

**MICHAEL C. WALKER, MPA**

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**ACADEMIC QUALIFICATIONS**

- 1999 – 2001 Master of Public Administration Degree in Criminal Justice Policy and Administration.**  
John Jay College of Criminal Justice, The City University of New York.  
Pi Alpha Alpha.
- 1992 Graduate of the FBI National Academy, 170th Session.**  
Certificate in Law Enforcement Education, University of Virginia.
- 1991 Certificate in Public Management.**  
Rutgers University, Newark, NJ.
- 1982 – 1985 Completed course work towards a Master Degree in Business Administration.**  
Pace University, The Lubin Graduate School of Business, New York.  
Dual concentration: Corporate Financial Management and Business Economics. Received a 1982-83 **Prudential-Bache Scholarship** for superior academic performance.
- 1978 – 1982 Bachelor of Arts in Business Administration.**  
**Bachelor of Science in Criminal Justice Administration.**  
The William Paterson University of New Jersey. Cum Laude.

**RESEARCH INTERESTS**

Police leadership, comparative crime analysis, counter-terrorism, police use of force, and bureaupathology.

**PROFESSIONAL EXPERIENCE**

- August, 2001 - Present Passaic County Community College, Paterson, New Jersey.**
- July, 2019 – Present Associate Professor and Chair, Department of Public Safety, Human Services and Vocational Studies**
- August, 2011 – June, 2019 Coordinator of the Criminal Justice Division, Department of Humanities**

- August, 2010 - Present**      **Associate Professor of Criminal Justice and Humanities.**
- August, 2001 - July, 2011      **Assistant Professor of Criminal Justice and Humanities.**
- August, 1993 - July, 2001      **Adjunct Professor of Criminal Justice and Humanities.**
- May, 2001 - Present**      **John Jay College of Criminal Justice, City University of New York**  
**Adjunct Instructor of Public Management and Police Science**  
**Graduate Courses:**  
CRJ – 742      Police Ethics  
CRJ – 810      Police Leadership  
CRJ – 748      Counter-Terrorism Policy for Law Enforcement  
PAD – 706      Bureaupathology  
**Undergraduate Course:**  
CRJ – 191      Supervisory Leadership for Police Services
- August, 2002 - July, 2003  
(One Year Appointment):      **Seton Hall University, Center for Public Service, South Orange, New Jersey**  
**Instructor in Public and Healthcare Administration.**
- January, 1996 - December, 2005  
**Seton Hall University, The Center for Public Service, Graduate Department of Public Administration, South Orange, New Jersey.**  
**Adjunct Professor of Public and Healthcare Administration.**
- January, 1995 - May, 2001      **Fairleigh Dickinson University, Public Administration Institute, Madison-Florham Campus, New Jersey.**  
**Adjunct Professor of Public Administration/Urban Politics at both Graduate and Undergraduate Levels.**

## PROFESSIONAL ACTIVITIES

November, 2014 to Present

**Appointed as a Subject Matter Expert (SME) on Police Use of Force to the Federal Bureau of Investigation, Law Enforcement Support Section, Crime Statistics Management Unit.**

Based on Director Comey's initiative to establish a nationwide police use-of-force database. Our original work resulted in the appointment of a Use of Force Task Force and the rollout of the Force database beginning in 2019.

April, 2014 to Present

**Appointed as a Subject Matter Expert (SME) to the Federal Bureau of Investigation, Law Enforcement Support Section, Crime Statistics Management Unit, Law Enforcement Officers Killed and Assaulted (LEOKA) Program.**

Tasked to review and provide feedback on current documents, definitions, and procedures for the purpose of making the LEOKA Program a proficient resource of officer safety matters.

February, 2007 to Present

**Member of the Uniform Crime Report (UCR) Subcommittee of the Federal Bureau of Investigation's Criminal Justice Information Services (CJIS) Advisory Policy Board.**

This eight member subcommittee is responsible for reviewing issues concerning the UCR Program including Summary UCR, the National Incident-Based Reporting System (NIBRS), the National Data Exchange (N-DEx), Law Enforcement Officers Killed and Assaulted (LEOKA), and Hate Crimes.

**Notable Committee Actions during Tenure:**

- Voted to include Cargo Theft as a subcategory of Larceny/Theft.
- Passed a motion to include Human Trafficking in the Uniform Crime Reports.
- Voted to revise the UCR definition of Rape to include both genders and behaviors not included in the original (1929) definition.
- Voted to broaden the range of religions and ethnicities to be included in Hate Crime Reporting.
- Voted to change reporting nationwide from the Summary Reporting System (SRS) to the National Incident-Based Reporting System (NIBRS)

All of the above have been implemented and are UCR Policies applicable to law enforcement agencies nationwide.

September, 2004 to September, 2008

**Police Director, Paterson Police Department, City of Paterson, New Jersey.**

Responsible for the formulation of criminal justice policy, personnel decisions, and the police budget for the 3<sup>rd</sup> largest city in the State of New Jersey. The Paterson Police Department had an authorized strength of 619 sworn and approx.

150 FTE civilian employees. The FY 2008 budget of the Police Department was approx. \$50 million.

**Notable Accomplishments:**

- Following the assassination of off duty Paterson Police officer Tyron Franklin, developed the concept of the “Passaic River Corridor” which became the impetus of an information sharing platform among the police departments in Northern New Jersey. This concept has grown in scope and continues to this day.
- Contracted for a wireless surveillance camera network (called “Paterson Shield”) to be installed throughout the City. The program started with 12 cameras and has expanded to 125 cameras by 2013. The cameras are monitored 24/7 by sworn police personnel and have been effective in reducing response time, providing evidence for criminal investigations and effecting the arrest of persons for crimes ranging from auto theft and drug trafficking to homicide.
- Installed the “ShotSpotter” audio detection system to cover three square miles of the City. The cameras, mentioned above, were integrated into this system and were programmed to automatically turn toward the area where a shooting had occurred.
- Instituted “Operation CeaseFire” which increased the Department’s clearance rate for shooting hits from approximately 20% to over 60%. This police-citizen partnership along with the two programs described above helped to reduce violent crime in Paterson to its lowest rate in decades.
- Fielded a fully equipped and trained Emergency Response Team in order to deal with Emotionally Disturbed Persons, search warrant executions, and barricaded subjects. This Team was expanded to include a canine unit of four officers and their canine partners. Three canines were dual-trained in narcotics interdiction and patrol functions while the fourth was trained in explosive detection and patrol.
- Eliminated the temporal assignment of police officers and their commanders and instituted a District Plan which gave police commanders and their officers’ geographic responsibility and accountability.

March, 2004 to September, 2004:

**Executive Assistant to the Police Director, City of Paterson, New Jersey.**

April, 1977 to October, 2002:

**Paterson Police Department, Paterson, New Jersey. Captain of Police, Retired.**

July, 2011 to October, 2012

**Captain of Police**

Assigned to the Paterson Police Academy as **Academy Director** and as **Commanding Officer** of the Department's forty officer **Neighborhood Stabilization Unit**. As the Academy Director, coordinated the basic training of recruit officers from the Paterson Police Department as well as from Departments in Northern New Jersey and conducted in-service

training for the four hundred sixty officers in the Paterson Police Department.

January, 1995 to July, 2011

**Lieutenant of Police**

Director of Training and Chief Instructor at the Paterson Police Academy; Grants Officer for the Paterson Police Department. Awarded the City of Paterson Director of Public Safety's Medal for outstanding professional achievement in 1996.

July, 1985 to January, 1995

**Police Sergeant**

Assistant Director of Training and Chief Police Instructor at the Paterson Police Academy.

April, 1977 to July, 1985

**Police Officer**

Initially assigned to sector patrol and advanced to the Motorcycle Patrol Unit. Awarded the New Jersey State P.B.A. Certificate of Merit for outstanding police service in both 1981 and 1984.

**CRIMINAL JUSTICE AGENCY POLICY, STAFFING AND DEPLOYMENT  
EVALUATIONS**

April – October, 2012

**Examined the policy, staffing and deployment of the White Plains (NY) Police Department.**

Co-authored (with Maria R. Haberfeld, John DeCarlo, and Robert Vodde, Ph.Ds.) a report entitled "An Analysis of the White Plains Police Department, 2012."

July, 2011

**Examined the criminal justice system and policing in the Punjab State of India.**

This included an analysis of policy, staffing and deployment of the Punjab Regional Police Department. The Department, with 78,000 sworn officers, serves a population 28 million in Northern India. Evaluation co-authored with Maria R. Haberfeld, Ph.D., William Fraher and Robert Thursland.

July, 2005

**Examined the policy, staffing, deployment and operations of the Paterson (NJ) Police Department.**

Appointed by Mayor Jose Torres to be a member of a "Blue Ribbon Panel" to investigate the operations of this Department which had 550 sworn members and over one hundred civilian personnel.

February, 2005

**Appointed as a member of the John Jay College of Criminal Special Commission, a delegation invited by Dr. Leonel Fernandez, President of the Dominican Republic, to travel to the Dominican Republic and to conduct an extensive study of the operations of the 30,000 officer National Police**

**Department** (This is the first time the country has allowed outsiders access to its criminal justice activities).

This research culminated in the publication of a document entitled *Crime Policing and Corrections in the Dominican Republic: Observations, Analysis, and Recommendations: Report to the Hon. Dr. Leonel Fernandez, President of the Dominican Republic* by The John Jay College of Criminal Justice Special Commission.” Report was co-authored by Lawrence Kobilinsky, Francisco Chapman, Maria R. Haberfeld, Zelma Henriques, and Carmen Solis, Ph.Ds. and I. February, 2005.

## BOOK CHAPTERS

- Walker, M. C.** (2015). Financing Criminal Justice in the States. In M. M. Rubin, & K. Willoughby, *Sustaining the States: The Fiscal Viability of American State Governments*. Boca Raton, FL.: CRC Press, Taylor & Francis Group, LLP.
- Walker, M.C., W. LaRaia, K.R. Ehrenberg and R. Guidetti** (2015). Attacking the Ultimate Soft Target: Spree Shooters and Terror Attacks on Shopping Malls. In M. R. Haberfeld, & A. von Hassell, *A New Understanding of Terrorism: Case Studies, Trajectories and Lessons Learned (2<sup>nd</sup> Edition)*. New York: Springer.
- Rubin, M. M., & **Walker, M. C.** (2014). Interpol. In J. S. Albanese (Ed.), *The Encyclopedia of Criminology and Criminal Justice (1st Edition)*. Hoboken, NJ: John Wiley & Sons Publishers.
- Walker, M. C.** (2013). Maritime Terrorism at the Horn of Africa: Al Qaeda in the Arabian Peninsula (AQAP) in Yemen. In M. R. Haberfeld, A. von Hassell, & A. B. Brown, *Modern Piracy and Maritime Terrorism: The Challenge of Piracy for the 21st Century* (pp. 239-259). Dubuque, IA: Kendall Hunt Publishing Company.
- Walker, M. C.** (2013). Maritime Terrorism at the Horn of Africa: Pirates and Al-Shabaab in Somalia. In M. R. Haberfeld, A. von Hassel, & A. B. Brown, *Modern Piracy and Maritime Terrorism: The Challenge of Piracy for the 21st Century* (pp. 191-237). Dubuque, IA: Kendall Hunt Publishing Company.
- Walker, M. C.** (2009). Maritime Attacks at the Horn of Africa: Terrorists in Yemen and Pirates in Somalia. In M. R. Haberfeld, & A. von Hassell, *Modern Piracy and Terrorism in the 21st Century*. Dubuque, IA: Kendall Hunt.
- LaRaia, W., & **Walker, M. C.** (2009). The Seige in Mumbai: A conventional terrorist attack aided by modern technology. In M. R. Haberfeld, & A. von Hassell, *A New Understanding of Terrorism: Case Studies, Trajectories and Lessons Learned* (pp. 309-340). New York: Springer.
- Walker, M. C.** (2007). Restructuring the City of Paterson, New Jersey, Police Department. In M. D. White, *Current Issues and Controversies in Policing*. Upper Saddle River, NJ: Pearson Higher Education.

### BOOKS EDITED

O'Hara, P. (2012). *Why Law Enforcement Organizations Fail: Mapping the Organizational Fault Lines in Policing, Second Edition*. Durham, NC: Carolina Academic Press.

O'Hara, P. (2005). *Why Law Enforcement Organizations Fail: Mapping the Organizational Fault Lines in Policing*. Durham, NC: Carolina Academic Press.

### PEER-REVIEWED JOURNAL ARTICLES

Barrett, K. J., Haberfeld, M. R., & **Walker, M. C.** (2009). A Comparative Study of the Attitudes of Urban, Suburban and Rural Police Officers in New Jersey Regarding the Use of Force. *Crime, Law and Social Change*, 52(2), 159-179.

Rubin, M. M., Culp, R., Mameli, P., & **Walker, M. C.** (2008). Using Cross-National Studies to Illuminate the Crime Problem: One Less Data Source Left Standing. *Journal of Contemporary Criminal Justice*, 24(1), 50-68.

### PRE-PUBLICATION REVIEW AND COMMENTARY

Forest, J. J., & Howard, R. D. (2013). *Weapons of Mass Destruction and Terrorism (2nd Edition)*. New York: McGraw Hill.

White, J. R. (2012). *Terrorism and Homeland Security (7th Edition)*. Belmont, CA: Wadsworth, Cengage Learning.

Whisenand, P. M. (2007). *Supervising Police Personnel: The fifteen responsibilities*. Upper Saddle River, NJ: Pearson Prentice-Hall.

### REPORTS

Rubin, M. M., **Walker, M. C.**, & Wandt, A. S. (2011). *Explaining the Relationship between Crime and Arrest Rates of Youthful Offenders: A cross city analysis*. John Jay College of Criminal Justice, New York. This study was funded by the Federal Bureau of Investigation, Law Enforcement Services Section.

**Walker, M. C.**, Haberfeld, M., Horwitz, D., & Albert, C. (2011). *An Investigation into the Murders of Law Enforcement Officers in the First 75 Days of 2011 and Those who Committed the Crimes*. John Jay College of Criminal Justice, New York. This study was funded by the Federal Bureau of Investigation, Law Enforcement Services Section.

Rubin, M. M., Culp, R., Mameli, P., & **Walker, M. C.** (2005). *Validation of Responses to Tables 1-4, The United Nations 8th Survey of Crime Trends and Operations of Criminal Justice Systems (2001-2002)*. John Jay College of Criminal Justice, New York. This study, prepared for The United Nations Office of Drugs and Crime, provided an analysis of responses to the 8<sup>th</sup> Survey by 59 member countries of the United Nations. These responses were compared to those submitted by the countries over the period from 1990 – 2000. Inconsistencies in the data were “flagged” in the analysis of the response from each country and an analysis conducted to try to determine the reason for the possibly aberrant data. This analysis was conducted in two stages: first the data were analyzed by utilizing a computerized mathematical formula to identify data “outliers” then a visual inspection of the flagged data was conducted to determine whether the data change was the result of a trend or some other factor (war or civil unrest, a change in definition of the crime, a change in the entity reporting the data, or a change in public policy). Data considered to be possibly aberrant were reported to the United Nations for review with the reporting country.

Rubin, M. M., & **Walker, M. C.** (2004). *Cross-National Comparisons of Rape Rates: Problems and Issues*. John Jay College of Criminal Justice, New York. The findings were presented at The ECE-UNODC Meeting on Crime Statistics, Geneva, Switzerland. November, 2004. The study was referenced in “*Trends in Crime and Justice*” published in March 2005 by the United Nations Office on Drugs and Crime (UNODC) and the United Nations Interregional Crime and Justice Research Institute (UNICRI).

## RESEARCH

**Collected data and performed analysis for the publication “A Guide to New York State Taxes: History, Issues and Concerns” by M.M. Rubin, published by the Peter J. Solomon Foundation, NY, February, 2011.**

## GRANTS

**Principle Investigator for United States Department of Justice, Bureau of Justice Assistance FY2011 Grant of the Passaic River Corridor Crime Information Sharing Project.** This \$270,000 grant is funding the expansion of a concept developed by me when I was the Director of the Paterson Police Department and now being implemented in six counties in Northeastern New Jersey.

## SCHOLARLY AWARDS

**Study with M.R. Haberfeld of Law Enforcement Officers Murdered in the Line of Duty (2011-2012) awarded the Certificate of Recognition for Academic Research by the Chancellor of the City University of New York, December, 2012.**

## PROFESSIONAL COMMENTARY

**Quoted in the *New Orleans Times-Picayune* on the failure of the Orleans Parish Sheriff and the New Orleans Police Department (NOPD) to include crimes occurring in the Parish Prison (OPP) in the City's crime statistics.** "After OPP inmate death ruled a homicide, NOPD may get involved in investigation," by Naomi Martin, November 21, 2014.

[http://www.nola.com/crime/index.ssf/2014/11/after\\_opp\\_inmate\\_homicide\\_ruli.html](http://www.nola.com/crime/index.ssf/2014/11/after_opp_inmate_homicide_ruli.html)

**Quoted in the *New Orleans Times-Picayune* on the failure of Detectives assigned to the New Orleans Police Department's (NOPD) Special Victims Unit to appropriately investigate 86% of the 1,290 rape and child abuse cases they were assigned in the years 2011-13 by either conducting no investigation at all (65%) or conducting a cursory investigation with no follow-up report filed (21%).** "Allegations of bungled rape, child abuse cases latest for troubled NOPD unit" by Naomi Martin, November 16, 2014.

[http://www.nola.com/crime/index.ssf/2014/11/nopd\\_rape\\_problems.html#incart\\_story\\_package](http://www.nola.com/crime/index.ssf/2014/11/nopd_rape_problems.html#incart_story_package)

**Quoted in the *Boston Herald* commenting about Boston's low homicide clearance rate.** "Boston lags behind U.S. in solving murders: 336 cases in past 10 years not closed" by Matt Stout, O'Ryan Johnson and Antonio Planas, July 28, 2014.

[http://bostonherald.com/news\\_opinion/local\\_coverage/2014/07/boston\\_lags\\_behind\\_us\\_in\\_solving\\_murders](http://bostonherald.com/news_opinion/local_coverage/2014/07/boston_lags_behind_us_in_solving_murders)

**Quoted in the *Boston Herald* commenting about the data used in article about Boston's low homicide clearance rate.** "A closer look at the data" by O'Ryan Johnson, July 28, 2014.

[http://bostonherald.com/news\\_opinion/local\\_coverage/2014/07/a\\_closer\\_look\\_at\\_the\\_data](http://bostonherald.com/news_opinion/local_coverage/2014/07/a_closer_look_at_the_data)

**Quoted in the *Austin American-Statesman* commenting about Texas Governor Rick Perry's claims on Illegal Immigration and Crime in Texas.**

Selby, W. Gardner. "Rick Perry claim about 3,000 homicides by illegal immigrants not supported by state figures." *PolitiFact Texas*. Austin American-Statesman, July 23, 2014.

<http://www.politifact.com/texas/statements/2014/jul/23/rick-perry/rick-perry-claim-about-3000-homicides-illegal-immi/>

**Quoted in the *New Orleans Times Picayune* commenting about the reduction in murders and violent crime in New Orleans in 2013.** “New Orleans murders fall again in 2013” by Naomi Martin, January 2, 2014.

[http://www.nola.com/crime/index.ssf/2014/01/2013\\_new\\_orleans\\_murder\\_rate\\_d.html#ncart\\_m-rpt-2](http://www.nola.com/crime/index.ssf/2014/01/2013_new_orleans_murder_rate_d.html#ncart_m-rpt-2)

**Quoted in *The Denver Post* commenting about the Federal Bureau of Investigation Uniform Crime Reporting Program and errors in the reporting by the Denver Police Department.** “Denver police look for causes of report errors” by Sadie Gurman, June 24, 2013, pg. 1A.

**Quoted in *Salon.com* commenting about the Federal Bureau of Investigation Uniform Crime Reporting Program,** “Erasing Cruise Ship Crime: Why did the FBI gut a bill requiring the cruise industry to report sexual assaults and rapes?” by Matthew Harwood, June 25, 2012.

[http://www.salon.com/2012/06/25/erasing\\_cruise\\_ship\\_crime/print](http://www.salon.com/2012/06/25/erasing_cruise_ship_crime/print).

**Quoted in *The Journal News (Westchester County, N.Y.)* on a spike in violent crime in the City of Yonkers, NY.** “Violent Crime Spike in Yonkers Baffles Experts,” by Colin Gustafson, June 18, 2012.

## PRESENTATIONS AT PROFESSIONAL CONFERENCES

**Scheduled: Presenting (with M.R. Haberfeld, W. Fraher, and W. LaRaia) “What is this Voluminous Book: An S.O.P., Patrol Guide, Rules and Regulations or an Encyclopedia?”** at the Annual Meeting of the Academy of Criminal Justice Sciences, Orlando, FL, March 4, 2015.

**Scheduled: Presenting (with W. LaRaia) “A Comparative Look at Attacks on Shopping Malls”** at the Annual Meeting of the Academy of Criminal Justice Sciences, Orlando, FL, March 5, 2015.

**Chaired a panel “Vulnerabilities to Terrorism”** at the Annual Meeting of the American Society of Criminology, San Francisco, CA, November 21, 2014.

**Presented (with W. LaRaia) “Terror Attacks and Spree Murders at Shopping Malls”** at the Annual Meeting of the American Society of Criminology, San Francisco, CA, November 21, 2014.

**Presented (with M. Rubin) “A Cross-National Comparison of Rape Rates: Problems and Issues”** at the John Jay College of Criminal Justice Biennial International Conference “The Rule of Law in an Era of Change” in Athens, Greece. June 13, 2014.

**Presented (with M.R. Haberfeld, W. Fraher and W. LaRaia) “Using Technology to Enhance Police Performance: The Case of Policing in Paterson, NJ”** at the John Jay College of Criminal Justice Biennial International Conference “The Rule of Law in an Era of Change” in Athens, Greece. June 13, 2014.

**Chaired a Panel “Organizational and Strategic Considerations in Policing”** at the Annual Meeting of the Academy of Criminal Justice Sciences, Philadelphia, PA, February 22, 2014.

**Presented (with W. LaRaia) “A Multi-Jurisdictional Effort to Enhance Information Sharing: The Passaic River Corridor (PRC) Initiative”** at the Annual Meeting of the Academy of Criminal Justice Sciences, Philadelphia, PA, February 22, 2014.

**Participated (with M.R. Haberfeld, W. Fraher, W. LaRaia, J. Shane, and B.K. van Der Vliet) in a “Featured Roundtable: Terrorist Threat Perceptions of Police Leaders from Small and Medium Police Departments”** at the Annual Meeting of the Academy of Criminal Justice Sciences, Philadelphia, PA, February 19, 2014.

**Presented (with W. LaRaia) “A Multi-Jurisdictional Effort to Increase Interoperability: The Passaic River Corridor Project (PRC)”** at the annual meeting of the Northeastern Association of Criminal Justice Sciences, Portsmouth, RI, June 8, 2013.

**Chaired Panel entitled “Improving Policing through Community Planning and Collaboration”** at the Annual Meeting of the Academy of Criminal Justice Sciences, Dallas, TX, March, 2013.

**Presented (with W. Fraher and J. Sheehan) “A Collaborative Effort to Address Multi-Jurisdictional Crime: The Passaic River Corridor Initiative”** at the Annual Meeting of the Academy of Criminal Justice Sciences, Dallas, TX, March, 2013.

**Presented (with M.M. Rubin, W. Fraher and J.J. Sheehan) “The Passaic River Corridor Project: A Multi-Jurisdictional Effort to Share Information”** at the Annual Meeting of the American Society of Criminology, Chicago, IL. November, 2012.

**Presented (with M.M. Rubin) “Criminal Activities of Youthful Offenders and Economic Conditions: Is There a Relationship?”** at the John Jay College of Criminal Justice Biennial International Conference “Global Perspectives of Justice, Security and Human Rights” in New York City. June, 2012.

**Presented (with S. Horwitz and C. Albert) the study “An Investigation into the Murders of Law Enforcement Officers in the First 75 Days of 2011 and Those who Committed the Crimes”** at the Annual Meeting of the Academy of Criminal Justice Sciences in New York City. March, 2012.

**Presented (with M.R. Haberfeld, S. Horwitz and C. Albert) “Factors and Correlates Influencing Murders of Police Officers in the Line of Duty”** at the Annual Meeting of the American Society of Criminology in Washington, D.C. November, 2011.

**Chaired Panel entitled “Police Reform in the Dominican Republic”** at the Annual Meeting of the American Society of Criminology, San Francisco, CA. November, 2010.

**Presented (with M.R. Haberfeld and W. LaRaia) “Police Reform in the Dominican Republic”** at the Annual Meeting of the American Society of Criminology in San Francisco, CA. November, 2010.

**Presented “Maritime Piracy: Trends and Countermeasures”** at the Annual Meeting of the American Society of Criminology, San Francisco, CA. November, 2010.

**Presented “Economic Correlates of Crime”** at John Jay College’s Ninth Biennial International Conference “Societies in Transition: Balancing Security, Social Justice and Tradition” in Marrakesh, Morocco. June, 2010.

**Presented “Maritime Attacks at the Horn of Africa: Terrorists in Yemen and Pirates in Somalia”** at the Annual Meeting of the Academy of Criminal Justice Science in San Diego, CA. February, 2010.

**Chaired Panel entitled “Terrorism in India, Pakistan, and Turkey”** at the Annual Meeting of the American Society of Criminology in Philadelphia, PA. November, 2009.

**Presented (with W. LaRaia) “The Siege in Mumbai: A Conventional Terrorist Attack Aided by Modern Technology”** at the Annual Meeting of the American Society of Criminology in Philadelphia, PA, November, 2009.

**Presented (with K.J. Barrett) “A Transnational Study of Police attitudes Towards the Use of Force”** at the Annual Meeting of the Northeastern Association of Criminal Justice Sciences in Newport, R.I. June, 2009.

**Presented “The Siege in Mumbai: A Conventional Terrorist Attack Aided by Modern Technology”** at the Annual Meeting of the Northeastern Association of Criminal Justice Sciences in Newport, R.I. June, 2009.

**Presented (with K.J. Barrett and M.R. Haberfeld) “A Comparative Study of the Attitudes of Urban, Suburban and Rural Police Officers in New Jersey Regarding the Use of Force”** at the Annual Meeting of the Academy of Criminal Justice Sciences in Boston, MA. March, 2009.

**Presented (with R. Culp) “Improving the Quality of Cross-National Police Crime Statistics”** at the Annual Meeting of the Academy of Criminal Justice Sciences, Cincinnati, OH. March, 2008

**Presented “Integrating Technology into Policing”** to a New York State Operation Impact Conference, Saratoga Springs, New York. January, 2008.

**Presented a paper entitled “The Comparability of International Crime Data Collections”** at the Annual Meeting of the American Society of Criminology in Los Angeles, CA. November, 2006.

**Presented “Comparing and Validating International Crime Data Collection: A review of recent efforts”** at the Annual Meeting of the Academy of Criminal Justice Sciences in Toronto, Canada. March, 2006.

**Presented (with M.R. Haberfeld) a paper entitled “Comparative Paradigms of Use of Force by the Police”** at the Annual Meeting of the American Society of Criminology, Toronto, ON. November, 2005.

**Panelist on a panel entitled, “Comparisons of Multicultural Policing”** presented at the City University of New York, John Jay College of Criminal Justice. October, 2005.

**Presented (with M. Rubin) “Cross-National Comparisons of Rape Rates: Problems and Issues”** at the Annual Meeting of the Academy of Criminal Justice Sciences, Chicago, IL. March, 2005.

**Presented (with M.R. Haberfeld) a paper entitled “Multinational Research on Use of Force by Police”** at the Annual Meeting of the American Society of Criminology, Nashville, TN. November, 2004.

**Plenary Speaker (“Demystifying International Crime Data”) at the Seventh Biennial Conference: International Perspectives on Crime, Justice, and Public Order, Bucharest, Romania.** June, 2004.

**Presented a paper entitled “International Crime Comparisons: Can It be done”** at the Annual Meeting of the Academy of Criminal Justice Sciences, Las Vegas, NV. March, 2004.

**Presented (with M.R. Haberfeld) a paper entitled “Comparative Use of Force”** at the Annual Meeting of the Academy of Criminal Justice Sciences, Las Vegas, NV. March, 2004.

**Organized and Co-Chaired an “International Criminal Data Conference”** sponsored by the John Jay College of Criminal Justice and the National Institute of Justice. This conference brought together representatives of the major collectors of crime data (United Nations, Interpol, the World Health Organization, Statistics Canada, and the Federal Bureau of Investigation, Uniform Crime Reports), some meeting for the first time, to compare how they collect data and to collaborate on data collection in the future. Also

involved were academics and representatives of organizations which rely on the data collected. New York City, March, 2004.

**Presented (with M.R. Haberfeld) a paper entitled “Multicultural Research on Use of Force by the Police -- A Selective View of Use of Force in America”** at the Annual Meeting of The American Society of Criminology, Denver, CO. November, 2003.

**Presented a paper entitled “International Crime Comparisons: What Do They Tell Us?”** at the United Nations Expert Meeting on the World Crime and Justice Report, 2004 – 2005, Turin, Italy. June, 2003.

**Presented (with M. Haberfeld, J. Domingo, and P. O’Hara) a paper entitled “Policing the Different DNAs of New York City – Education for Law Enforcement Leadership in a Multi-Cultural Community”** at the Annual Meeting of the Academy of Criminal Justice Sciences, Boston, MA. March, 2003.

**Discussant on a panel entitled “Education to meet the challenges of policing in multi-cultural environments: The NYPD Certificate Program at John Jay College of Criminal Justice”** at the Police Staff College, Bramshill, England. June, 2002.

**Presented a paper entitled “International Crime Comparisons: Can We Really Do This?”** as part of a panel on Understanding Crime: Research Approaches and Issues at the Sixth Biennial Conference, International Perspectives on Crime, Justice, and Order, London, England. June, 2002.

**Presented a paper entitled “International Comparisons of Crime Rates: What Do They Really Tell Us?”** as part of a panel on Methodical Issues in Criminal Justice Research at the Fifth Biennial Conference, International Perspectives on Crime, Justice, and Public Order, **University of Bologna**, Bologna, Italy. June, 2000.

**Organized and chaired a panel on “Ethics: A Law Enforcement View”** at a symposium entitled “Ethics: A Measure of Public Trust” for the Certified Public Managers Society of New Jersey, September, 1998 in Freehold, NJ.

**Invited speaker** at the US Department of Justice, Drug Enforcement Administration, Mid-Level Management Conference, October, 1998 in Wildwood, NJ. Topic: **“Strategic Planning and Management.”**

## **INTERNATIONAL POLICE INSTRUCTION**

**Developed and instructed a one and one-half day block of instruction in Developing Effective Police Strategies and Engaging the Community in Crime and Safety Issues** for Police Executives from the Uruguayan National Police at John Jay College of Criminal Justice, January, 2014.

**Developed and instructed a four hour block of instruction in Urban Drug Interdiction** presented to Police Executives of the Shandong Province Police Force, Peoples Republic of China at John Jay College of Criminal Justice, January, 2013.

**Developed and instructed five iterations of a one week “Police Leadership Course”** to members of the State Investigative and Protective Agency (SIPA) of the Republic of Bosnia Herzegovina in June and July, 2010.

**Developed and Instructed a Course on Strategic Leadership and Managing Change to Senior Police Managers** in Neum, Bosnia-Herzegovina, November, 2007.

**Developed and Instructed a Course on Police Leadership to members of the National Police of Bosnia-Herzegovina** in Sarajevo, Bosnia-Herzegovina, July, 2007.

**Developed and Instructed a Course on Police Leadership to members of the Croatian National Police**, in Zagreb, Croatia, April, 2007.

**Delivered lectures in Police Leadership to senior members of the command staff of the National Police of the Dominican Republic** at John Jay College of Criminal Justice, 2006.

**Delivered lectures on Criminal Investigation to investigators with the National Police of the Dominican Republic** at Police Headquarters, Santo Domingo, Dominican Republic, 2006.

**Instrumental in developing and delivering a course in Police Motorcycle Operation** to members of the Dominican Republic National Police, the Tourist Police (Politur), and the Transportation Police (AMET) during the summer and fall of 2006.

**Delivered a lecture in Crime Scene Investigation to a Senior Investigating Officer’s Course** at the National Center for Police Excellence (NCPE) in Wyboston, England, November, 2006.

## **OTHER SCHOLARLY ACTIVITIES**

**Guest Lecturer at Columbia University Graduate School of International and Public Affairs.** Presented a two hour lecture on “Managing Police Performance” for students attending a course Effective Management in the Public Service, April 24, 2012.

**Academic Advisory Board member for the book *Weapons of Mass Destruction and Terrorism*** authored by retired US Army Brig. Gen. Russell Howard and by James Forrest of the Combating Terrorism Center, West Point, NY. The book was published by McGraw-Hill Higher Education.

**One of four attendees representing the United States Department of Justice, Federal Bureau of Investigation at the “4<sup>th</sup> Milestones of a Global Campaign for Violence Prevention”** meeting sponsored by the World Health Organization at its headquarters in Geneva, Switzerland. September 17 – 18, 2009.

**One of five attendees representing the United States Department of Justice, Federal Bureau of Investigation at the “International Meeting on Crime Observatories: Access Crime and Produce Results Useful for the Community”**, hosted by the Chilean Ministry of the Interior at the headquarters of the Economic Commission for Latin America and the Caribbean (CEPAL), Santiago, Chile. March 19 – 25, 2009.

**One of five representatives on a delegation representing the United States Department of Justice, Federal Bureau of Investigation at a conference entitled “Meeting of the National Points of Contact on Combating Hate Crime”**, organized by the Organization for Security and Cooperation in Europe (OSCE) and its Office for Democratic Institutions and Human Rights (ODIHR), and held in Helsinki, Finland, June 16 – 17, 2008.

**Delegate to the “Istanbul Democracy and Global Security Conference”** hosted by the Turkish National Police, Istanbul, Turkey, June, 2007.

**Delegate to the “Istanbul Democracy and Global Security Conference”** hosted by the Turkish National Police, Istanbul, Turkey, June, 2005.

**Invited to and attended the Eleventh United Nations Congress on Crime Prevention and Criminal Justice, Bangkok, Thailand, April, 2005 as an “Expert on International Crime Trends”.**

**One of forty-five experts from 29 countries who collaborated on the research for and publication of the *World Crime and Justice Report*, published by the United Nations.** The report provides a review of the most recent developments in the field of global crime as well as highlight new and interesting areas of debate and research. The finalized report was presented at the United Nations 11<sup>th</sup> World Crime Congress in Bangkok, Thailand in April 2005.

**Project Staff member** on Seton Hall University’s Center for Public Service work entitled **“Essex County (NJ) Juvenile Justice Needs and Services Assessment (February, 1999)”**.

## **SIGNIFICANT ACCOMPLISHMENTS**

- Founded the **Institute of Public Safety Studies**, a joint effort between the Paterson Police Academy and the Passaic County Community College. Through this program law enforcement and other public safety professionals can earn an Associate Degree

in Criminal Justice regardless of their schedule. Over two hundred officers have availed themselves of this program since its inception in 1995.

- Was in the forefront of the drive to institute the **Drug Abuse Resistance Education (D.A.R.E.) Program** in the Paterson School System. Paterson's D.A.R.E. Program instructs approximately 5,000 students annually.
- Worked as the **Paterson Police Department's Grants Officer** and, as such, administered the acquisition and spending of over nine million dollars of Federal Law Enforcement Grant money.
- **Visiting Lecturer at the F.B.I. National Academy**, Quantico, Virginia on topics related to police training. Made presentations to the 166<sup>th</sup>, 168<sup>th</sup>, 170<sup>th</sup>, 171<sup>st</sup>, and 172<sup>nd</sup> Sessions of the National Academy.
- Included in the 5th Edition of **Who's Who Among America's Teachers, 1998.**
- Named **Alumni of the Year (2000)** by the William Paterson University Alumni Association.
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#### OTHER ACTIVITIES

October, 2013 to Present: **President, Tartan Consulting, LLC**, a consulting firm specializing in advising public safety organizations regarding organizational, deployment, training and hiring issues.

May, 2001 to Present: **John Jay College of Criminal Justice**, City University of New York. **Adjunct Instructor of Public Management**. Instruct in the **NYPD Leadership Program** which began in May, 2001. New York City Police Officers of all ranks attend this program, sponsored by the City Council of New York, to be trained in Police Leadership and Diversity. The program offers courses at both the graduate and undergraduate levels and has trained over 3,000 members of the NYPD.

Since September, 2005 I have been a core faculty member delivering instruction to the **New York State Law Enforcement Executive Institute**, instructing groups of 25 law enforcement executives from agencies throughout New York State. The Law Enforcement Executive Institute program is delivered in Albany as a joint effort of the New York State Division of Criminal Justice Services and John Jay College.

I have also been a core faculty member delivering instruction in Police Leadership and Crime Scene Investigation to members of the **National Police of the Dominican Republic**. These courses, developed by John Jay, are delivered to members of the National Police at John Jay's campus in New York as well at the Ministry of the Interior in Santo Domingo.

January, 1991 to 2010: **President, Public Safety Training & Testing, Inc.**, a consulting firm specializing in public safety and public employee training.

October, 1996 to 2010: **Treasurer, Board of Directors**, Fox Hollow Condominium Association, Mendon, Vermont.

### **PROFESSIONAL ASSOCIATIONS**

**Past Vice President, New Jersey Police Academy Director's Association.**  
**Former Commissioner, New Jersey Division of Criminal Justice, Police Training Commission**

Member, F.B.I. National Academy Associates.

Member, International Association of Chiefs of Police.

Member, American Society of Certified Public Managers.

Member, Academy of Criminal Justice Sciences

Member, American Society of Criminology