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RÉSUMÉ

CURRENT POSITIONS

Consultant and Trainer on Workplace Violence Prevention

Adjunct Professor in Public Administration and Criminal Justice

Additional Position: Faculty Advisor, Union Institute and University

EDUCATION AND CREDENTIALS

- Master of Public Administration, University of Southern California, 1976
- Bachelor of Arts Degree, Criminal Justice, California State University, Sacramento, 1974
- Community College Full Service Teaching Credential, Administration of Justice and Public Administration
- Graduate of the FBI Hostage Negotiation School, Quantico, Virginia
- Expert Examiner, California State Personnel Board, 9 years. Personnel selection expertise due to years of experience with the State Personnel Board chairing Qualification Appraisal Interviews (QAPs) for various positions with the State of California

CAREER HISTORY

- February 2006 – Present: Adjunct Professor in Public Administration and Criminal Justice as well as Faculty Advisor, Union Institute and University.

Duties and responsibilities:

- Adjunct duties involve distance teaching on various public administration and criminal justice courses
- Faculty Advisor duties include mentoring, degree planning and assisting students

- 1996 – Present: Trainer and Consultant, Critical Incident Associates

Duties and responsibilities:

- **Extensive presentation experience** across the country to include two foreign venues
 - Kobe, Japan, 1999: Presentation before United Nations World Health Organization, Global Symposium on Violence and Health on the issue of workplace violence awareness and prevention
 - Calgary Alberta Canada, 1999: Presentation before the Royal Canadian Mounted Police as well as Provincial and local law enforcement
- **Subject matter expert – Workplace Violence, School Violence, Hostage Situations and general law enforcement issues** for such national media

- organizations as Fox News, ABC News, The History Channel, A&E Investigative Reports, Geraldo at Large (Geraldo Rivera), etc.
- **Authorship and contributions to numerous articles** on organizational violence prevention and domestic violence awareness for such national-level publications as Human Resource Executive Magazine, HR Magazine and numerous business journals
 - **Interaction with high-level management personnel** within the public and private sector
 - **Assisting organizational decision** makers in the establishment and implementation of organizational policies and procedures on organizational violence prevention
- 1971-2002: Law Enforcement, Sacramento Police Department (31 years as a sworn Peace Officer)
 - 1976-2002: POLICE SUPERVISOR (SERGEANT), Patrol Division, 26 years experience

Duties and responsibilities:

 - General supervision of police personnel in the field
 - Review of reports
 - Conduct of first-level internal investigations
 - Conduct of community meetings and interaction with community leaders
 - 1985-2002: SENIOR HOSTAGE NEGOTIATOR, 16 years (Concurrent with Police Supervisor position)
- Duties and responsibilities:
- The peaceful resolution of hostage takings and barricaded subject cases
 - Providing training to other hostage negotiators
 - Providing training to first responders of critical incidents in the field
 - Numerous awards were received for my accomplishments (listed under Awards and Commendations)
- 1971-1976: Police Officer, Undercover Investigator, Detective, Research and Development
- Duties and responsibilities:
- As a police officer, I conducted general patrol duties in a marked police vehicle and conducted initial investigations of criminal offenses and made arrests of violators
 - As an undercover investigator, I conducted surveillances and covert investigations of drug and narcotics violations, served search warrants and made arrests.
 - As a detective, I conducted follow up investigations in the field to include the preparation of search warrants. I also became a search warrant instructor.
 - **Special Note: As my case organizational skills became known, I was asked to organize the investigative case package in the arrest of Lynnette 'Squeaky' Fromme in September 1975 for the attempted assassination of President Gerald Ford. The case involved flow-charting a relatively complex set of events.**
 - As a Research and Development Officer, I authored and modified numerous police policies and procedures.

- Expert Examiner, California State Personnel Board, 9 years
- Duties and responsibilities:
 - Interview of candidates for various positions with the State of California
 - Extensive interview experience
 - Orientation of interview panel members
- 1964-1968: Sergeant, United States Marine Corps, 1st Recon Battalion, 1st Marine Division, 19-month tour of duty in Vietnam, four-year enlistment

SPECIALIZED TRAINING AND EXPERTISE

- Command and Control of Critical Incidents for law enforcement watch commanders
- Search Warrant Preparation for law enforcement investigators
- Command and Control of Hostage and Barricade situations
- Workplace Violence for Managers and Supervisors
- Workplace Violence for Employees
- Domestic Violence in the Workplace
- Sexual Harassment Awareness and Prevention for managers and supervisors
- Hostage Survival, a course designed to increase survivability in hostage situations
- First Responders to Hostage Situations, for law enforcement, military and security professionals

AWARDS AND COMMENDATIONS

1990: Office of the California Attorney General, Certificate of Commendation
 1991: Sacramento Police Department, Letter of Commendation
 1992: Sacramento Police Department, Certificate of Appreciation
 1992: Sacramento Police Department, Certificate of Commendation
 1997: Sacramento Police Department, Distinguished Service Medal
 1997: Office of California Lieutenant Governor, Letter of Recognition
 1997: California Legislative Assembly, Certificate of Appreciation

SPEAKING ENGAGEMENTS

INTERNATIONAL VENUES

- Speaker and Plenary Session Moderator, "Workplace Violence, The American Experience," Global Symposium on Violence, UNITED NATIONS WORLD HEALTH ORGANIZATION, Kobe Centre for Health Development (Kobe, Japan, 1999)
- Speaker, "Workplace Violence and the Critical Incident Negotiator," Sponsored by the Canadian Hostage Negotiators Association, the Royal Canadian Mounted Police, the Calgary Police Service and attended by local Law Enforcement Constables throughout all Canadian Provinces (Calgary, Alberta, Canada, 1999)

NATIONAL MEDIA APPEARANCES

- Contributing expert to Geraldo at Large, "Laredo Texas Border Kidnappings" – December 19, 2006
- Contributing expert to the History Channel Contributing expert - "The History Channel, "Shootout", SWAT and Hostage situations (Aired September 27, 2005)
- Contributing expert to the Milwaukee Journal Sentinel - "Church official calls killing spree a 'satanic' act," quoted in article by staff writer Steve Schultze in the aftermath of a church shooting. Milwaukee, Wisconsin (March 17, 2005)

- Guest and contributing expert for Fox News - "The Big Story with John Gibson" - an interview of Larry Chavez by Judge Andrew P. Napolitano regarding "Ashley Smith, the woman responsible for the surrender of Brian Nichols following the Atlanta Courthouse shootings - how did she survive?" New York, New York (Aired March 14, 2005)
- Guest and contributing expert for KFAX Radio - "Workplace Violence Today", "The Meridian, Mississippi Incident" Phoenix, Arizona (Aired July 18, 2003)
- Guest and contributing expert for MSNBC News - National Television, "The Meridian, Mississippi Incident" New York, New York (Aired July 8, 2003)
- Guest and contributing expert for Fox News Network - National Television, "The Washington DC Sniper" Washington, DC (Aired October 24, 2002)
- Featured guest, "The A & E Channel, Investigative Reports," with Bill Kurtis, Chicago, Illinois, "Special on Workplace Violence" (Aired March 5, 2001)
- Featured guest, "The Queen Latifah Show," New York, "Special Focus on Workplace Violence" (Aired April 18, 2001)
- Guest and contributing expert, "The O'Reilly Factor," Fox News Network, New York, New York an interview in the aftermath of the Wakefield, Massachusetts workplace violence massacre (Aired December 28, 2000)
- Guest and contributing expert, "The Inside Track," Gayle Fee & Laura Raposa, WTKK 96.9 FM Talk Radio, Boston, Massachusetts" an interview in the aftermath of the Wakefield, Massachusetts workplace violence massacre (Aired December 27, 2000)

U.S. SPEAKING ENGAGEMENTS

- Speaker, Training Sessions (multiple) National Aeronautics and Space Administration (NASA), (Cape Kennedy, Florida, May 2008)
- Speaker, Training Session, National Aeronautics and Space Administration (NASA), (Cape Kennedy, Florida, November 30, 2007)
- Speaker, Training Session, U.S. State Department, Diplomatic Security Service (New Orleans, Louisiana, October 12, 2007)
- Keynote Speaker, Training Session, Murray Insurance, (Harrisburg, Pennsylvania, October 10, 2007)
- Keynote Speaker, Community Symposium on Workplace Violence Prevention (Springfield, Missouri, March 22, 2006)
- Guest Speaker, "Workplace Violence 101", Fred Finch Youth Center, Management and Supervisory Staff Training (Oakland, California, November 3, 2005)
- Guest Speaker, "Workplace Violence 101", Santa Clara County, Annual Safety Seminar, Santa Clara Convention Center (Santa Clara, California, October, 2005)
- Guest Speaker and Trainer, "Workplace Violence 101", Professional Community of St. Louis, Sponsored by Quest Management Consultants (St. Louis, MO, February 1, 2005)
- Speaker and Trainer, "Workplace Violence 101", Harris-Moran Seed Company, Inc., Training for Managers and Supervisors, (Modesto, California, December 8, 2003)
- Speaker and Trainer, "Workplace Violence 101", (3 training sessions) Northern California Presbyterian Services, Training sessions for Managers and Supervisors,
 - Greenbrae, California, October 2, 2003
 - San Francisco, California, October 7, 2003
 - Portola Valley, California, October 15, 2003
- Speaker and Trainer, "Workplace Violence 101", (6 training sessions) U.S. Navy, Naval Logistics Facility, Philadelphia, Pennsylvania, June, 2003
- Training sessions for Managers, Supervisors and Employees, (Philadelphia, Pennsylvania, June 4, 5 & 6, 2003)
- Speaker and Trainer, "Workplace Violence 101", (4 training sessions) U.S. Naval Facility, Training for Managers, Supervisors, and employees (Mechanicsburg, Pennsylvania, June 2 & 3, 2003)
- Featured Speaker, "Workplace Violence 101", Hosted by Ten Broeck Hospital in cooperation with the Louisville Business and Professional Communities, (Louisville, Kentucky, May 22, 2003)

- Guest Speaker, "10 Things Healthy Organizations do to Address Workplace Violence", Hosted by the Sacramento Chapter of the American Society of Safety Engineers in cooperation with the California Chamber of Commerce, (Sacramento, California, May 13, 2003)
- Speaker and Trainer, "Workplace Violence 101", Training Session for Security Personnel, (Long Island, New York, November 7, 2002)
- Speaker and Trainer, "Workplace Violence 101", Naval Investigative and Security Services, Training for Managers and Supervisors, (Mechanicsburg, Pennsylvania, October 22-23, 2002)
- Speaker and Trainer, "Workplace Violence 101", Community Memorial Hospital, Training for Managers and Supervisors, (Ventura, California, October 14, 2002)
- Speaker and Trainer, "Workplace Violence 101", ACCO Corporation, Training for Managers and Supervisors, (Chicago, Illinois, February 6, 2002)
- Speaker and Trainer, "Workplace Violence 101", U.S. Department of Veterans Affairs, Training for Managers and Supervisors, Veterans Building, (Austin, Texas, September 18, 2001)
- Keynote Speaker, "Workplace Violence 101", Santa Clara County, Annual Safety Seminar, Santa Clara Convention Center (Santa Clara, California, September 13, 2001)
- Speaker, "Workplace Violence 101", Hispanic-American Police Command Officers Association, National Conference, (Sacramento, California, August 22, 2001)
- Speaker, "Workplace Violence 101-Awareness for Supervisors", California State Department of Mental Health, Threat Assessment Team Training, (Sacramento, California, July 23, 2001)
- Speaker, "Workplace Violence 101-Awareness for Supervisors", CalTrans District 7, Supervisors Training Conference (Pomona, California, June 19, 2001)
- Speaker, "Workplace Violence 101", Refugee Crime Prevention 2001 Conference, California Department of Social Services, Southern Region (San Diego, California, May 3, 2001)
- Speaker, "Workplace Violence Prevention Workshop", Tier Two Training for Managers and Supervisors, Devereux Foundation, (Houston, Texas, April 27, 2001)
- Speaker, "Workplace Violence Prevention for Managers", Special Workshop on Workplace Violence Prevention (Ontario, California, April 23, 2001)
- Speaker, "Workplace Violence Prevention for Managers", City of Reno, Special Training Session for executives, managers and supervisors (Reno, Nevada, April 18, 2001)
- Speaker, "Workplace Violence Prevention for Managers", Stream International, Special Training Session for International Facilities Managers (Canton, Massachusetts, March 20, 2001)
- Speaker, "Workplace Violence Prevention for Managers", U.S. Department of Veterans Affairs, Special Training Session (Washington, D.C., March 1, 2001)
- Speaker, "Workshop on Workplace Violence Awareness", Boston Park Plaza Hotel, (Boston, Massachusetts, February 2001)
- Speaker, "Workshop on Workplace Violence Awareness", Workplace and School Violence Training, California Department of Social Services (Sacramento, California, November 2000)
- Speaker, "Workplace Violence and Campus Law Enforcement", International Association of Campus Law Enforcement Administrators, Training Conference (Boston, Massachusetts, June 2000)
- Speaker, "Workplace Violence Prevention for Managers", California Department of Food and Agriculture, Special Training Session (Sacramento, California, August 2000)
- Speaker, "Workplace Violence Prevention for Managers", U.S. Department of Veterans Affairs, Special Training Session (Philadelphia, Pennsylvania, August 2000)
- Speaker, "Workplace Violence Prevention for Managers", Seminar on Workplace Violence Awareness and Prevention, Special Training Session (Washington, D.C., August 2000)
- Speaker, "Workplace Violence and Threat Assessment", California Department of Food and Agriculture, Special Training Session (Sacramento, California, August 2000)
- Speaker, "Workplace Violence Awareness and Prevention", VPPPA, Annual Training Seminar (Seattle, Washington, August 2000)
- Speaker, "Workplace Violence Awareness", U.S. Defense Contract Management Agency, Special In-Service Training Session, (Bellevue, Washington, August 2000)
- Speaker, "Workplace Violence Awareness", U.S. Department of Agriculture, Special Management Training Session, (Reno, Nevada, May 2000)

- Speaker, "Workplace Violence Awareness", Regional Seminar on Workplace Violence Awareness for Managers and Supervisors, (Reno, Nevada, May 2000)
- Speaker, "Workplace Violence Awareness for School Officials", California Association of Educational Office Professionals, Annual Training Conference, (San Jose, California, April 2000)
- Speaker, "Workplace Violence Awareness", Special Training Seminar, (Concord, California, 2000)
- Speaker, "Workplace Violence and the Responsibility of the Manager and Supervisor", Packard Bell-NEC, Training Seminar for Managers and Supervisors (Sacramento, California, 1999)
- Speaker, "Workplace Violence and the Security Professional", for the American Society for Industrial Security (A.S.I.S.) (Sacramento, California, 2000)
- Speaker, "Workplace Violence and the Responsibility of the Manager and Supervisor", Training Seminar for Managers and Supervisors (Tempe, Arizona, 1999)
- Speaker, "Workplace Violence and the Critical Incident Negotiator", Sponsored by the Texas Association of Hostage Negotiators and the Federal Bureau of Investigation, attended by crisis negotiators from throughout the southern states (Dallas, Texas, 1999)
- Speaker and Panel Member, "Workplace Violence", Central Contra Costa County Employer Advisory Council, (Hilton Hotel, Concord, California, 1999 and 2000)
- Speaker, "Workplace Violence", Regional Community Policing Institute, (Doubletree Hotel, Sacramento California, 1999)
- Speaker, "School Violence," Symposium on School Violence, Sacramento City Unified School District (Doubletree Hotel, Sacramento, California, 1999)
- Speaker, "Workplace Violence", Joint Training Session, Sacramento Housing and Redevelopment Agency (Sacramento, California, 1999)
- Speaker, "Workplace Violence", Joint Training Session for Managers and Supervisors, United States Department of Energy (Folsom, California, 1999)
- Speaker, "Command and Control of Hostage Situations" and "Workplace Violence", Western States Hostage Negotiators Association Seminar (Doubletree Hotel, Seattle, Washington, 1999)
- Speaker, "Workplace Violence", Training Session for Municipal Employees, City of Oakland (Oakland, California, 1999)
- Speaker, "Megan's Law," Safety Stand Down, California Department of Transportation (CalTrans) (Sacramento, California, 1999)
- Speaker, "Workplace Violence Awareness", Sacramento Housing and Redevelopment Agency (Sacramento, California, 1999)
- Speaker, "Workplace Violence", California Crime Prevention Officers Association, Annual Seminar, (Doubletree Hotel, Sacramento, California, 1999)
- Speaker, "Workplace Violence Awareness", City of Sacramento, Staff of Elected Officials (Sacramento, California, 1999)
- Speaker, "Workplace Violence Awareness", City of Newark (Newark, California, 1999)
- Speaker, "Workplace Violence Awareness and Hostage Survival," Inland Area Personnel Managers Association (Riverside, California, 1998)
- Speaker, "Hostage Survival," Staff Training Symposium, Head Start Program (Sacramento, California, 1998)
- Speaker, "Workplace Violence Awareness for Managers", The Safety Center, A National Safety Council Affiliate (Red Lion Hotel, Sacramento, California, 1999)
- Speaker, "Workplace Violence Awareness", Safety Standdown, California Department of Transportation (CalTrans) (Sacramento, California, 1996)
- Trainer, "Defusing Hostile or Dangerous People," Multiple Special Training Sessions, Sacramento Police Department (Sacramento, California, 1995)