

<p><u>Education</u></p>	<p>Doctor of Philosophy <i>University of Georgia, Athens, GA (August 2006); Counseling and Student Personnel Services</i> <i>Dissertation Topic: "Facilities-Related Behaviors of Residence Life Professionals"</i></p> <p>Master of Education <i>University of Georgia, Athens, GA (May 1999); College Student Affairs Administration</i></p> <p>Bachelor of Arts <i>Emory & Henry College, Emory, VA (May 1997); Political Science and Mass Communications</i></p>
<p><u>Law Enforcement Work Experience & Recognition</u></p>	<p>Captain, Bureau of Employee Health, Standards, and Training <i>University of Georgia Police Department (January 2022 – Present)</i></p> <ul style="list-style-type: none"> ▪ Develop training to address current departmental needs and national trends ▪ Ensure compliance with state, USG, and state certification standards training requirements ▪ Provide oversight for the Georgia Association of Chiefs of Police state certification program ▪ Coordinate external state, regional, and federal training opportunities ▪ Provide professional development to current personnel regarding applicable case law ▪ Provide ongoing professional development to the training cadre ▪ Address training deficiencies and develop remediation plans to improve new officer performance ▪ Assist in various stages of the hiring process, including physical agility testing and applicant review boards ▪ Manage initial onboarding of newly hired sworn personnel to the agency <p>Captain, Uniform Patrol Division <i>University of Georgia Police Department (January 2021 – December 2021)</i></p> <ul style="list-style-type: none"> ▪ Served as commander of Uniform Patrol Division of 11 supervisors and approximately 50 employees ▪ Planned, assigned, supervised, and participated in programs and activities of patrol operations ▪ Analyzed traffic, crime, and complaint data to plan directed enforcement efforts ▪ Worked with Criminal Investigations Division Commander and personnel to address criminal activity ▪ Served as member of Student Care and Case Management Team ▪ Reviewed all use of force and vehicle pursuit documentation to ensure adherence to applicable state law and departmental policy ▪ Worked collaboratively with external partners for special event planning functions <p>Lieutenant, Uniform Patrol Division <i>University of Georgia Police Department (June 2018 – January 2021)</i></p> <ul style="list-style-type: none"> ▪ Served as patrol shift commander of up to 14 officers and supervisors ▪ Determined daily personnel assignments to meet university, departmental, and shift needs ▪ Reviewed investigation and arrest reports to determine proper disposition requirements ▪ Provided guidance and mentorship to shift personnel ▪ Oversaw and managed shift scheduling to meet departmental, training, and individual officer needs ▪ Managed payroll tracking and submission to appropriate administrative personnel ▪ Supervised work of personnel relating to criminal investigations and other offenses <p>Sergeant, Criminal Investigations Division <i>University of Georgia Police Department (January 2018 – June 2018)</i></p> <ul style="list-style-type: none"> ▪ Reviewed and assigned submitted cases for investigative follow-up ▪ Monitored progress related to ongoing investigations and day-to-day operations ▪ Approved and cleared investigative reports upon completion by investigators ▪ Assigned and monitored background investigations ▪ Maintained evidence integrity to include physical facilities and records management ▪ Compiled information for quarterly reports ▪ Maintained fleet vehicles and unit equipment

Sergeant, Training and State Certification*University of Georgia Police Department (May 2013 – January 2018)*

- Served as State Certification manager for Georgia Association of Chiefs of Police certification program
- Maintained oversight of departmental training management software
- Served as administrative manager of departmental policy and procedure manual
- Assisted in development and scheduling of departmental training to meet Georgia POST requirements
- Developed informational presentations for other departmental units to assist in certification process
- Developed and distributed training materials regarding current case law and legal issues
- Served as Coordinator for Traffic Management during University of Georgia home football games
- Assisted in the maintenance and care of departmental pistol/rifle/EOD range

Sergeant, Uniform Patrol Division*University of Georgia Police Department (April 2011 – May 2013)*

- Set vehicle and patrol assignment for patrol officers
- Relayed and explained special orders and information
- Observed field performance of officers
- Inspected equipment and appearance of patrol officers
- Supervised patrol personnel in preparation and maintenance of records
- Reviewed and approved records and reports submitted by patrol officers
- Served as shift supervisor in the absence of patrol lieutenant
- Received and investigated citizen complaints regarding department personnel
- Assessed professional development and training needs of shift personnel
- Served as member of departmental ATV unit during home football games and other special events

Corporal, Criminal Investigations Division*University of Georgia Police Department (June 2010 – April 2011)*

- Served as primary investigator during criminal investigations
- Served as on-call investigator to assist in after-hours incident management
- Conducted interviews and interrogations of witnesses and suspects during criminal investigations
- Assisted with dignitary protection responsibilities
- Served as training officer for new officers during the criminal investigations training phase
- Served as resource for patrol officers

Officer/Corporal, Uniform Patrol Division*University of Georgia Police Department (July 2008 – June 2010)*

- Served as field training officer for probationary officers through various patrol division phases
- Conducted foot and vehicle patrols of designated campus areas
- Responded to calls and complaints involving incidents related to fire, traffic, or persons crimes
- Conducted investigations of criminal activities by identifying and collecting evidence
- Investigated traffic accidents and performed traffic control functions
- Prepared and maintained necessary reports and records

Higher Education Work Experience**Area Coordinator***University of Georgia Department of University Housing (June 2001 – July 2008)*

- Coordinated a co-educational residential community of four residence halls and 700 students
- Supervised management of community occupancy information, key control, and mail distribution
- Recruited, selected, trained, supervised, and evaluated approximately 30 professional, graduate, and undergraduate residence life staff members
- Served as judicial hearing officer during formal conduct hearings related to code of conduct violations
- Developed educational judicial sanctions to promote ethical and moral development of students
- Served as administrative panel member for formal University Judiciary hearings
- Developed short- and long-range maintenance improvement plans with facilities staff
- Compiled and developed community and committee information for use in departmental annual report
- Served rotating weekend duty for 20 residence halls (approximately 7,000 students)
- Provided ongoing community-based training to supplement and enhance departmental training
- Oversaw decommissioning process of a 250-bed residence hall
- Maintained professional development and student programming budget

Adjunct Assistant Professor

University of Georgia College of Education (October 2006 – July 2008)

Interim Assistant Dean of Students

University of Georgia Office of Judicial Programs (September 2006 – December 2006)

- Received, investigated, and adjudicated alleged student-related misconduct cases
- Managed case assignments, administrative dispositions, and assignments of Administrative Hearing Panel members for all formal conduct hearings
- Served as liaison between the Office of Judicial Programs and other departments including but not limited to the University of Georgia Police Department, the Athens-Clarke County Police Department, the Office of Greek Life, University Admissions, and University Health Services
- Oversaw Dean’s Certification process

Residence Life Coordinator

Kansas State University Department of Housing and Dining Services (June 1999 – May 2001)

- Managed co-educational residence hall of approximately 650 students and convenience store
- Recruited, hired, trained, supervised, and evaluated staff of one Graduate Assistant, ten Resident Assistants, one Multicultural Assistant, and 18 Community Assistants
- Trained and advised hall governing board and judicial board
- Oversaw all aspects of student occupancy within the building
- Responded to crisis situations working with outside agencies when appropriate
- Maintained social/educational programming budget of approximately \$14,000 and staff development/programming account of approximately \$1,200

Graduate Hall Director

University of Georgia Department of University Housing (August 1998 – May 1999)

- Managed co-educational residence hall of approximately 500 students
- Hired, trained, supervised, and evaluated staff of nine Resident Assistants
- Served nightly duty rotation supervising six residence halls (approximately 1,300 students) responding to crisis situations working with outside agencies when appropriate
- Advised hall council and monitored budget of approximately \$6,000

Summer Conference Coordinator

University of Georgia Department of University Housing (June – July 1997 and 1998)

- Supervised 12 Conference Hosts and Desk Assistants
- Coordinated payroll for Desk Assistants and lifeguard staff
- Managed conference visitors, including linen distribution and conference billing for five residence halls

Administrative Graduate Resident

University of Georgia Department of University Housing (August 1997 – June 1998)

- Supervised two, 24-hour community desks, 30 Desk Assistants, and community recycling staff members
- Served nightly duty rotation supervising six residence halls (approximately 1,300 students)
- Trained and advised community judicial board

Teaching Experience**Campus Environments**

University of Georgia (Spring Semester 2017 and 2019)

- One credit hour, master’s level seminar

College Student Ecology

University of Georgia (Spring Semester 2008)

- Three credit hour, master’s level course

Paraprofessional Helping Strategies

University of Georgia (Spring Quarter 1998, Fall Semester 2001 – Spring Semester 2006)

- Two credit hour, undergraduate level course

College Student Affairs Interventions

University of Georgia (Fall Semester 2003)

- Three credit hour, master’s level course

Guidance for the Paraprofessional

Kansas State University (Spring Semester 1998)

- Three credit hour, undergraduate level course

<u>Certifications</u>	<p>Certificate of Diversity and Inclusion <i>University of Georgia Office of Institutional Diversity & Strategic University Initiatives (October 2022)</i></p> <p>Crisis Hostage Negotiations – Levels I, II, and III <i>Institute of Police Technology and Management (July 2011, April 2013, and September 2019)</i></p> <p>Advanced Law Enforcement Rapid Response Training Instructor – Level I <i>ALERRT/Texas State University (June 2016)</i></p> <p>Tactical Medicine/Self-Aid/Buddy Aid Instructor <i>North American Rescue (June 9, 2014)</i></p> <p>LASER Speed Measurement Instructor <i>Georgia Public Safety Training Center (May 23, 2014)</i></p> <p>DUI Detection and Standardized Field Sobriety Testing Instructor <i>Georgia Public Safety Training Center (January 31, 2014)</i></p> <p>General Instructor <i>Georgia Public Safety Training Center (August 30, 2013)</i> <i>Developed Topic: “Single Officer Response to Active Threat Incidents”</i></p> <p>Managerial Certificate <i>Georgia Peace Officer Standards and Training Council – (January 2013)</i></p> <p>Certified Peace Officer <i>Georgia Public Safety Training Center; Regional Police Academy – Athens (October 10, 2008)</i></p>
<u>Awards, Recognition, and Additional Responsibilities</u>	<p>University of Georgia Police Department Crisis Negotiations Team <i>Team Commander, 2016 – Present</i> <i>Team Member, 2009 - Present</i></p> <p>2017 Law Enforcement Officer of the Year <i>The Mitchel Fields Post #2872, Veterans of Foreign Wars</i></p> <p>2017 Recognition for Outstanding Contribution to the Field of Law Enforcement <i>Athens Rotary Club</i></p> <p>Command Staff Award <i>University of Georgia Police Department</i> <i>2009, 2010, 2013 - 2016</i></p> <p>Excellence In Marksmanship Award <i>University of Georgia Police Department</i> <i>2012, 2014, 2016, 2017, 2019, and 2020</i></p>