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**Work:** University of Central Florida, 1200 W. International Speedway Blvd., Daytona Beach, FL 32114  
(386) 506-4017; Fax (386) 947-3127

**EDUCATION:**

- 1969-1973            Ph.D. in Sociology, University of Illinois - Champaign/Urbana (1973).  
Dissertation: *A Meeting with The Man: Policing the Core City of Chicago*.  
National Institute of Mental Health Fellow.
- 1965-1969            M.A. in Sociology, University of Illinois - Champaign/Urbana (1969).  
All University Fellow.
- 1963-1965            B.A. in Sociology, Niagara University (1965). Magna Cum Laude.
- 1961-1963            Maryknoll College, Glen Ellen, Illinois.

**EMPLOYMENT:**

- Aug. 1999-Present    **Instructor and Regional Coordinator of Area Studies, Criminal Justice, University of Central Florida.** (Daytona Campus) Teach classes at graduate and undergraduate level in criminal justice. Student advisement, curriculum coordination, research involvement.
- Jan. 1999-Aug. 1999    **Director, Police Services, City of Port Orange.** Oversaw department policies, budget and programs. Project Director for a public safety computer system installation and for a building expansion project for police headquarters; also served as resource for assessment and development of police training programs. Retired August 1999.
- Sept. 1986-Jan. 1999    **Chief of Police, City of Port Orange.** Appointed as Assistant Chief of Police for three months and then assumed duties of chief.
- May 1984 – Sept. 1986    **Commissioner, Central Police Services, Erie County (Buffalo), New York.**  
Served as Commissioner of a modified metropolitan police agency. CPS provided a police training academy, a criminal information system (computer system), a forensic laboratory, and the county's integrated communications network (911 and radio) for the county's 27 municipal police agencies and sheriff. Reported to a Board of Trustees.
- May 1977 –May 1984    **Chief Deputy, Operations, Erie County Sheriff's Department (Buffalo, New York).** Third incommand structure in agency of 550+ deputies. Oversight responsibility for patrol, detectives, the jail, and court security. For a one-year period, in 1982, I was detailed to the Erie County Correctional Facility and served as **Superintendent-Corrections** until the superintendent recovered from a massive heart attack.
- Sept.1969 – May 1977    **Assistant Professor, Sociology, State University of New York at Buffalo.**  
Courses taught: Criminology, Criminal Justice System, Penology, Police Administration, Law and Society, Deviance, Social Problems, Issues in Police Administration, Law and Social Order, Statistics and Research Methodology. Also Director of the Law and Society Program.
- Sept. 1966-Sept. 1969    **Research Coordinator/ Consultant, Chicago Police Department.** Worked on a Law Enforcement Assistance Administration (LEAA) grant while attending graduate school. Worked in street units in core areas of the City of Chicago.

**GRANTSMANSHIP:** *(Selective)*

2000-2002 Training Russian Police in Democratic Policing, U.S. Department of State  
1999 Universal Hiring Program, U.S. Department of Justice  
1998 Victim Assistance Program, Florida Attorney General's Office.  
COPS MORE Automation of Report Process  
1997 Victim Assistance Program, Office of the Attorney General, Florida  
COPS MORE, Developing A Community Service Officer Program  
Drug Resistance Through Education  
1996 COPS MORE Mobile Laptop Project  
COPS FAST

**Grant Reviewer**

2003 National Institute of Justice, Panel Grant Reviews  
1999 National Institute of Justice, U.S. Department of Justice Panel on Grants for Safe School Technologies.  
1996 National Institute of Justice Standard Review, Proposal on Agency Uses of Overtime.  
1995 National Institute of Justice, U.S. Department of Justice. Panel review of Proposals for innovative practices in community policing.  
1994 National Institute of Justice, U.S. Department of Justice. Panel reviewed Grants on Innovative Efforts for Drug Control.

**ADDITIONAL TEACHING EXPERIENCE:**

June 1997- Present Lecturer, U.S. Department of Justice. (COPS Office) Developed and presented seminars on Community Policing and Technology for Police.  
Jan. 1997- June 1999 Adjunct Instructor, University of Central Florida, Daytona Beach Campus. Courses taught: Police Administration (graduate), Foundations of Criminal Justice (graduate).  
Jan. 1988- June 1999 Adjunct Instructor, Daytona Beach Community College, New Smyrna Beach and Daytona campuses. Courses taught: Introduction to Sociology and Criminal Justice.  
Jan. 1983- June 1996 Adjunct Instructor, Criminal Justice and Criminology Program, Niagara University, Niagara Falls, New York. Courses: Criminology, Juvenile Justice, Deviant Behavior.  
Sept. 1973- June 1980 Adjunct Professor, Cornell School of Labor and Industrial Relations, Syracuse, New York. Taught classes in Social Science to union officials.  
Jan. 1977- Aug. 1999 Instructor, Buffalo Police Academy, Central Police Services Academy, IPTM, Daemen College, Canisus College, Buffalo State College.

**CONSULTANT/OTHER ACTIVITIES:**

Jan. 2007 to May 2007 Alexandria Police Department, (Virginia) Staffing Study.  
May 2006 – Nov. 2007 Management Study, Stafford County Sheriff's Office  
May 2005 – May 2006 Deployment and Staffing Study – Florida Fish and Wildlife Commission  
March 2005- present Police Staffing Study – Prince George County (Maryland)  
Oct. 2004- May 2005 Police Management Study -- Pittsburgh Penn. Police Department  
August – Dec. 2004 Feasibility Police Study – City of Palm Coast, Florida  
March – October 2004 Police Management Study – Cleveland Clinic Police Department

February 2004	Panelist, National Institute of Justice -- Grant Review
Jan –June 2004	Police Management Study Camden County (New Jersey) Park Police
Nov. 2003	Criminal Justice Program Review, Massachusetts Board of Higher Education. Reviewed two College Criminal Justice Programs for Compliance Review
May 2003 - 2004	Consultant, U.S. Fish and Wildlife Service, Staffing for Refuge Law Enforcement.
April 2003-Nov.2003	Consultant, Recording Industry Association of America (RIAA).
Feb. 2001- 2002	Consultant IACP, Georgia State University, Study of Campus Police.
Nov. 2000-2002	Consultant IACP, Study of National Park Service Law Enforcement Rangers. U.S. Department of Interior, National Parks Service.
May 2000	Consultant; Texarkana Regional Communications Center. Management Study
Jan. 2000	Special Consultant, Community Police Consortium, U.S. Department of Justice COPS Office. Prepare Community Policing Training Plan for Joliet Illinois.
Dec. 1999	Special Consultant COPS Office, U.S. Department of Justice. Provided technology training to grant program monitors for COPS Office
Oct. 1999	Special Consultant, International Association of Chiefs of Police and Office of Juvenile Justice and Delinquency Prevention (OJJDP). Review of training curriculum.
July 1999	Judge 1999 Webber Seavey Awards, International Association of Chiefs of Police.
May 1999	Moderator Panel, Interoperability -Technologies for State and Local Public Safety Conference, Technologies and Tools for Public Safety in the 21 <sup>st</sup> Century Orlando, Florida, Federal Emergency Preparedness Agency.
May 1999	Member, Office of Justice Programs U.S. Department of Justice Interoperability Task Force.
April-June1999	Akron Police Department, Management Study. (IACP)
Nov. 1998-June1999	Technology Initiative, Community Policing Consortium, prepared technology training sequence for police administrators, field tested and deliver training sequence.
1987- Present	Management Specialist, International Associations of Chiefs of Police. Conduct Management Studies for IACP. Have participated in over 30 studies throughout the country.
1994 – 1997	Panelist, National Institute of Justice. U.S. Department of Justice. Participated in a panel to review “What Works in Community and Problem Solving Policing?”
1992	Florida Council on Crime and Delinquency Chapter XVII Distinguished Service Award for Law Enforcement.
July 1975-1976	Consultant, Rockefeller Foundation, <i>Impacts of Population Changes in the Hudson Valley Region of New York</i> . Provided information on future law enforcement profiles.
1975-1985	Consultant, Buffalo Police Benevolent Association, Buffalo Public Schools, New

York State Sea Gran

**TECHNICAL TRAINING & CERTIFICATES:** (Selected)

- 2003 Web 101 Training in use of Dreamweaver in on-line courses.  
2000 IDL 6543 Training for offering on-line courses.  
1999 Diversity Training, Florida Department of Law Enforcement.  
1998 Technology for Police Administrators in the Information Age, International Association of Chiefs of Police, San Diego.
- 1988 Managing Criminal Investigations, Valencia Community College, Orlando, Florida.  
1988 Executive Management for Police Chiefs, Florida Department of Law Enforcement, Tallahassee, Florida.  
1986 Police Certification Course, Indian River Community College, Received Florida Law Enforcement Certificate.  
1983 Federal Bureau of Investigation, National Academy, 133rd Session, Quantico, Virginia.  
1981 Certified Emergency Medical Technician (EMT), State of New York.

**PUBLICATIONS:**

“Saying One Thing Meaning Another: The Role of Parables in Police Training” *Police Quarterly* Vol. 6 No. 1, March 2003, pp. 84-110.

“The Police Administrator’s Guide to the Dynamics of Installing a New Records and Computer-Aided Dispatch System” *The Florida Police Chief* April, 2000, pp.12-21.

“Can You Keep What You’ve Got, Retaining the Technically Savvy Officer.” *The Police Chief*, May 1999; pp.12-14. Reprinted in *The Florida Police Chief* February, 2000.

Organizing an Arson Task Force (with Kenneth Braun) *FBI Law Enforcement Bulletin*. (March, 1981), pp.22-26.

Police and Race Relations (with Richard Zeller) *Journal of Police Science and Administration*. Vol. 3, Number 1 (March, 1975), pp. 9-14.

Preliminary Examination of Female Crime Distribution in a Metropolitan Setting, *Proceedings of the Middle States Division of the American Association of Geographers*. (Fall, 1974), pp.47-51.

On the Control of Air Quality: Why the Laws Won’t Work, *Bulletin of the Atomic Scientist*. Vol. 29, Number 6 (June, 1973), pp. 31-35.

Entry Strategies for Participant Observation in the Hostile Setting, *International Journal of Contemporary Sociology*. Vol. 10, Numbers 2 and 3 (April -July, 1973).

The Medical Profession and Fertility in the Emerging Nations” *Malthus* Vol. 1, No. 1 (1971), pp.6-9.

Fear of Death in a High Stress Occupation. (with David Lester and Michelle Alexander) *Psychological Reports* (1971), p. 29

The Management of Air Quality: Legal Structures and Official Behavior, (with Paul Goldstein) *Buffalo Law Review* 21:1-48. Reprinted in H. Floyd Sherrod, ed., *Environmental Law Review* (Clark Boardman & Co.: New York, 1972), pp. 1-37.

**Papers Presented/Manuscripts in Progress**

“Integration and Connectivity In Law Enforcement Information Systems: Analysis and Projections” Invited Paper, Task Force on Interoperability, U.S. Department of Justice and International Association of Chiefs of Police. Chicago, Illinois, December 1999.

“Saying One Thing Meaning Another: The Role of Parables in Police Training” Paper presented at the annual meeting of the Academy of Criminal Justice Sciences, New Orleans, March 2000.

“Alternatives to Juvenile Court: An Analysis of a Police Diversion Program.” Paper presented at the Southern Criminal Justice Meeting, Charleston, South Carolina, October 2000.

“Integration and Interoperability in American Police Information Systems: Current Status and Future Trends” Currently submitted for journal review.

“An Empirically Derived Model for Staffing the Police Patrol Function” Paper presented at the annual meeting of the Academy of Criminal Justice Sciences, Boston, Mass., March 2003.

“Staffing Traditional Police Investigative Units: Models and Methodologies” Paper presented at the annual meeting of the Academy of Criminal Justice Sciences, Washington, D.C. March 2004.

“Investigating Complaints against Police Officers: The Two Edged Sword” Paper presented at the annual meeting of the Academy of Criminal Justice Sciences, Chicago, Illinois, March 2005.

“The Changing Face of Police Patrol Practices and Activities” Paper presented at the annual meeting of the Academy of Criminal Justice Sciences, Baltimore Maryland, March 2006.

Chapter 7: “Federal and State Law Enforcement” Chapter in Southerland’s Administration of Justice (in preparation). (2006)

Chapter 8 “Local Law Enforcement and Specialized Policing” Chapter in Southerland’s Administration of Justice (in preparation). (2006)

**PROFESSIONAL AFFILIATIONS:**

Academy of Criminal Justice Sciences (ACJS), 1980-2003 Life Member  
Section: Police (1990-92); Office held: Executive Counselor; International (2000)

International Association of Chiefs of Police (IACP), 1983 - Present  
Office held; Board of Directors (1995 – 1999) Life Member

Florida Police Chief’s Association, 1987- Present  
Office held: Board of Directors (1994 – 1999)

Law Enforcement Information Systems (LEIMS), 1991 - 1999  
Office held: Chair (1995-1999); Vice Chair (1990 – 1995)

FBI National Academy Associates (1983 – Present)

Florida Council on Crime and Delinquency (FCCD) (1988 – Present)

Southern Criminal Justice Association (1999-Present)

Volusia County Chiefs of Police Association (1986 – 1999)  
Office held: President (1990); Vice President (1989); Secretary (1988)

**COMMUNITY ACTIVITIES:**

Port Orange/South Daytona Chamber of Commerce (1990 – 1998)  
Office held: Board of Directors (1990-1992; 1996-1998)

Volusia /Flagler Safety Council (1987 – 1994)  
Office held: Board of Directors (1989-1991)

Halifax/Fish Hospital Associates (1994-2002)  
Office held: Board of Directors, (1996 – Present) Secretary (1997 – 1999); President (1999-Present)

Port Orange/South Daytona Rotary (1993 – 1999)

First Step, (1992 – 2002)  
Office held: Secretary (1994 – 2002)

Volusia/Flagler Council on Alcohol and Drug Abuse (1994-1996)

Florida Department of Children and Families (formerly HRS) District Board - Nomination Committee  
(1994-1999)

Florida Department of Juvenile Justice - Regional Board (1996-1999)