Prior to his current position, Mr. Toulou was an Assistant U.S. Attorney for the District of Montana where his duties included tribal outreach and the prosecution of violent

crime in Indian Country. He began his career with the Department as an attorney in the Criminal Division. He attended law school at the University of New Mexico.

### **Jeremy Travis**

Jeremy Travis is a Senior Fellow at The Urban Institute, a nonprofit research organization in Washington, D.C. In affiliation with the Institute's Justice Policy Center, Mr. Travis is developing research and policy agendas on crime in community context, new concepts of the agencies of justice, sentencing and prisoner reentry, and international crime. Before joining The Urban Institute, Mr. Travis was the Director of the National Institute of Justice (NIJ), the research arm of the United States Department of Justice. He served in this position from 1994, when he was nominated by President Bill Clinton and confirmed by the U.S. Senate, to 2000. Prior to his service at NIJ, Mr. Travis was the Deputy Commissioner for Legal Matters of the New York City Police Department and chaired the New York City Chancellor's Advisory Panel on School Safety. In a previous position, Mr. Travis served as Chief Counsel to the Subcommittee on Criminal Justice of the House of Representatives Committee on the Judiciary, under its Chairman, U.S. Representative Charles E. Schumer. He served as Special Advisor to New York City Mayor Edward I. Koch, Assistant Director for Enforcement Services for the Mayor's Office of Operations, and Special Counsel to the Police Commissioner. Prior to joining city government, Mr. Travis was the Marden and Marshall Fellow at the Center for Research on Crime and Justice at New York University's School of Law and served as Law Clerk to Judge Ruth Bader Ginsburg when she sat on the United States Court of Appeals. Mr. Travis spent six years at the Vera Institute of Justice, an action research institute in New York City, where he managed demonstration programs on bail reform, judicial decision making, and victim-witness assistance. He began his career in criminal justice working as a legal service assistant with the Legal Aid Society, New York City's indigent defense agency. Mr. Travis has taught courses on criminal justice, public policy, history, and law at Yale College, New York University Wagner Graduate School of Public Service, and New York Law School. He has written and published extensively on constitutional law, criminal law, and criminal justice policy. He is a member of the Board of Trustees of the United Nations Interregional Crime and Justice Research Institute. The recipient of a JD cum laude, from the New York University School of Law, Mr. Travis was a member of the NYU Law Review,

named to the Order of the Coif, and awarded the Arthur Garfield Hays Fellowship in Civil Liberties. He also holds an MPA from the New York University Wagner Graduate School of Public Service and a BA in American Studies, cum laude, with honors, from Yale College.

### **Rick van den Pol**

Rick van den Pol is a Principal Investigator where he has overall responsibility for management of all personnel in the Division of Educational Research & Service at the University of Montana. The programs include pediatric facility for young children with and without disabilities, Rite Care Language/Literacy Clinic, COPS Grant, and SAMHSA Trauma Grant. Employees number more than 40. Dr. van den Pol has a Ph.D. from Western Michigan University. He received the John Ruffatto Memorial Award for Public Service, in school violence prevention, from the University of Montana in 2002.

### **Richard Walker**

Richard Walker is Chief Judge of the Ninth Judicial District in the State of Kansas. He provides leadership for two county judicial districts in central Kansas and hears and decides a full range of criminal and civil cases in both counties. Chief Judge Walker is a graduate of Bethel College in North Newton, Kansas and the University of Kansas School of Law. He was a Member of Kansas House of Representatives from 1972-1977 and a Member of the Kansas Parole Board from 1979-1982. He was Chief Legislative Assistant to United States Senator James Pearson from 1977-1978 and is District Judge, Ninth Judicial District in Kansas from 1985 to the present. He became Chief Judge in 2002.

### **Deborah Lamm Weisel**

Deborah Lamm Weisel is a Research Assistant Professor at North Carolina State University. She conducts studies on police effectiveness and teaches graduate and undergraduate classes in Applied Research Methods in Criminal Justice and Crime Analysis. Dr. Weisel holds a doctorate in Political Science/Public Policy Analysis from the University of Illinois at Chicago. Her research on policing includes drug enforcement, public housing, gangs, motor vehicle theft, burglary, street prostitution and speeding. Related publications include *Form and Sequence of Analysis in Police Problem-Solving* in Crime Prevention Studies (2003), "Assessing the Impact of Specialized Gang Units" in Policing and Program Evaluation (2004).

### **Charisse Williams**

Charisse Williams is a Program Coordinator responsible for providing technical assistance to groups of youth and adult leaders in the design and implementation of youth-driven initiatives designed to address teen victimization. She trains youth and adults on teen victimization, youth leadership, and aspects of the projects and researches and contributes to the creation of program materials, including a project toolkit, training curricula, evaluation tools, and others. She also support, inspires, and motivates teen and adult participants. Ms. Williams has a BBA in Business Finance from Howard University.

### **Lynn D. Williams**

Lynn Williams is currently Director of Community Partnerships for the Education Division of the United States Holocaust Memorial Museum in Washington, D.C. The Museum provides unique programs and develops long-term partnerships with law enforcement agencies, schools, and church congregations locally and nationally through Community Partnerships. Over the past 10 years Ms. Williams has directed the development, implementation and assessment of outreach and training programs for the Museum. As an educator, she founded, the Northwest Community School for grades K-8 in Pasadena, California. Before coming to her current position, she coordinated the Fannie Mae Foundation's 10-year partnership with H.D. Woodson High School in Washington, D.C. In the past five years, more than 16,000 recruit, command and in-service officers have participated in training through Community Partnerships. Lynn Williams shares strategies for strengthening community partnerships, and the importance of Holocaust education, through presentations nationally and internationally.

### **David Yoder**

David Yoder is a Harvey County Attorney representing the State of Kansas in criminal prosecution of crimes occurring in Harvey County, Kansas. He has a JD from Washburn Law School in Kansas and a BA, cum laude, in Political Science from Wichita State University. Previously, Mr. Yoder was a Judge Advocate in the United States Air Force from 1982-1987, a District Court Trustee for Harvey County from 1990-2001.

### **Marilyn Ward**

Marilyn Ward is Public Safety Communications Manager and National Public Safety Telecommunications Council Chair. She manages 911, Radio Services, and

Government Information for Orange County. She is also a member of the Executive Committee of SAFECOM. She holds a BS in Business and Management and has participated in and received numerous public safety and communications courses and certificates. Ms. Ward received the Association of Public Safety Communications Officials J. Rhett Mc Millian Award and is a Past President and Life Member. She is also a Fellow of the Radio Club of America.

### **Julie Wartell**

Ms. Wartell is a Crime Analyst Coordinator for San Diego County District Attorney's Office. She evaluates organizational effectiveness and efficiency through statistical analysis and conducts analyses for large-scale, countywide projects. Ms. Wartell works in partnership with other criminal justice agencies, governmental agencies, and the private sector on analyzing and responding to public safety concerns and serves as a resource to District Attorney personnel. She has an MS in Public Administration with an emphasis in Criminal Justice Administration from San Diego State University. She has conducted extensive training and presentations to officers and analysts throughout the country on topics relating to crime analysis and problem oriented policing. In addition, she has edited and authored numerous publications.

### **Julie Whitman**

Julie Whitman joined the National Center for Victims of Crime in 2002 to head up the youth leadership programs within the National Center's Teen Victim Project. In addition to overseeing two multisite programs working to help teenaged victims of crime, she trains victim service providers, youth development professionals, and youth on topics related to adolescence and victimization. Julie Whitman received her Master's Degree in social work from Boston College in 2000. She also holds a Bachelor's in Spanish from Harvard University. Julie is fluent in Spanish and has served as an election monitor, sister city delegate, and speech writer in Central America.

### **James Willis**

James Willis is an Assistant Professor of Sociology at the University of Massachusetts in Boston. Dr. Willis conducts research on innovations in police organization and practice and historical transformations in punishment. He has a Ph.D. in Sociology from Yale University and earned a BA, graduating with honors, in Administration of Justice from

the Pennsylvania State University. He received the Sussman Prize, Department of Sociology, Yale University, for best dissertation in last two years (2001-2003).

### **James Wright**

Jim Wright is the Director of the National Association of Triads, Inc., an affiliate corporation of the National Sheriffs' Association. Triad works to keep seniors safe from property and personal crime, such as home invasions and elder abuse, and attempts to reduce telemarketing fraud and financial crimes against seniors. Prior to joining NSA, Wright managed criminal justice programs at the International Association of Chiefs of Police. Mr. Wright has a Bachelor's degree in Criminal Justice from The American University in Washington, DC, and has completed course work for a Master's

degree in English at George Mason University in Fairfax, Virginia. In 1994, he retired at the rank of captain after nearly 25 years of service to the Metropolitan Police Department of Washington, DC. While there, he commanded units in Planning, Audit & Inspections, Internal Affairs, Records, and served in the Patrol Division at every rank during his career. Wright serves on the Board of Directors of the National Center for the Prevention of Elder Abuse.

### **Steven Young**

Steven Young is a Constable and Operational Police Officer for the Edmonton Canada Police Service. Mr. Young has a Bachelors Degree in Education and a Masters Degree in Business Administration. He received divisional recognitions in 1996, 1998 – 2002 and 2004. He also received the Chief's Award for

## **Planning Committee**

Beverly Alford	Linda Gist	Antia Noonan
Jamie Atwood	Jim Griffin	Albert Antony Pearsall, III
Sharon Baker	Kristie Hall	Heather Petter (CPC)
Shelley Baker	Lashon Hilliard	Maria Carolina Rozas
Michael Banks	Calvin Hodnett	Marcia Samuels
Jackie Settles-Burgess	Ken Howard	Amy Schapiro
Karl Bickel	Mary Hyland	Matthew Scheider
Doretha Breedy	Maryam Jamal	Michael Seelman
Mike Carey	Rosa Jones	Judy Smith
Stephanie Carr	Matt Lysakowski	Wendy Standell
Rob Chapman	Laurel Matthews	Tawana Waugh
Deb Cohen	Vonda Matthews	Sandra Webb
Ryan Collier	Katherine McQuay	Mitch Weiss
Heidi Custer	Gil Moore	Juliette White
Mike Dame	Ed Mixon	Raneene Williams
Mike Dillon	Toni Morgan-Wheeler	
Vicki Ellison	Martie Nauseda	
Fred Filberg	Darren Neely	
Jamie French	David Neely	



**COMMUNITY POLICING FOR AMERICA'S FUTURE**  
2004 NATIONAL COMMUNITY POLICING CONFERENCE



**U.S. Department of Justice**  
**Office of Community Oriented Policing Services**  
In cooperation with the Community Policing Consortium

1100 Vermont Avenue, N.W.  
Washington, D.C. 20530  
(202) 514-2058  
COPS Office Resource Center: 1 (800) 421-6770  
[www.cops.usdoj.gov](http://www.cops.usdoj.gov)