

WORK EXPERIENCE

SANTA FE COLLEGE

2011-Present

- Police Department Chief of Police 2011-Present
- Emergency Manager 2014-Present
- Adjunct Instructor 2010-Present
 - Institute of Public Safety Basic Recruit Classes
 - Bachelors Program in Organizational Management
- Behavioral Intervention Team Chair 2011-2021
- Behavioral Intervention Team member 2011-Present

CITY OF GAINESVILLE

1985-2011

- Gainesville Police Department
 - Captain (Retired). Promoted 206
- Most Recent Duties: District Commander, Operations Bureau. Youth services such as Reichert House Youth Academy, Liaison to several community organizations, Management Bargaining Representative (FOP & PBA), Public Information
- Supervised up to approximately 115 personnel. Experience in community policing, supervisory work, youth services, critical incident management, football / special events incident management, crime prevention, public information, internal and criminal investigations, public information, and bicycle patrols.
- Previous Assignments: Operations District Commander or Executive Officer. Special Investigations and Narcotics Unit Commande, Internal Affairs, Union representative, Shift Commander, Squad Sergeant, Bicycle Unit Coordinator, In-Service Trainer, COPS Commander

CIVIC ACHIEVEMENT / ORGANIZATIONS - CURRENT

- Black on Black Crime Task Force Member 1995-Present
 - Steering Committee 2008
 - Secretary 1997
- Rotary
 - Downtown Gainesville Club #27554 Member 2009-Present
 - Gainesville Rotary Clubs Foundation Board of Directors 2014-Present
 - Executive Committee 2019-Present
 - Rotary on Pins Fellowship Chair/Founder 2016-Present
 - District 6970 Positions
 - Grants Committee 2020-2021
 - District Governor Appointment Committee 2019
 - District 6970 Area / Assistant Governor 2015-2019
 - Downtown Gainesville Club Board of Directors 2010-2015
 - President 2013-2014
 - Trivia Master 2012-2014, 2020-Current
- Florida Department of Law Enforcement (FDLE) 2018-Present
 - Basic Recruit Program Curriculum Advisory Committee
- International Association of Police Chiefs (IACP) 2008-Present
- Florida Police Chief's Association (FPCA) 2008-Present
 - Region 17 Director 2020-Present
- International Association of Campus Law Enforcement Executives 2011-Present
- Florida Design Out Crime Association (FI DOCA) 2007-Present
 - Vice Chair 2010-2013

- Board of Directors - At Large 2009-2010, 2013-Present
- Association of Threat Assessment Professionals (ATAP) 2012-Present
- National Behavioral Intervention Teams Association 2012-Present
- Campus Security Report – national periodical 2016-Present
<http://www.campussecurityreport.com/>
- Board of Advisors
- Association of Florida Colleges (AFC) 2011-Present
- Campus Safety Commission – Inaugural member 2015-Present
- Gainesville Police Retirees Association member 2011-Present
- Board of Directors 2016-Present
- Police Benevolent Association 1985-Present

CIVIC ACHIEVEMENT / ORGANIZATIONS - PAST

- Partners in Prevention of Substance Abuse (PIPSA) Coalition 2000-2011
 - Drug Summit Planning Committee 2000-2004
 - Program Subcommittee 2000-2004
 - Universal Subcommittee Chair 2001
- Keep Alachua County Beautiful Board of Directors 1996-2009
 - Executive Committee 2002-2009
 - Florida Great American Clean Up Steering Committee 1998-2009
 - Chair 2007
 - Public Places Coordinator 1998-2006
 - Executive Director Search Committee Chair 2002-2003
 - Graffiti Abatement Committee Chair 1996-2006
 - GatorNationals Recycling Ad Hoc Committee Chair 2006-2007
 - SW 13 Street Ad Hoc Committee Co-Chair 2001-2003
- Alachua County Coalition for the Homeless and Hungry 2005-2006
- Gator Muscle Car Association (GMCA Founder) 2005-2009
 - President 2005-2007
- Gainesville Ballet Theatre
 - Board Member at Large GatorNationals Chair 2006-2008
 - “Men in Black” Stage Crew 2004-2008
 - Crew and Set Coordinator 2006-2008
 - Corporate Sponsorship Co-Chair 2005-2007
- Sun Country Dance Theatre GatorNationals Chair 2009
- City of Gainesville Men’s Health Conference Steering Committee 2004-2009
- Northeast Florida Regional Domestic Security Task Force (RDSTF) 2002-present
- Kanapaha Middle School Band Boosters Email Coordinator 2001-2004
- Red Cross / American Heart CPR Instructor 1987-2004
 - First Responder CPR Certified 1987-Present
- Delta Upsilon Fraternity 1983-Alumnus
 - Alumni Chapter Advisor 1991-1992
 - Executive Vice-President 1984
- Muscular Dystrophy Association Executive Lock Up 2003
- Wiles Elementary School PTA Media / Public Relations Coordinator 2000-2001
- Weed and Seed Gainesville Federal Grant Steering Committee 1997-2001
- Alachua County Substance Abuse Policy Board 1998-2000
- Wiles Elementary School Advisory Council – Elected 1998-1999
- Wiles Elementary School Chess Club Volunteer/Coordinator 1995-1999
- Leadership Gainesville XXIV- Gainesville Chamber of Commerce 1997
 - LG Advisory Council 2011-2012
 - Kid Start Subcommittee Chair 1997
- The Gainesville Sun Sounding Board 1996-1997
- Big Brothers / Big Sisters of Greater Gainesville 1983-1992
- Urban Area Bicycle Advisory Board. County Commission Appointed 1988-1991

- Defenders of Wildlife 1985-1990
- Gainesville City Beautification Board. City Commission Appointed. Secretary 1985-1989
1988-1989

SPECIAL RECOGNITION / AWARDS

- Campus Safety, Health, and Environmental Management Assoc 2022
Innovations in Safety, Creating a Safety Culture” National Award
For Santa Fe College Building Safety Ambassador Program
One of 3 founders of the program
- EHS 2021
Innovations in Safety National Award
For Santa Fe College Building Ambassador Program
One of 3 founders of the program
- Santa Fe College 2020
Impact Award for Pandemic Response Actions
To Emergency Management Team
Which I chaired
- Santa Fe College 2020
You are Santa Fe Award Recipient
- Safe Campus Summit
Finalist – Department of the Year – 2nd Place
Outstanding Accomplishment in Student and Campus Safety
To Santa Fe College Police Department
- National Council for Home Safety and Security 2019
Named one of the Safest Colleges in America
To Santa Fe College
- International Association of Chiefs of Police 2016
Special Recognition – Community Policing
To Santa Fe College Police Department
- Florida Senior Games 2016
Racquetball – Silver Medalist
- Florida Crime Prevention Association 2015
Crime Prevention Unit of the Year
To Santa Fe College Police Department
- J. Ben Rowe Rotarian of the Year 2015
Rotary Club of Downtown Gainesville
- National Association of Student Personnel Administrators (NASPA) 2015
Best Practice in Prevention Activities Award
Campus Safety Knowledge Community
To Santa Fe College Threat Assessment and Management Team
Which I chaired
- Aspen Institute 2015
To Santa Fe College Rated #1 Community College in Nation
- League of Innovation 2013 & 2015
John and Suanne Roueche Excellence Awards
- International Association of Campus Law Enforcement Executives 2013
Inaugural Innovations in Community Policing Award
To Santa Fe College Police Department
- Florida Police Chiefs Association (FPCA) 2013
Rocky Pomerance Excellent in Policing Award
To Santa Fe College Police Department
- Gainesville Police Department Reichert House Youth Academy 2011
Legacy Award

- Certificate of Appreciation – Parris Island Summer Encampment 2010
 - International Association of Chiefs of Police (IACP) Community Policing Award – To Reichert House 2010
- International Association of Administrative Professionals Executive of the Year – Gainesville Chapter 2009
- Keep Alachua County Beautiful Great American Clean Up Special Recognition 2009
- Gainesville Police Department Distinctive Service Award 2007
 - Also have received Award of Excellence, Unit Citation, & Police Service Award
- Gainesville City Parks Star Volunteer Good Neighbor Award 2007
- Gainesville Ballet Theatre Volunteer of the Year 2006
- Florida Substance Abuse & Violence Prevention Leadership Award 2005
- TV20 Community Builder October, 2005
- Alachua County Volunteer of Year – Nominated 1998
- Florida Police and Fire Games Medalist – Racquetball & Track 1995, 1996, 1997, 2009
- City Beautification Board Contribution 1990
- “Florida Citizens Against Crime” Officer of Year - Nominated 1988
- Gainesville Police Officer of the Quarter Recipient Sept-Dec 1988, Jan-Mar 1987
 - Nominated three other times
- Alachua County Officer of Month Award May, 1987
- Ted Crom Distinguished Service Award 1985

EDUCATION

- University of Florida
 - Master of Education. Educational Leadership Major - May, 2003.
 - Bachelor of Science in Liberal Arts and Sciences - Psychology Major - December, 1984.
- Santa Fe Community College Institute of Public Safety Police Academy – May, 1985
- Also attended Wake Forest University and Broward Community College. Attained credits used toward Bachelor of Science.
- FBI Florida Executive Development Seminar (FEDS) 2011
- Florida Attorney General’s Office
 - Crime Prevention through Environmental Design (CPTED) Practitioner 2007
 - Crime Prevention Practitioner (CPP) 2006
- International Fitness Professionals Association (IFPA) Personal Fitness Trainer, Certification Number 25720. 2002-2005

PUBLISHED / PRESENTED

- Association of Florida Colleges (AFC) Campus Safety Symposium July 2022
 - Presenter
 - Building Safety Ambassador Program
- Association of Florida Colleges (AFC) May 2022
 - Panelist
 - Diversity, Equity, and Inclusion
- Campus Security Report September 2021
 - Author
 - CPTED Turns 50
- South African CCAP Conference August 2021
 - Co-presenter
 - Preventing Gender Based Violence

- Virtual Alumni Event for Kyrgyzstan: Rule of Law April 2021
Co-presenter
Response to Preventing Threat and Domestic and Gender-Based Violence
- Campus Crisis Management: A comprehensive guide for practitioners, 2nded Jan 2021
Contributor
- Federal Body Worn Camera Virtual National Meeting August 2020
Training and Technical Assistance panel member
Body Worn Cameras in Non-patrol Operations
- Federal Bureau of Justice Assistance Podcast April 2020
Training and Technical Assistance panel member
Body Worn Cameras in a University Setting
<https://bwctta.com/tta/podcasts/body-worn-cameras-university-setting>
- Campus Security Report & Disability Compliance in Higher Education March 2020
Periodicals Articles Interview: Run, Walk, or Roll with the Cops
- Florida Design Out Crime Association (FIDOCA) February 2020
Regional Seminar
Presenter – Top Tips for Creating a Safe Organizational Culture
- Florida Attorney General Crime Prevention Training Institute July 2019
Advanced School Resource Officer Class
Presenter – CPTED and Security for Schools
- International Association of Campus Law Enforcement Administrators January 2019
International Students and Safety
Co-presenter, Nationwide webinar hosted by IACLEA
- Gainesville Institute Community and School Safety Risk Assessment and Prevention October, 2018
Presenter – “Top Tips for a Safe Campus Culture”
- Florida Sheriff Institute Rural County School Resource Deputy Training August 2018
With the Florida Association of School Resource Officers (FASRO)
CPTED for Schools
Co-presenter
- State Attorney “BeYou” Forum August 2018
Collective presentations to University of Florida and High School Football athletes
Presenting on Social Media
- Florida Educational Facilities Planners Association (FEFPA) Conference July 2018
Crime Prevention through Environmental Design
Co-presenter, Featured Presentation
- Association of Florida Colleges (AFC) Campus Safety Symposium July 2018
Crisis in Communications Panel
Moderator / Presenter
- Federal Bureau of Justice Assistance May 2018
Body Worn Cameras: Beyond Patrol 2
Panelist / Presenter, national webinar
- Federal Bureau of Justice Assistance December 2017
Critical Importance of Body-Worn Camera Policy Development and Review
Panelist / Presenter, national webinar
- International Association of Campus Law Enforcement Administrators December 2017
Campus Public Safety, Law Enforcement, & Hybrids – Pros & Cons
Moderator / Panelist, national webinar
- Florida College Equity Conference October 2017
Campus Public Safety, Law Enforcement or Hybrid? Pros & Cons
Panelist / Moderator, Gainesville, FL
- Black on Black Crime Task Force October 2017
Body Worn Cameras
Co-presenter, Gainesville, FL
- Florida Attorney General Crime Prevention Training Institute August 2017
CPTED and School Security
School Resource Officer Advanced Training Class

- Presenter

 - Association of Florida Colleges Annual Campus Safety Symposium
Designing Safety on Higher Ed Campuses: A CPTED Primer
Presenter, Ocala, FL June 2017
 - International Association of Campus Law Enforcement Administrators
Annual Conference
"Body Worn Camera Programs – Top Tips for Implementation
Co-presenter, Milwaukee, WI June 2017
 - Alachua County Law Enforcement Annual Memorial
Keynote Speaker May 2017
 - National Center for Campus Public Safety (NCCPS)
Designing in Safety on Higher Education Campuses: A CPTED Primer
Co-presenter, National Webinar April 2017
 - Campus Security Report
"Florida public colleges unite under a Campus Safety Commission"
Brief based on submission December 2016
 - Campus Security Report
"Review 10 tips for creating safe campus culture"
Article based on co-presented webinar November 2016
 - International Association of Campus Law Enforcement Administrators
Topic: Top Tips for a Safe Campus Culture
"Times Talks 2" Co-presenter, Webinar August 2016
 - Florida Crime Prevention Training Institute Instructor
School Resource Officer – Advanced Training
Topic: CPTED for Schools
Part-time contract employee with Florida Attorney General's office July 2016
 - Association of Florida Colleges Campus Safety Symposium
Campus Safety Panel Discussion - Panelist July 2016
 - Student Affairs Professionals in Higher Education (NASPA)
"Comprehensive and Caring Response to Student Deaths"
Co-presenter, Webinar May 2016
 - Campus Security Report
"Design out crime on your campus with low-cost best practices"
Interviewed in a crime prevention feature April 2016
 - Association of Florida Colleges Campus Safety Commission Conference
Design out safety/design in crime – CPTED for Facilities
Co-presenter, Gainesville, FL April 2016
 - Florida College System Council of Business Affairs (COBA)
Front Line Safety for Human Resources Officials
Behavioral Intervention Teams & Top Tips for Creating a Safe Campus Culture
Co-presenter, Gainesville, FL January 2016
 - Florida College System Equity Conference
Creating a Culture of Safety: Top 10 Tips
Pasco-Hernando State College, Wesley-Chapel, FL
Presenter October 2015
 - Campus Security Report & The Successful Registrar
Wiley Periodicals Inc
Featured in both sister publications under Campus Safety & Leaders & Innovators
Interviewed September/October 2015
 - International Association of Campus Law Enforcement Administrators
Webinar to Colleges
"Ensuring Equity/Ensuring Safety"
Host & presenter September 2015
 - Association of Florida Colleges Student Development Commission Conference
Central Florida College, Ocala, FL
Understanding the Violence Against Women's Act May 2015

- Co-presenter

 - The President's Task Force Report on 21st Century Policing Final Report & Interim Report Cites Santa Fe College and the Santa Fe Police Department Contributing Organization May & March 2015
- Hillsborough Community College Tampa, FL March 2015
 - Report to Task Force studying transition to a police department
- Florida Design Out Crime Association Annual Seminar CPTED Solutions: Real World Problem Solving "Food Court – Inappropriate Behavior" Sarasota, FL January 2015
- National Behavioral Intervention Team Association (NaBITA) Annual Conference Steps to creating a No Trespass program Bonita Springs, FL November 2014
 - Presenter
- Association of Florida Colleges (AFC) Annual Conference "Front Line Safety / Front Line Service" "Student Development Commission Hot Topic: VAWA / SaVE" Destin, FL October 2014
 - Co-presenter in both
- Santa Fe College Threat Assessment Workshop "Trespass" June 2014
 - Presenter
- Florida Emergency Preparedness Association Annual Conference "Crisis on Campus: Behavioral Intervention Teams" Daytona Beach, FL February 2014
 - Co-presenter
- Association of Threat Assessment Professionals (ATAP) Webinar to Southeast Atlanta Chapter "Threat assessment and behavioral intervention teams in Higher education" Host and co-presenter January 2014
- The Florida Police Chief magazine Autumn 2013 Volume 37, Number 4 "Santa Fe College Police Department Gainesville, Florida" Author October 2013
- North Florida Annual FAVES Conference Florida Association of Veterans Education Specialists (FAVES) Santa Fe College Collegiate Veterans Society Veterans as Leaders "Engage and Eyes and Ears" Presenter, Gainesville, FL November 2014
September 2013
September 2012
- Florida Association of Campus Safety & Security Administrators Summer Training Conference – Threat assessment team training "Threat assessment on College and University Campuses" Co-presenter, Sarasota, FL July 2013
- Association of Florida Colleges Region II Conference "Workplace violence: Disruption, de-escalation, and the active shooter" Florida State College, Jacksonville, FL April 2013
 - Co-presenter
- Iwo Jima Trio – A Veteran's association group "Community policing and crime prevention" – Presenter Gainesville, FL April 2013
- Tampa Alcohol Coalition "Gainesville Bar/Club regulations" Co-presenter, University of Tampa, Tampa, FL January 2012
- The Florida Police Chief magazine September 2011

- Summer 2011 Volume 35, Number 4
 "Effective local legislation aids police in bars and entertainment districts"
 Author
- School Planning and Management magazine July 2011
 "Designing out crime in schools"
 Author
- Town & Gown, 2011 ITGA University / City relations conference June 2011
 Theme: Partnerships in actions
 "Great Gator neighbors: Ways to collaborate and legislate for positive town and gown relations"
 Co-presenter. Boulder, CO
- The Florida Police Chief magazine November 2010
 Autumn 2010 Volume 35, Number 1
 "The Gator Model: Celebrating large special events safely"
 Author
- Responsible Hospitality Institute September 2010
 Gainesville City Showcase Presenter to River Alliance District
 Co-presenter with Gainesville City Commissioner
 Ft Myers, FL
- Florida Crime Prevention Training Institute Instructor August 2010
 Crime Prevention Update / Technology Today Class
 Topic: Innovative crime prevention and handling pre-planned special events
 Part-time contract employee with Florida Attorney General's office
- Responsible Hospitality Institute June 2010
 Gainesville City Showcase Presenter & panelist
 Wash DC & Pittsburgh, PA
- International Association of Chiefs of Police May 2010
 Law Enforcement Information Management Conference
 Sharing leading practices and lessons learned in the application of fighting crime. One agency's approach Co-presenter
- Responsible Hospitality Institute May 2010
 Sociable City Webinar Coordinator & Co-presenter
 Designing out crime in entertainment districts: CPTED
- Responsible Hospitality Institute April 2010
 Gainesville City Showcase Webinar
- Delta Upsilon Fraternity UF chapter pledge initiation ceremony March 2010
 Keynote Speaker: "Respect, restraint, responsibility"
- The Police Chief Magazine January 2010
 "Crime prevention in environmental design: 40 years later"
 Feature article co-author
- International Multi disciplined approach to implementing CPTED conference January 2010
 "Crime prevention and CPTED in Titledown. Celebrating national college sports championships safely" presentation.
 Griffin Research Consultancy and National Institute of Crime Prevention
 Orlando, Florida
- Responsible Hospitality Institute November 2009
 Gainesville City Showcase & Panelist on Hospitality zone safety
 Presentations at national conference, Austin, Texas.
www.rhinetwork.org
- The Tactical Edge magazine. Fall 2009 edition. November 2009
 "Post-SWAT mitigation-Educating the community before and after the raid."
 Feature article author.
- Town & Gown, Best Practices in building university/city relations conference June 2009
 "Town and Gown in Titledown: Celebrating national college sports championships safely" presentation here and at numerous forums
 International Town and Gown Association www.itgaonline.org

- Murray State, Kentucky
<http://www.town-gown.net>
- Digital DU Online Fraternity Newsletter
 - “My Brother’s Keeper: What if a brother commits a crime?” November 2009
 - “My Brother’s Keeper: Spring break safety” March 2009
 - “My Brother’s Keeper: Designing out crime and designing in safety at your Delta Upsilon chapter house” February 2009
 - <http://www.deltatau.org>
 - Responsible Hospitality Institute
 - “The SAFE-T Kiosk – Innovative Crime Prevention” November 2008
 - RHINetwork.org Resources Best Practices Case Studies Electronically
 - http://www.rhiclearinghouse.net/RHICH_SearchCases.aspx
 - Florida Design Out Crime Association
 - “Crime Prevention through Environmental Design (CPTED) Practice and Use Survey” October 2008
 - Editorial and research assistance – Presented in numerous forums
 - <http://www.fldoca.com/meeting/CPTEDSurveyResults.pdf>
 - <http://www.e-doca.eu>
 - Gainesville Police Information Led Policing Workshop
 - “Community resources that enhance crime prevention and community policing” presentation August 2008
 - Gainesville, FL
 - Journal of Alcohol and Drug Education
 - “Winning isn’t everything: A case study of high-risk drinking the night of the 2006 national championship football game” August 2008
 - Volume 52, Number 2 Co-author
 - Responsible Hospitality Institute
 - “Innovative approaches to crime prevention in hospitality zones” September 2007
 - RHINetwork.org Webinar Series Archives
 - http://www.rhinetwork.org/webinar/policing/archive/crime_prevention_archived.htm
 - Florida Department of Transportation / Keep America Beautiful Workshop
 - “Working our Magic – Making Crime Disappear” Seminar October 2006
 - Gainesville, FL
 - National Domino’s Pizza Convention – “Campus Palooza”
 - Crime prevention & partnering with the community April 2005
 - University of Florida Reitz Union, Gainesville, FL
 - Weed and Seed Insites Magazine
 - “Reclaiming the Streets in Gainesville, Florida” Jan/Feb 2001
 - Volume IX, Number 1
 - US Department of Justice Office of Justice Programs
 - City of Gainesville Pathways (Employee Magazine)
 - Several Times
 - Contributor / Writer Several Local Publications