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#### **Education:**

- Doctor of Philosophy, Public Administration, Arizona State University, 2005. Broad area of study: Public Official Corruption, Public Policy Analysis, Organizational Behavior
- Master of Public Administration, Arizona State University, 1996 Area of study: Policy Analysis and Ethics.
- Bachelor of Science, Political Science/Business, Arizona State University, 1990
- Undergraduate Business Administration/Technology, Glendale Community College 1982-83
- Certification in Criminal Justice, Phoenix Community College, 1980

## **Law Enforcement Experience:**

Arizona Department of Economic Security: March 2016 to Nov. 23 2016

#### Chief Law Enforcement Officer:

The position had two roles, onboard a new security unit for the 130 DES offices statewide and oversee the criminal investigations unit with 20 sworn investigators.

Directly Supervised Staff 8 Staff Commanding 65

# Arizona Attorney General's Office:

2008 to February 2016

## Assistant Chief Agent:

As the Assistant Chief Agent I oversaw the growth of several units and increase in caseloads. My responsibilities included the direction and management of four highly specialized investigative units including statewide Forfeiture, statewide Health Care Fraud, all Southern Arizona operations, and all task force positions including counter-terror and various counter-narcotics groups.

A majority of these cases were large-scale, complex investigations that most municipal police agencies or sheriff's offices are ill-equipped to handle.

Directly Supervised Staff 10 Staff Commanding 35

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## Related duties in this job function:

- Member Financial Investigative Resources Group (FIRG).
  This group manages a \$3.5M fund to sponsor anti-money laundering cases which typically evolve into T-III investigations.
  The FIRG partnership consists of the AGO, Phoenix Police, AZ Department of Public Safety and the Department of Financial Institutions.
- Liaison and coordinator for several task force positions including:
  - AZ DPS Highway Interdiction Team two agents (grant funded)
  - o AZ HIDTA Meth Task Force two agents (grant funded)
  - o AZ HIDTA Tucson one agent (70% grant funded)
  - o FBI Joint Terrorism Task Force one agent
- ➤ Grant Writer: Between 2009 2016, I drafted and received approximately \$12M in grant funds for the AGO. Some of these grants were a group effort, and I am very proud to have been a member of such a successful team.
- Financial Remedies Section (FRS) has statutory responsibility for forfeiture in Arizona ARS§ 13-2312. As a result, I worked statewide to professionalize application forfeiture to augment criminal prosecutions. These efforts included education of detectives/agents statewide and their executives on the role and uses of forfeiture. These efforts also provided the opportunity for the AGO to harvest more forfeitures cases statewide. When this project was started, the FRS was opening under 20 cases a year. As of the fall of 2014, the average case opening is over 400 dropping slowly to 2016. To date, over five hundred investigators and law enforcement executives have attended the training.
- AGO Special Investigations Section staff, equipment, vehicle and policy improvement program. Over the course of my employment, we improved the number and quality of agents and staff. As part of the SIS executive team, we augmented the agents' capabilities with:
  - o Re-establishing ASU Criminal Justice internship program.
  - Higher quality agent recruitment preferably from internships.
  - o Technology, (several aspects) including the Spartan Project
  - Recruitment of Criminal Justice Interns
  - Cell Phone data capturing systems for Phoenix/Tucson (Cellbrite)
  - o Digital money counters for Phoenix and Tucson

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- Weapons and training improvements
- o Tasers
- Statewide digital encrypted communications (\$650K grant funded)
- Vehicles, including forfeited vehicles placed into use to save state funds.
- New policy development and implementation (in process)
- ➤ Physical Security for Attorney General Operations (except the private security company) including threat assessments and security for the Attorney General and threats to Attorney General staff members.

## Arizona State University Police Dept.: 1986 – 2008

Over 20 years of complex industrial security and police operations.

ASU has eight campuses in Arizona including over 250 buildings. Various assignments ranging from patrol, multi-jurisdictional task forces, supervisor, training officer, and instructor of multiple disciplines. Areas of assignment include nine years of management comprised of all aspects of administration and support units. My last assignment was the supervision of the administrative bureau which included Investigations, Training, Crime Prevention, Hiring, and Fleet.

- Industrial and educational physical security specialist with Crime Prevention Through Environmental Design (CEPTED) credentials and experience.
- o Responsible for selection and hiring for a 150 person agency.
- o Certified trainer in many disciplines including firearms.
- o Extensive Active Shooter training and preparation.

### **Academic Experience:**

Arizona State University, Instructor: 2017 to present

Arizona State University, Faculty Associate: 2005-2017

I currently instruct/ have taught the following classes:

- CRJ-419 Domestic Terrorism
- CRJ-598 Seminar in Domestic Terrorism
- CRJ-455 Police and International Terrorism
- CRJ-464 Organized Crime
- CRJ-456 Etiology of Martyrdom
- STS-364 National Security and Intelligence
- CRJ-302 & 303 Methods/Statistics for Criminal Justice

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- CRJ-260 The Police Function
- POS-260 Current Issues in International Politics
- POS-364 National Security and Terrorism
- CRJ-463 White Collar Crime
- CRJ-494 Environmental Crimes
- CRJ-230, Intro to policing
- CRJ-201 Crime Control Policies
- CRJ-100 Intro to Criminal Justice
- CRJ-512 Police Function and Management
- ETM-561/461 Homeland Security
- CRJ-505 Current Issues in Policing
- CRJ-555 Current issues in International Police and Terrorism
- CRJ-556 Etiology of Martyrdom
- POS-494 Current Issues in International Terrorism
- ETM 305 Emergency Management
- Every summer I co-direct with my wife a two-week counterterror and intelligence program in Israel through Arizona State University.
  - o This program covers:
    - Threat mitigation
    - Industrial security and intelligence
    - Threat neutralization
    - Emergency operations
    - Early warning systems

The program is offered to undergraduate and graduate students.

# <u>Louisiana State University, Academy of Counter-Terrorist Education:</u> Faculty Associate:

• Weapons of Mass Destruction Preparation-Response Instructor for the State of Arizona and Southwest United States.

#### **Professional Organization Membership**

- o International Association of Chiefs of Police (IACP)
- o Arizona Association of Chiefs of Police (AACOP)
- o National Association of Black Law Enforcement Executives (NOBLE)
- o American Society for Industrial Security (ASIS)
- Association of Threat Assessment Professionals (ATAP)
- o International Association of Fraud Investigators (IAFI)
- Association of Former Intelligence Officers (AFIO)
- o Arizona Forfeiture Association (AFA)
- International Association of Directors of Law Enforcement Standards and Training (IADELST)
- Arizona Criminal Justice Educators Association (AJEA)

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## **Professional Related Accomplishments**

- Highly experienced (>25 years) in academic environment governance and issues with residential and non-residential campus issues.
- Highly experienced with de-escalation of issues in the campus environment.
- Created, managed and mentored the Arizona Attorney General's ASU Internship program for over eight years.
- Assist with the selection of Interns working for various intelligence alliances.
- Founder of the ASU Counter-Terror study abroad program. This year the program celebrated its tenth year of introducing students into an internship type of program in Israel. Many of these students have went on to become interns for many federal and state agencies, and many are now halfway into their career in counter-terror, intelligence or private industry supporting the defense of our country and communities.
- I coordinated and supervised the assembly of a new (from the ground up) statewide and state of the art communications system for the AG's Office. This included drafting several grants being awarded (~\$650K) for the hardware.
- Regularly instructed at ALETA (now ALEA) Academy.
- Established operation orders for new jails and substations for MCSO. Designed and supervised the construction of two community outreach offices at ASU.
- Worked in Sheriff's Office planning and research on numerous programs and grants, was the primary criminal investigator for crimes within the jails.
- Participated in many undercover weapons and narcotics investigations including asset forfeitures.
- Recipient of numerous letters of commendation from the public, other police agencies, and the Maricopa County Attorney's Office.
- AZ POST Subject Matter Expert (SME) on numerous AZ POST topics. Helped develop new instructor training manuals for new instructors and basic training throughout Arizona. Presently contributing towards the education rather than training transition of AZ POST philosophy.
- AZ POST 'Train the Trainer' and facilitator/coordinator for General Instructor program.
- Coordinated and assembled numerous grants for the ASU Police Department and Arizona Attorney General's Office.
- Member of a very small team which received the prestigious ASU Presidential Unit Award which to date has been the only such award to ASU Police.
- Heavily participated in the 2004 Presidential debate security plan at ASU, I assembled two of the three operations for the debate and supervised one.
- Co-authored and presented a paper to the American Society of Public Administrators (ASPA) regarding Computer Terrorism/Fraud on University Campuses, in March 2001, in Newark, NJ. Our "best practices" model was highly publicized.

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- NIMS 100/200/700/800
- Instructor Award from Louisiana State University, Academy of Counter-Terrorist Education in Baton Rouge, LA, in August 2005, for the most students taught in 2004.
- Participated in two Super Bowl security planning events. With Super Bowl XXX I contributed heavily to the ASU planning and operation.

## **Computer Skills:**

Blackboard, Microsoft Word, Excel, PowerPoint, SPSS, SAS, Lotus, MS Works, MS Access, various graphics, cinema, and web rendering packages, Slideshow, Peachtree, NS Communicator, and extensive use of the Internet web developers and various browser programs. Limited experience programming languages, Basic, C, C+, Fortran, and Pascal.