2015 IACP Annual Conference Preview Edition

The Smaller Law Enforcement Agency Technical Assistance Program invites you to participate in the 14th Annual Smaller Agency Certificate Track at the 122nd IACP Annual Conference in Chicago, Illinois. The track workshops focus on practical solutions to the unique challenges facing the smaller agency executive.

Sessions feature presenters who are familiar with the challenges of leading a small law enforcement agency. The workshops will provide a variety of innovative, tactical and leadership solutions.

First-time attendees can take advantage of a special discounted rate of 15% off of the IACP Member registration rate. For those interested in a shorter stay at conference, 1-Day and 2-Day passes are also available, which provide access to the general assemblies, workshops, networking, and the Exposition Hall.

We invite all conference attendees to meet the Smaller Agency Program staff during the Smaller Agency Certificate Track in Room W190A on the first floor of McCormick Place West.

For more information on the track, onsite handouts, PowerPoint presentations, and additional resources, visit the Smaller Agency Program website. In this conference preview edition of Big Ideas, you will find everything you need to know about the Smaller Agency Certificate Track—the track schedule, workshop descriptions, and presenter biographies—to help you gain the most benefit from your attendance.

Use Equitable Sharing Funds to Register
Did you know? It is permissible to use Department of Justice Equitable Sharing Funds for a Chief of Police or other law enforcement personnel to attend the IACP Annual Conference, provided the cost is ordinary, necessary, reasonable and consistent with the applicable per diem rules for the agency. For more details contact the U.S. Department of Justice, Asset Forfeiture and Money Laundering Section at AFMLS.aca@usdoj.gov.

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The 2015 IACP Annual Conference will be held Saturday, October 24 through Tuesday, October 27. All Smaller Agency Certificate Track workshops will take place on the first floor of McCormick Place West in room W190A.

Saturday, October 24th

8:00 AM - 9:30 AM -- Selection Processes for All Circumstances: Finding the Right Fit
10:00 AM - 12:00 PM -- Academy to Promotion: Encouraging Officers to Train in Smaller Agencies
1:00 PM - 3:00 PM -- Bridging the Generation Gap through Leadership and Communication
3:30 PM - 5:00 PM -- Opening Ceremony (Skyline Ballroom)

Sunday, October 25th

8:00 AM - 9:30 AM -- Comprehensive Threat Assessments in a University Setting – A Case Study
10:00 AM - 12:00 PM -- How to Improve Employee Morale and Build Commitment in Smaller Agencies
1:00 PM - 2:00 PM -- Grant Writing Fundamentals for Smaller Agencies
2:30 PM - 3:30 PM -- The Role of Law Enforcement in Domestic Violence Fatality Review

Monday, October 26th

8:00 AM - 9:30 AM -- Developing a Successful and Sustainable Victim Services Program to Build Community Trust
10:00 AM - 11:30 AM -- First General Assembly (Skyline Ballroom)
1:00 PM - 2:00 PM -- When Extreme Violence Comes to Your Small Jurisdiction
2:30 PM - 3:30 PM -- Using Data-Driven Approaches to Crime and Traffic Safety (DDACTS) in Smaller Agencies: A Successful Non-Biased Based Police Model & Strategy
4:00 PM - 5:00 PM -- Registering and Monitoring Sex Offenders with Limited Resources

Tuesday, October 27th

8:00 AM - 9:30 AM -- Preparing Your Community for the Unthinkable: Civilian Response to Active Shooter Events and Bystander Intervention Training
10:00 AM - 11:30 AM -- Second General Assembly (Skyline Ballroom)
1:00 PM - 2:00 PM -- Combatting Addiction and Building Great Neighborhoods through Collaboration, Innovation and Research
2:30 PM - 3:30 PM -- Addressing Elder Abuse in Your Community
4:00 PM - 5:00 PM -- Rethinking Hate Crimes: Best Practices for Police Response and Community Engagement
Smaller Department Section Meeting
Join your peers to discuss issues of importance to smaller law enforcement agencies

When: 10:00AM—12:00PM on Sunday, October 25
Where: Room W471A in McCormick Place West
Who: All conference registrants are welcome to attend. You do not have to be a section member.

Child Sex Trafficking: A Training Series for Frontline Officers

This new online training series educates frontline officers on how to recognize and respond to victims of child sex trafficking. The course is offered at no-cost, is self-paced and can be taken at any time.

Learn more and register today!

2015 Mobile App

Navigate the 2015 IACP Conference and Expo and review Smaller Agency Track workshops through your smartphone with this free, easy-to-use interactive Mobile App for your Apple or Android device.

New Resource for Law Enforcement!

The IACP has just released The Effects of Adolescent Development on Policing, which was developed with support from the Office of Juvenile Justice and Delinquency Prevention, Office of Justice Programs, U.S. Department of Justice. The brief provides an overview of adolescent brain development, its impact on youth/police communications, strategies to improve law enforcement interactions with youth, and tips to foster positive youth development. Find out more or download it now!

This resource was developed by IACP, in collaboration with the Office of Juvenile Justice and Delinquency Prevention (OJJDP), Office of Justice Programs, U.S.
Saturday, October 24

Selection Processes for All Circumstances: Finding the Right Fit
Saturday, 8:00AM-9:30AM
Kimberly Miller, Law Enforcement Consultant, Kimberly A. Miller and Associates LLC, Fort Collins, Colorado
David Pearson, Lieutenant, Fort Collins Police Department, Fort Collins, Colorado
Paul Wood, Sergeant, Fort Collins Police Department, Fort Collins, Colorado

Are you looking for the secret to selecting the right person for the right position every time? Does your promotional process leave you with regret? Is your agency plagued by personnel problems? Come learn how to improve selection at all levels.

Academy to Promotion: Encouraging Officers to Train in Smaller Agencies
Saturday, 10:00AM-12:00PM
Christopher Workman, Chief of Police, Cheswold Police Department, Cheswold, Delaware

This workshop is designed to discuss the smaller agency chief’s role and importance in developing and implementing successful training programs for officers. The workshop will cover the use and importance of performance evaluations, interview techniques, and training opportunity research to advance the department as a whole.

Bridging the Generation Gap through Leadership and Communication
Saturday, 1:00PM-3:00PM
Dave Kurz, Chief of Police, Durham Police Department, Durham, New Hampshire
Susan Rockett, Chief of Public Safety, Mexico Department of Public Safety, Mexico, Missouri
Luis Soler, Chief of Police, Crowley Police Department, Crowley, Texas

Generational differences can be a primary source of tension and misunderstanding in the workplace. This workshop will provide an overview of the various generations currently working in the law enforcement field including their different priorities, needs, and work styles. Presenters will provide a variety of strategies for leaders to successfully understand, motivate, and communicate with each group. Attendees will learn how to adapt their leadership style to the different cohorts within their agency and engage and retain the newest generation of officers.

Sunday, October 25

Comprehensive Threat Assessments in a University Setting – A Case Study
Sunday, 8:00AM-9:30AM
Peter Carey, Chief of Police, New York State University Police, SUNY Buffalo, Buffalo, New York
Amy Pedlow, Assistant Chief of Police, New York State University Police, SUNY Buffalo, Buffalo, New York
Brent Isaacson, Special Agent, Federal Bureau of Investigation, U.S. Department of Justice

A case study of a threat assessment and risk of violence by a university student. We will describe the case from initial behavior, a forensic psychiatric evaluation, an FBI Behavioral Analysis Unit (BAU) threat assessment and community safety.

How to Improve Employee Morale and Build Commitment in Smaller Agencies
Sunday, 10:00AM-12:00PM
Ronald Glidden, Chief of Police (retired), Lee Police Department, South Wellfleet, Massachusetts

Learn practical steps for enhancing communication and improving employee commitment by building trust. Learn strategies to improve employee morale, job satisfaction, accountability, and performance by making deposits into your trust account.

Grant Writing Fundamentals for Smaller Agencies
Sunday, 1:00PM-2:00PM
Thomas Caves, Criminal Justice Planner, North Carolina State Bureau of Investigation, Raleigh, North Carolina

This presentation is designed to help supervisors, command staff, and chief executives understand the fundamentals of locating, obtaining, and administering federal and non-profit grants, as illustrated by the experiences of the instructor.
The Role of Law Enforcement in Domestic Violence Fatality Review
Sunday, 2:30PM-3:30PM
Jerald Monahan, Chief of Police, Prescott Police Department, Prescott, Arizona
Iva Rody, Victim Assistance Coordinator, El Mirage Police Department, El Mirage, Arizona

Participants will identify fatality review as a crucial resource among law enforcement as a catalyst to enhancing officer safety, systematic improvement, and the vital role law enforcement play in domestic violence fatality review.

Monday, October 27

Developing a Successful and Sustainable Victim Services Program to Build Community Trust
Monday, 8:00AM-9:30AM
Amy Durall, Victim Service Director, Travis County Sheriff’s Office, Austin, Texas
Christi Garcia, Crime Victim Coordinator, Richland Hills Police Department, North Richland Hills, Texas
Scott Rastin, Inspector, Hamilton Police Service, Hamilton, Ontario
Iva Rody, Victim Assistance Coordinator, El Mirage Police Department, El Mirage, Arizona

Current Victim Services professionals will demonstrate that Victim Services Units are a necessary resource for community, police and victims. Participants will receive instructions and resources on establishing an effective and sustainable unit.

When Extreme Violence Comes to Your Small Jurisdiction
Monday, 1:00PM-2:00PM
Carlos Echevarria, Chief of Police, Tulalip Tribal Police Service, Tulalip, Washington
Jeff Ledford, Chief of Police, Shelby Police Department, Shelby, North Carolina
Paul Schultz, Chief of Police, Canon City Police Department, Canon City, Colorado

Chiefs will describe case studies of violent events that occurred in or near their communities - a triple homicide; a high school shooting, and the arrest of the Charleston church shooting perpetrator. They will share how these events and ensuing media attention affected their respective communities and police departments.

Using Data-Driven Approaches to Crime and Traffic Safety (DDACTS) in Smaller Agencies: A Successful Non-Biased Based Police Model & Strategy
Monday, 2:30PM-3:30PM
Keith Humphrey, Chief of Police, Norman Police Department, Norman, Oklahoma
Steve Mazzie, Chief of Police, Everett Massachusetts, Everett, Oklahoma
Peggy Schaefer, Project Manager, Data-Driven Approaches to Crime and Traffic Safety, International Association of Directors of Law Enforcement Standards and Training, Fayetteville, North Carolina
Scott Silverii, Chief of Police, Thibodaux Police Department, Thibodaux, Louisiana

DDACTS integrates location-based traffic crash, crime, CFS, and enforcement data to establish efficient methods for deploying critical resources. It uses non-biased strategies to successfully reduce social harm while mitigating community tension.

Registering and Monitoring Sex Offenders with Limited Resources
Monday, 4:00PM-5:00PM
Jesse Crabtree, Acting Chief of Police, Fort McDowell Police Department, Fort McDowell, Arizona
Juli Ana Grant, Senior Policy Advisor, SMART Office, Office of Justice Programs, U.S. Department of Justice, Washington, D.C.
Lori McPherson, Senior Policy Advisor, SMART Office, Office of Justice Programs, U.S. Department of Justice, Washington, D.C.
James Warren, Administrator (retired), Division of Criminal Investigation, Wisconsin Department of Justice

This session will discuss ways that local and tribal law enforcement have successfully registered and managed sex offenders when working with limited financial, technological, or physical resources.
Preventing your Community for the Unthinkable: Civilian Response to Active Shooter Events and Bystander Intervention Training
Tuesday, 8:00AM-9:30AM
David Perry, Chief of Police, Florida State University Police Department, Tallahassee, Florida
Jill Weisensel, Lieutenant, Marquette University Police Department, Milwaukee, Wisconsin

The presentation will be a combination of original images, first hand accounts, radio transmissions, videos and actual documents from incidents. It will be highly interactive with small group discussions, quick communication skill drills, graphics, and handouts. The presenters will use their own real-life examples and attendees will draw up their own programming solutions. Part of this program focuses on how to teach citizens to be better witnesses and how to safely and appropriately interact with law enforcement.

Combatting Addiction and Building Great Neighborhoods through Collaboration, Innovation and Research
Tuesday, 1:00PM-2:00PM
Brad GoodHale, Crime Analyst, Rutland City Police Department, Rutland, Vermont
Matt Prouty, Sergeant, Rutland City Police Department, Rutland, Vermont
Scott Tucker, Commander, Rutland City Police Department, Rutland, Vermont

This presentation describes a promising strategy implemented in Vermont for smaller communities to adopt when confronted with a plague of addiction affecting public safety, public health, community trust and the quality of life in our neighborhoods.

Addressing Elder Abuse in Your Community
Tuesday, 2:30PM-3:30PM
Paul R. Greenwood, Deputy District Attorney, Office of the San Diego District Attorney, San Diego, California
Linda Hammond-Deckard, Policy Advisor, Bureau of Justice Assistance, Office of Justice Programs, U.S. Department of Justice, Washington, District of Columbia
Erica L. Smith, Chief, Law Enforcement Unit, Bureau of Justice Statistics, Office of Justice Programs, U.S. Department of Justice, Washington, District of Columbia

This panel will focus on the most common forms of Elder Abuse and provide law enforcement leaders with information regarding best practices for addressing the problem in their communities.

Rethinking Hate Crimes: Best Practices for Police Response and Community Engagement
Tuesday, 4:00PM-5:00PM
Nazmia Comrie, Senior Social Science Analyst, Office of Community Oriented Policing Services, U.S. Department of Justice, Washington, District of Columbia
Patrice O’Neill, Executive Producer and CEO, Not In Our Town, Washington, District of Columbia
Brendan Heffner, Chief of Police, Bloomington Police Department, Bloomington, Illinois
Michael Tupper, Chief of Police, Marshalltown Police Department, Marshalltown, Iowa

The Not In Our Town: Working Together for Safe, Inclusive Communities initiative is a collaboration to increase awareness of hate crimes, improve reporting, and provide vital tools to help law enforcement and the community work together to prevent hate crimes and address underlying tensions that can lead to violence. This session will present case studies and resources for preventing the next hate crime. Hate crimes not only destroy lives and devastate families; they also traumatize the communities in which they occur. The presentation will demonstrate the important interplay between hate crimes victims, law enforcement, and the greater community: When law enforcement and community partners act together to provide a powerful response, they can reassure victims and avoid increased tension, hostility, and violence in the community.
Peter M. Carey is the chief of police of the State University of New York at Buffalo Police Department. Chief Carey is a career New York State University Police Officer who has earned 14 awards, including the NY State University Police Chiefs Association Professionalism Award four times, the prestigious Heroism Award by the NY State University Police and the 100 Club of Buffalo. Chief Carey has a Juris Doctor degree, is a licensed attorney, and serves as a criminal justice adjunct faculty member.

Thomas Caves has been a grant monitor for the U.S. Department of Justice, a grant pursuer for the North Carolina State Highway Patrol, and a grants consultant teaching courses across the Eastern United States. Mr. Caves currently works for the North Carolina State Bureau of Investigation. Mr. Caves has a B.A. from Wake Forest University and an M.A. in Public Administration from North Carolina State University.

Nazmia Comrie is a program analyst with the U.S. Department of Justice, Office of Community Oriented Policing Services. She is one of the COPS Office’s subject matter experts on issues related to crime victims. Ms. Comrie received her B.A. in Psychology from the University of Rochester and her M.A. in Criminal Justice from the State University of New York at Albany, where she worked on research involving homicides, wrongful convictions, and gangs.

Jesse Crabtree is the acting chief of police of the Fort McDowell Yavapai Nation Police Department, and an enrolled member of the Dine Nation in Arizona. Chief Crabtree graduated with a B.A. in Criminal Justice from Northern Arizona University in 1995. After graduation, he worked as a resource enforcement officer with the Hopi Tribe, who later sponsored him through police academy. In 1997, he was hired by the Fort McDowell Yavapai Nation Police Department. With the passage of the Adam Walsh Child Protection and Safety Act by Congress in 2006, the Fort McDowell Yavapai Nation opted in to register and monitor its own sex offenders within the Nation. Chief Crabtree organized a task force that could best address this new law. With his guidance, the task force and the Yavapai Nation passed the Sex Offender Registration Code in 2011. In 2008, Chief Crabtree received an M.A. from Northern Arizona University.

Amy Durrall is the victim services director of the Travis County Sheriff's Office in Austin, Texas. Her department was the recipient of the 2012 National Sheriff's Association Crime Victim Services Award. Ms. Durall has an M.A. in Psychology and 25 years of social service experience. She has received specialized certification in victimology instruction and routinely provides training to law enforcement and community agencies.

Carlos Echevarria began his law enforcement career with the Tulalip Tribal Police Services in 2001. Since that time he has held the rank of officer, corporal, detective, sergeant, patrol commander, and deputy chief, before becoming chief of his department. Chief Echevarria is responsible for supervising the daily operations of Tulalip Police Services and managing, directing, and providing leadership and guidance to the daily patrol operation. Chief Echevarria is a certified tribal, state, and federal law enforcement officer. He also represents Tulalip Police Services at monthly meetings in Quil Ceda Village, Washington and is the direct supervisor for all law enforcement activities occurring within the town. Chief Echevarria is an advisory committee member for the Community Erasing Drug Abuse on the Reservation Group, as well as an advisory committee member for the Tulalip Tribal Aftercare Program.

Christi Garcia has been the Victim Coordinator for the Richland Hills, North Richland Hills, Watauga, and Haltom City Police Departments since 2009. She graduated from the University of Texas at Arlington with a B.A. in Communication. She is a participant for the Texas Regional Child Abduction Response Team, Critical Incident Stress Management Team, and is a trained crisis negotiator. She has worked in victim services for more than twenty years.

Ronald Glidden is a retired police chief with more than 26 years in law enforcement. He has an M.A. in criminal justice. Chief Glidden speaks to law enforcement supervisors and executives throughout the United States on strategies for improving morale, accountability, and performance. He has given his presentations to leaders from over 1,000 law enforcement agencies, and was a speaker at the 2014 IACP Annual Conference in Orlando.
Bradley GoodHale holds the position of crime and intelligence analyst with the Rutland City, Vermont, Police Department. His 29 year career in emergency services spans military, public safety, fire service, EMS, and emergency management fields. He earned a B.S. in Emergency Readiness & Response Management at the National Labor College in Silver Spring, Maryland. Mr. GoodHale is a certified U.S. Department of Homeland Security instructor and is a hazardous materials technician.

Juli Ana Grant is a policy advisor in the Office on Sex Offender Sentencing, Monitoring, Apprehending, Registering and Tracking (SMART) at the U.S. Department of Justice. Ms. Grant’s primary responsibility is to assist federally recognized tribes in implementing the requirements of the Sex Offender Registration and Notification Act (SORNA).

Paul Greenwood is the Deputy District Attorney of the San Diego District Attorney’s Office. Mr. Greenwood was first a barrister and later a solicitor in England for 13 years. After relocating to San Diego in 1991, he passed the California Bar and joined the District Attorney's Office in 1993. For the past 19 years, Mr. Greenwood has headed the Elder Abuse Prosecution Unit at the San Diego District Attorney’s Office. In 1999, California Lawyer magazine named Mr. Greenwood as one of their top 20 lawyers of the year. He has prosecuted 10 murder cases, as well as over 600 felony cases of both physical and financial elder abuse.

Linda Hammond-Deckard is a policy advisor for the U.S. Department of Justice Bureau of Justice Assistance, and is responsible for a variety of law enforcement and crime prevention projects. She is a career law enforcement professional with more than 20 years in law enforcement - serving as a dispatcher, records clerk, patrol officer & chief of police for several state, local & campus law enforcement agencies in Ohio, Pennsylvania, and Massachusetts.

Keith Humphrey has served as Norman, Oklahoma’s police chief since 2011. He previously served as the chief in Lancaster, Texas for three years. He holds a B.A. in Business and an M.B.A. He is a member of the IACP, the National Organization of Black Law Enforcement Executives, Phi Beta Sigma Fraternity, Police Executive Research Forum, and the Oklahoma Chief's Association. Chief Humphrey is also an adjunct professor at Langston University in Oklahoma City, Oklahoma.

Brent Isaacson has been a special agent of the FBI for 19 years and has been assigned to the Washington, D.C. and Buffalo, New York divisions of the FBI. He has investigated a wide variety of criminal matters, including homicides, child sexual exploitation, violent crimes, public corruption, and complex white collar crimes. He is the primary coordinator in the FBI's Buffalo division for the National Center for the Analysis of Violent Crime, a program that brings to bear the FBI's subject matter experts in behavioral analysis and psychology to solve especially heinous, violent, or unusual crimes.

Dave Kurz is the chief of police of the Durham, New Hampshire, Police Department. Chief Kurz obtained a B.A. in Criminal Justice from the University of Southern Maine, and has served in law enforcement since 1974. Chief Kurz previously served as the chief of the Gorham, Maine Police Department, and as Deputy Director of the Maine Drug Enforcement Agency, Maine Department of Public Safety, from 1990 to 1996. Chief Kurz serves on the Smaller Agency Advisory Group, which assists the IACP in the formation of training and client needs assessment that may be unique to smaller police agencies in the United States. Chief Kurz serves as an instructor with the “Leading by Legacy” program, and routinely conducts training seminars for the IACP focusing upon strategic planning and personnel management. As a team leader for CALEA, he has reviewed the policies and procedures of over 50 police agencies seeking national accreditation and recognition. He has also published six articles for the IACP’s Police Chief magazine focusing on strategic planning, alcohol enforcement, promotional process, effective performance evaluations, and new technology acquisition.
Jeff Ledford began his career with the Shelby, North Carolina, Police Department in 1992, and has served in many roles throughout the department during his tenure. He was promoted through the ranks of the department, and served as operations commander prior to becoming chief. Since 2005, the Shelby Police Department has been a part of the Project Safe Neighborhoods Initiative. Programs such as Call-in, Neighborhood Notification, and campaigns toward the reduction of gun-related crimes and possession of firearms by felons have been credited for a reduction in violent crime in Shelby. By forging partnerships with community leaders, federal agencies, state agencies, the district attorney’s office, and other city departments, the Shelby Police Department have set historic lows in their crime rate. Chief Ledford has focused on building relationships with local pastors and created the Partnership for Change, which is a program that allows the faith-based community to work alongside the police department to address issues and concerns before they become problematic.

Steven A. Mazzie is the chief of police for the City of Everett, Massachusetts. Chief Mazzie has spent most of his career building bridges, improving service delivery, and engaging in strategies that work. The Everett Police Department has enjoyed a good relationship with its residents while becoming a more data-driven agency to address their traffic and crime problems. Since 2008, the Everett Police Department has enjoyed a 31% reduction in crime that has fostered new economic development within the city. Chief Mazzie recently served as president of the Massachusetts Major City Police Chiefs Association from 2011 to 2014.

Lori McPherson serves as a Senior Policy Advisor in the Office of Sex Offender Sentencing, Monitoring, Apprehending, Registering, and Tracking (SMART) for the U.S. Department of Justice, Office of Justice Programs. Ms. McPherson has been with the office since 2008. Prior to joining the SMART office staff, Ms. McPherson served as a senior attorney at the National District Attorneys’ Association where she was the Child Sexual Exploitation program manager.

Dr. Kimberly Miller is a licensed psychologist and law enforcement speaker, consultant, and trainer who has been providing services to agencies of all sizes and types since 2004. Dr. Miller is a subject matter expert in leadership, communication, and organizational dynamics, and is known for her strength-based approach and the skill-based services and training she offers.

Jerald Monahan is the chief of police of the Prescott, Arizona, Police Department. Chief Monahan is a 37 year public safety official who began his career with the Casa Grande Police Department. In 2002, he worked for the Pinal County Sheriff’s Office, and was appointed chief deputy in 2005. In 2008 he was appointed as the chief of police of the Apache Junction, Arizona, Police Department, and was appointed to his current position in 2013. Chief Monahan has been actively involved in addressing issues of violence against women with each agency he has served. From 2011 to 2013, he served as chairperson of the Governor’s Commission to Prevent Violence Against Women. In April of 2015, he was appointed to the Board of Directors for the End Violence Against Women International Organization. He has served on the Executive Board for the Arizona Association of Chiefs of Police since 2009 and is the immediate past president of the Association. Chief Monahan holds a B.S. in Public Safety, and an M.S. in Leadership with an emphasis on crisis management and disaster preparedness from Grand Canyon University.

Patrice O’Neil is a filmmaker, journalist, and leader of Not In Our Town, a community-based movement of people working to stop hate together. Ms. O’Neil has produced the successful Not In Our Town national series on PBS, and led a multi-platform approach that utilizes documentary film, social networking, outreach, and organizing efforts to encourage dialogue and community action.

David Pearson is a lieutenant with Fort Collins, Colorado, Police Services. He has been instructing since 1996 on leadership, employee engagement, communication, and various hard skill sets. Lieutenant Pearson teaches for the National Tactical Officers Association and is the Less Lethal section chair. He is also a certified associate with Emergenetics International and is a consultant for Kimberly A. Miller & Associates.
Amy M. Pedlow is the assistant chief of police of the State University of New York at Buffalo Police Department. Assistant Chief Pedlow is a career New York State University police officer, who has specialized in community policing, crime prevention, and violence prevention efforts during her career. She is currently earning her M.A. in Criminal Justice at the State University of New York at Buffalo. Assistant Chief Pedlow is a graduate of the FBI National Academy, and is an instructor at the Erie County Law Enforcement Training Academy in Buffalo, New York.

David L. Perry is the chief of police of the Florida State University Police Department in Tallahassee, Florida. Chief Perry has worked in law enforcement since 1993. He began his career as a police officer for the Albany, Georgia, Police Department where he quickly rose to the rank of investigator before transferring to the Albany-Dougherty Drug Unit. At age 26, he was appointed as the chief of police of the Albany State University Campus Police Department in Albany, Georgia.

Matthew A. Prouty is a sixteen year veteran of the Rutland City, Vermont, Police Department. Prior to joining the Rutland Police Department, he served for three years as a deputy sheriff and six years with the U.S. Army Military Police Corps. Sergeant Prouty served as a K-9 handler for 13 years, with his last dog retiring in 2014. Sergeant Prouty accepted a position supervising the Community Response Team, where he works with a variety of partners, including state and federal law enforcement.

Scott Rastin is an inspector with the Hamilton, Ontario, Police Service in Canada. For five years, Inspector Rastin was the commander of the Hamilton, Ontario, Police Services Victim Services Unit. The unit was formed in 1992, and is the recipient of the 1997 Motorola Webber Seavey Award and the 2013 IACP Login Excellence in Victim Services Award. Inspector Rastin has a B.A. in Economics, a B.A. in Labour Studies, and an M.A. in Judicial and Public Administration.

Susan Rockett is the chief of public safety of the Mexico, Missouri, Department of Public Safety, where she has served since 2009. Chief Rockett is a past president of the National Association of Women Law Enforcement Executives, and continues to serve on the Awards and Scholarship Committee. She is very active in community organizations, such as Bright Futures and Altrusa. She began her law enforcement career with the Sikeston, Missouri, Department of Public Safety, where she was cross trained as a police officer and fire fighter. She held positions on the Field Training Team, Special Operations Group (SWAT), Community Policing Team, and Bicycle Patrol. Her fire fighting duties included fire fighter, investigator, and sergeant. Chief Rockett served as the assistant chief of police in the Charleston, Missouri, Department of Public Safety, and as assistant chief of police with the Calumet Park, Illinois, Police Department. She earned a B.A. from Warner University in Lake Wales, Florida and an M.Div. from the Anderson University School of Theology in Anderson, Indiana.

Iva Rody is a victim assistance coordinator with the El Mirage, Arizona, Police Department. Ms. Rody possesses a B.S. in Administration of Justice and has served as an advocate in both the government and the private sector. She has implemented three law enforcement based victim assistance units and was recognized by the Arizona attorney general for outstanding leadership. Under her guidance, the El Mirage Police Department’s Victim Assistance Unit received the 2014 IACP Login Excellence in Victim Services Award.

Peggy Schaefer is the project manager of Data-Driven Approaches to Crime and Traffic Safety, with the International Association of Directors of Law Enforcement Standards and Training, in Fayetteville, North Carolina. Ms. Schaefer leads a dynamic team of subject matter experts who specialize in data collection and the strategic deployment of agency resources. She is responsible for coordinating and conducting workshops around the country in support of this successful operational philosophy. In 2010, Ms. Schaefer retired as the CEO and Training Director of the North Carolina Justice Academy. She holds a B.S. in Criminal Justice and an M.A. in Public Management.
Paul Schultz is the chief of police of the Cañon City, Colorado, Police Department. Chief Schultz is a 40 year law enforcement veteran, with the last 20 years of service as chief of police with the La Vista, Nebraska, Police Department, and the Lafayette, Colorado, Police Department. He is a former president of both the Nebraska and Colorado Chiefs of Police Associations. Chief Schultz holds an M.A. in Administration of Justice from the University of Colorado at Denver, and teaches criminal justice courses at Regis University in Denver, Colorado and at the University of Colorado.

Scott Silverii, PhD recently retired as chief of police of the City of Thibodaux, Louisiana, Police Department. His law enforcement career combines twenty-five years of progressive leadership, forging a community centered agency based on data-driven practices. Chief Silverii serves on the IACP’s Research Advisory Committee and the National Sheriffs’ Association’s Traffic Safety Committee. His experience with piloting and implementing Data-Driven Approaches to Crime and Traffic Safety, DDACTS, netted his agency historic reductions in social harms and significantly increased community partnerships with the Thibodaux Police Department.

Luis Soler has more than 17 years of law enforcement experience and has served as the chief of police for the City of Crowley, Texas since 2013. Before his appointment as chief, he served as Crowley’s patrol and operations commander. Prior to Crowley, Chief Soler served for over a decade with the Austin, Texas, Police Department, where he started as a police officer and moved up to the rank of acting sergeant. Chief Soler holds a B.A. from Cornell University, and is a graduate of various leadership and police executive schools, including the IACP’s Leading by Legacy course. Chief Soler is a Texas POST certified instructor, a Texas Department of Emergency Management certified National Incident Management System instructor, and teaches cadet and in service classes at the Tarrant County College Police Academy in Ft. Worth, Texas. Chief Soler currently serves as a member of the IACP’s Police Administration Committee. He also serves as a Regional Director for the Dallas/Ft. Worth and North Texas Region of the Texas Police Association, and is a member of several state advisory committees.

Scott Tucker is a 34 year veteran of the Rutland City, Vermont, Police Department and the first executive director of Project VISION, a community collaborative. He holds a B.A. in Criminal Justice from the University of Southern Maine and has worked in narcotics, patrol, and support services. He is an FBI National Academy (182nd) and FBI LEEDA graduate, and provides frequent testimony at the Vermont statehouse.

Michael W. Tupper is currently the chief of police for the Marshalltown, Iowa, Police Department. Chief Tupper has nearly 23 years experience in law enforcement and has served as a police chief for over 11 years. Chief Tupper has significant experience working general criminal investigations, death investigations, and the investigation of violent crime. Chief Tupper has specialized in the areas of domestic violence, child abuse, sexual assault, and family violence crimes. Chief Tupper has served as a law enforcement instructor in a variety of law enforcement disciplines, instructing in the areas of impaired driving enforcement, tactical operations, less lethal munitions and active shooter response. Chief Tupper has been very involved in the communities he has served as a community volunteer. He has served on several non-profit boards and has extensive experience working with non-profit organizations.

James Warren retired as the administrator of the Division of Criminal Investigation for the Wisconsin Department of Justice in 2008. As administrator, he was responsible for all agency investigations and was instrumental in the development of the agency's Internet Crimes Against Children Program and the Native American Drug and Gang Initiative. Mr. Warren is the former chair of the Wisconsin Police Executive Group, co-chairman of the Greater Milwaukee Crime Prevention Project, and current member of the Association of State Criminal Investigative Agencies. Mr. Warren served with the Milwaukee Police Department from 1965 to 1997, achieving the rank of deputy inspector. Mr. Warren earned his B.A. from Marquette University and his M.S. from the University of Wisconsin—Milwaukee. He has taught police science at Milwaukee Area Technical College and criminal justice at the University of Wisconsin—Milwaukee and Concordia University. He is currently a consultant with the National Criminal Justice Training Center of Fox Valley Technical College, where he provides consulting and content expertise to several programs including the Comprehensive Approaches to Sex Offender Management in Indian Country Project, and the Office of Community Oriented Policing Services' Tribal Oriented Policing Strategies Program. Mr. Warren is an enrolled member of the White Earth Ojibwe Nation.
Jill Weisensel is a lieutenant with the Marquette University Police Department in Milwaukee, Wisconsin. She has multiple instructor certifications, a decade of experience, and is a member of the International Law Enforcement Educators and Trainers Association. Most recently she presented her work at the 2014 National Association of Student Personnel Administrators National Conference, and will be presenting at the 2015 International Association of Campus Law Enforcement Administrators conference.

Paul Wood is a sergeant with the Fort Collins, Colorado, Police Department. Sergeant Wood has 25 years of law enforcement experience and over 16 years as a police supervisor. He is a subject matter expert in firearms and the use of deadly force, patrol tactics, criminal investigation, leadership and conflict management. Sergeant Wood has 22 years of instructional experience and is currently a consultant for Kimberly A. Miller & Associates.

Christopher Workman is currently the chief of police for the Town of Cheswold, Delaware, Police Department. Chief Workman has served as a law enforcement officer in the state of Delaware for 16 years. He is a certified instructor with the State of Delaware Council on Police Training.

NEW AND ASPIRING EXECUTIVES: TOOLS AND TRADE SECRETS FOR GETTING THE JOB AND SUCCEEDING WORKSHOP

When: 8:00AM—9:30AM on Tuesday, October 27
Where: Room W190B in McCormick Place West

Designed specifically for new and aspiring executives, this workshop will examine the career path to becoming an executive, how best to prepare for the position, pitfalls to avoid, and keys to success. Panelists will include newer and more seasoned executives that will share lessons learned. Participants will be provided with resources and tools to prepare them for and aid in their transition to the role of law enforcement chief executive.

NEW POLICE CHIEF MENTORING PROJECT

The IACP Smaller Law Enforcement Agencies Technical Assistance Program has developed the New Police Chief Mentoring Project. The focus of our activities is to provide technical assistance to newer police leaders who are serving in smaller and tribal departments.

Sign up today or visit us in the Smaller Agency Track Workshop room, W190A, at the IACP 2015 Conference to sign up as a mentee or mentor!

“The Mentoring Project and the relationship with my mentor helped me to establish additional relationships and resources that will benefit my organization.” - Jeffrey W. Faries, Chief of Police, Colonial Heights Police Department, VA