

**Thomas A. Shea III, D.Sc., CPP**

Professor---Law Enforcement, Security and Investigation Professional---U.S. Military Veteran

**Competencies**

Law Enforcement-Interrogation-SWAT Team Operations-Evidence Collection-Police Supervision-Field Training-Firearms Expert-Personal Protection-Investigation-Surveillance-Leadership-Public Speaking-Crisis Management-Internal Investigations-Policy Formation-Incident Command-Security Operations-Risk Assessment-Preparedness-Background Investigations-Emergency Services-Disaster Response-Intelligence-Counterintelligence-Martial Arts Expert-Quantitative Analysis-Critical Thinking-Creativity-Cross Cultural Skills-Attention to Detail-Innovator-Collaborator-Competency Design-Research Skills-Conflict Resolution-Subordinate Empowerment-Communicator-Thorough-Ethical-Integrity-Mentoring-Mediation

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***Thomas A. Shea III, D.Sc., CPP***

- ***University Professor***
- ***Director of Safety and Security-South Orange/ Maplewood School District***
- ***Veteran Police Supervisor***
- ***Military Veteran, Operation Desert Shield/ Storm (1990-1991)***
- ***Certified Protection Professional (CPP™) by the American Society of Industrial Security (ASIS) – International***
- ***Licensed NJ Private Detective (#9629)***
- ***School Safety Specialist (NJDOE)***

80 Wall Street West Long Branch, NJ 07764 (H)  
(732) 921-7378  
Email: tas279dsc@gmail.com

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**SUMMARY OF PERSONAL QUALIFICATIONS**

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- **Nearly twenty years of experience as a highly skilled and competent police officer, investigator and supervisor.**
  - **Adept in the art of time management and the ability to meet deadlines.**
  - **Proven executive leadership and managerial skills encompassing police both police subordinate and higher education collaboration.**
  - **Strong ability to lead, plan, direct and coordinate and maximize the performance of both students in higher education as well as police subordinates.**
  - **Strong personal communications skills and sense of integrity.**

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***EDUCATION***

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**Doctor of Science Civil Security Leadership, Management and Policy (2015)** New Jersey City University, Professional Security Studies Department, Jersey City, NJ  
(Flagship Class)

**Master of Public Administration (2001)** Seton Hall University, South Orange, NJ

**New Jersey State Police Academy (196<sup>th</sup> Municipal Class) (1998)** Sea Girt, NJ

**Bachelor of Science (1997) Administration of Justice** Rutgers University, New Brunswick, NJ

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***HIGHER EDUCATION EXPERIENCE***

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**Southern New Hampshire University (2020-Present)**  
**Criminal Justice and Social Sciences**  
**2500 N River Rd.**  
**Manchester, NH 03106**  
**(800) 668-1249**

**Seton Hall University (2019-Present)**  
**College of Human Development, Culture and Media**  
**Program Director/Assistant Professor-Law Enforcement Executive Leadership**  
**400 South Orange Ave.**  
**South Orange, NJ 07079**  
**(973) 761-9000**

**Centenary University, NJ (2016-2019)**  
**Assistant Professor- Criminal Justice**  
**Department of Criminal Justice, Law and Government**  
**400 Jefferson Street**  
**Hackettstown, NJ 07840**  
**(800) 236-8679**

**American Public University System (2017-Present)**  
**School of Security & Global Studies**  
**111 W Congress Street**  
**Charles Town, WV 25414**  
**(877) 755-2787**

**New Jersey City University, NJ (2014-Present)**  
**College of Professional Studies**  
**Professional Security Studies Department**  
**2039 Kennedy Blvd.**  
**Jersey City, NJ 07305**

**(201) 200-2000**

**Fairleigh Dickinson University, NJ (2015-2016)**  
**Public Administration Institute- Howell Campus**  
**115 Kent Road**  
**Howell, NJ 07731**  
**(848) 391-1571 (Prof. Greg Washington-Administrator)**

**Program Director & Founder- Law Enforcement Executive Leadership, Seton Hall University (2019-Present)**

***Duties and Responsibilities:*** Created an innovative curriculum in collaboration with law enforcement executive leaders. Initiates and sets goals for programs according to the strategic objectives of the organization. Plans the programs from start to completion involving deadlines, milestones and processes. Develops and approves budgets and operations. Devises evaluation strategies to monitor performance and determine the need for improvements. Supervises all program and project managers involved to provide feedback and resolve complex problems. Discovers ways to enhance the efficiency and productivity of procedures and people. Reads reports prepared by managers to determine progress and issues. Ensures program operations and activities adhere to legal guidelines and internal policies. Keeps senior management informed with detailed and accurate reports or presentations.

- Oversees the academic/programmatic components of the program.
- Serves on the Academic Standards Committee that reviews and makes recommendations for changes in academic policy, and serves as the body that hears and acts upon student appeals and grievances of an academic nature.
- Works with the Chair to set the enrollment targets.
- Maintains records and updates admissions and recruitment plans at the program level and makes specific recommendations for the Dean's Office.
- Contribute to student recruitment and orientation events sponsored by the College.
- Assists faculty with special or unusual student advising needs including student complaints about program advisors or courses.
- Reviews course evaluations for the specific offerings of the program for the purpose of curriculum development and maintaining quality standards.
- Strategically plans needs for short-term and long-term goals may include accreditation issues, course changes and other details that are crucial to preserving and improving the delivery of high-quality program curriculum.

**Assistant Professor/ Doctoral Faculty Member/ Adjunct Professor/ Online Professor (2014-2020)**

***Duties and Responsibilities:*** Experience as both faculty and adjunct faculty member, responsible for mentoring and teaching undergraduate, graduate and doctoral students pursuing the degrees of Bachelor of Science and Bachelor of Arts (B.S./B.A.) degrees in National Security Studies, Criminal Justice, Master of Public Administration (M.P.A.) and Doctor of Science in Civil Security Leadership, Management and Policy (D.Sc.). Highly competent and dependable teaching professional with an established reputation for curriculum enhancement and integration of technology into daily lessons. Excellent communicator with strong speaking, writing, research

and analytical skills. Highly competent in assessing and evaluating the students' performances and implementing need based lesson plans to address the weak areas. Proven performance and competencies:

- Serves as a consummate team player and collaborated with students in developing and supporting goals about their academic futures.
- Serves as Internship Coordinator and Coordinator of the Criminal Justice Club
- Full command of contemporary teaching methods and classroom aids.
- Incorporate a variety of teaching methodologies within a class.
- Doctoral committee and faculty member (Seton Hall, NJCU and Centenary Universities) responsible for dissertation formulation and research techniques.
- Evaluate the quality of examinations and the accuracy of grading and maintained a syllabus file for each course.
- Advise students on program requirements, registration and successful degree progression.
- Ensure curricula consistency and relevancy as part of the Learning Outcome and Assessment Committee (LOAC).
- Proficiency with Blackboard, WebAdvisor, Moodle, Canvas, and Brightspace

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### ***PROFESSIONAL EXPERIENCE***

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#### **Private Investigator/Security Consultant/Police Practice Expert (2018-Present)**

***Duties and Responsibilities:*** Owner/ Operator of two private investigation and consulting firms:

- **Verry-Shea, LLC (Verry-Shea.com):** Subject Matter Experts (SME): This firm includes recognized legal, law-enforcement and investigative subject matter experts. Our firm assists public agencies (including police and fire departments and schools) and private organizations with investigations, personnel selection, internal policy and security protocols and procedures. This firm is comprised of highly competent and experienced licensed private investigators and consultants who are also former law enforcement Internal Affairs Commanders and police executives. Our clients include private and public sector jurisdictions where we serve as consultants, investigators, and hearing officers. We have significant experience conducting investigative work in the following realms: Background Investigations, Workplace Investigations, Police Incident Investigations, Trial Preparations, Expert Witness Services, Sexual Harassment Investigations, Internal Affairs Investigations, etc.
- **Statewide Risk Management, LLC (statewideriskmanagement.com):** This firm is comprised of highly competent and experienced attorneys, licensed private investigators and consultants who are also former law enforcement executives. Our clients include private and public sector jurisdictions as consultants, investigators, and hearing officers. We have significant experience conducting various investigative and background check projects.

#### **National Center for Biomedical Research and Training (NCBRT) (2021-Present)**

Louisiana State University  
NCBRT/ACE  
3190 Pleasant Hall  
Baton Rouge, LA 70803  
1-877-829-8550

**Instructor- Surviving an Active Shooter: Run. Hide. Fight. (PER-375) Training**

- This course addresses the Run. Hide. Fight. response paradigm and guides non-traditional first responders in the various ways these methods can be employed. Because active threat incidents can occur anywhere, participants are encouraged to apply principles from this course to plans and procedures in their workplaces. The course covers the basic principles of the response paradigm as it pertains to response in the event of an active threat incident.

**South Orange/Maplewood School District (2017-2020)**

525 Academy Street  
Maplewood, NJ 07040  
(973) 762-5600

**Director of Safety and Security**

***Duties and Responsibilities:*** Maintain a safe and secure environment for students, employees and visitors by taking the lead to develop, establish and enforce safety and security policies, access control procedures, accident prevention efforts, support risk management efforts, emergency management, fire safety, and asset protection. Responsible for the safety and security of 11 buildings, approximately 800 staff members and 7000 students. Liaison to the Police and Fire Departments. Proven performance and competencies:

- Ensures compliance with policies and procedures.
- Established working relationships with Both the South Orange and Maplewood Police and Fire Departments.
- Documents security plans, conduct training sessions and conducts regular safety inspections of the facilities.
- Updates and redistributes security plans.
- Secures facilities, equipment, students and personnel by working in conjunction with the appropriate district departments in recommending safety and security equipment purchases and upgrades.
- Maintains records of fire and other emergency drills and conducts drills when appropriate.
- Supervises and maintains access control.
- Conducts and coordinates safety, security and emergency preparedness training by developing, scheduling and facilitating training for staff, students and security personnel relating to school safety, security and emergency preparedness.
- Conducts safety and security planning with School Personnel, local government planners and coordinates these activities with first responders such as the police and fire departments.
- Conducts investigations as directed.

- Responsible for maintaining the district's Emergency Operation Manuals.
- Responsible for ensuring that safety and security practices are culturally responsive and appropriate for a diverse and inclusive school community.
- Responsible for providing oversight of security vendors/personnel.
- Responsible for an annual review of physical structures to recommend changes in entrance security and room security.
- Works with appropriate departments to meet operational security needs within budget; works with Finance, Facilities and Maintenance departments for capital improvements as needed; schedules expenditures.

**Long Branch Police Department (1997-2017)**

**344 Broadway**

**Long Branch, NJ 07740**

**(732) 222-1000**

**Assistant Patrol Commander (2013 – 2017)**

***Duties and Responsibilities:*** Oversaw the supervision of 70 officers, including three platoons, Bike Patrol Unit, Urban Enterprise Zone Officers, Anti-Crime Unit and K-9 Unit. Additional responsibilities included officer scheduling, maintaining programs, training, problem solving, managing internal and personnel issues. Proven performance and competencies:

- Maintained personnel records, sick time, leave and vacations
- Modeled the highest ethical and professional values.
- Encouraged and facilitated subordinate collaboration, effective teaching and community service.
- Recruited and hired police officers on selection boards.
- Recommended officers for promotion and leaves of absence.
- Advised, mentored, and evaluated probationary police officers.
- Initiated, created, and supported new and continuing programs.
- Prepared agenda for department meetings.
- Oversaw departmental spending and the associated overtime budget.
- Designed plans for special events and emergency situations.
- Ordered discipline and counseling of officers with problems that arose from work duties.
- Worked on an agency-wide committee to evaluate patrol staffing requirements; proposed new staffing plans to maximize efficiency and reduce costs.
- Leader experience in organizing, directing, and motivating a diverse workforce.
- Skillful communicator with excellent interpersonal, oral and written presentation skills.

**Internal Affairs/Training Commander (2007– 2013)**

***Duties and Responsibilities:*** Six years' experience directing activities involving the investigation and accusations against police personnel (up to 100 officers), administering disciplinary actions as well as inspecting police personnel equipment. Directed investigations to gather information for presentation at hearings in response to accusations against police personnel or deficiencies in performance. Scheduled hearings to permit complainant or accused officer to appeal recommended disciplinary action. Responsible for implementing,

reviewing and assignment of officers to specific training requirements. Responsible for the scheduling, assignment and instruction of mandatory in-service required training. Proven performance and competencies:

- Able to maintain a high level of confidentiality.
- Used logic and reason to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
- Skilled testimonial witness.
- Conducted thorough investigations to establish facts supporting complainant or accused, using supportive information from witnesses or tangible evidence.
- Wrote comprehensive reports of findings from results of investigations for submission to commanding officer for review.
- Adept at interviewing officers, complainants and witnesses to obtain facts.
- Researched, developed, and implemented new and progressive training to support the activities of the Patrol Division.
- Critical thinker with strong analytical and critical thinking skills.

**Patrol Sergeant (2004– 2007) Promoted to Lieutenant in 2007**

***Duties and Responsibilities:*** Under direction, plans, directs, supervises, assigns, reviews, and participates in the work of law enforcement staff involved in traffic and field patrol, investigations, crime prevention, community relations, and related services and activities; serves as watch commander on an assigned shift; oversees and participates in all work activities; assumes responsibility for assigned special programs, projects, or department-wide functions or activities; coordinates activities with other agencies; and performs a variety of administrative and technical tasks relative to assigned areas of responsibility. Proven performance and competencies:

- Supervised, organized, and reviewed the work of lower level staff.
- Understood, interpreted, applied, enforced, and made decisions in accordance with applicable federal, state, and local policies, laws, and regulations.
- Thought clearly and acted quickly in a variety of situations.
- Established and maintained effective working relationships with those contacted in the course of work.
- Maintained contact and preserved good relations with the public; responded to requests and inquiries from the general public.
- Take charge and command of subordinates.
- Managed employee conflict.

**Investigator-Juvenile Division (2003-2004) Promoted to Sergeant in 2004**

***Duties and Responsibilities:*** Responsible for investigation of crimes involving juveniles. Primarily assigned sexual assaults against juveniles during this period. Served as police liaison to school personnel. Assigned as a D.A.R.E. officer to teach juvenile middle school students the dangers of drugs and alcohol. Conducted investigations of juvenile gangs. Monitored juveniles on probation. Proven performance and competencies:

- Referred juveniles to community agencies, like settlement houses, child guidance clinics, and health clinics, for mental, physical, and social rehabilitation.

- Worked closely with law enforcement agencies, schools, employers, health, welfare, and recreation agencies.
- Thorough knowledge of the principles of adult and juvenile probation and rehabilitation.
- Determined nature and extent of offender's criminal record and current and prospective social problems.
- Provided Victim-Witness assistance to victims and their families.
- Rendered keen investigation of incoming cases regarding abuse and neglect of children.
- Facilitating interviews with people involved including perpetrators and victims to effectively gather important information.
- Demonstrate efficient work in the handling of challenging persons in high stressful situations.

**Street Crimes Investigator/ Plainclothes Unit (1999-2001) Promoted to Detective in 2003**

**Duties and Responsibilities:** Investigated street level and narcotic crimes; detected and preventing violations of the law and collecting, identifying and preserving evidence. Assigned to numerous robbery and burglary details. Assigned undercover investigations. Participated in gang investigations. Proven performance and competencies:

- Participated in large scale narcotics investigations.
- Conducted surveillance.
- Managed, supervised and protected confidential informants.
- Conducted crime scene search.
- Worked multi-agency cases with county, state and federal agencies.
- Conducted interviews and interrogations.
- Participated in search warrant executions.
- Processed evidence in criminal cases.
- Executed hundreds of search warrants.
- Prepared for and testified in criminal court.

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***MILITARY EXPERIENCE***

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**United States Marine Corps (Active and Reserve Duty 1989-1993)**

**Non-Commissioned Officer**

**Veteran of Operation Desert Shield/ Storm (Saudi Arabia, Kuwait, Iraq)**

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***TEACHING EXPERIENCE***

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**Seton Hall University (2019-Present)**

- Police Graduate Studies program.

**American Public University System (2017-Present)**

- Developed and taught undergraduate courses in homeland security and research for members of the Armed Forces of the United States.

**Centenary University (2016-2019)**

- Developed and taught undergraduate courses in criminal justice and research.

**New Jersey City University (2014-Present)**

- Doctoral Faculty Member, Professional Security Studies Department

- Developed and taught undergraduate courses in security, research and intelligence. Mentored both graduate and doctoral students with final research dissertations/ theses.

**Fairleigh Dickinson University (2015-2016)**

- Developed and taught graduate courses in public management

**Monmouth County Police Academy, Freehold, NJ (1998-2006)**

- Developed and taught courses in self-defense, physical fitness and physical security.

**Long Branch Police Department, NJ (2006-2019)**

- Developed and taught courses in search and seizure case law and updates, sexual harassment, physical security and active shooter.

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***PRESENTATIONS***

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Shea, T. A. (2021, November). *Police, Race, and the Community: A Qualitative Analysis from the Eyes of the Police (Committee Chair)*. 2021 American Society of Criminology Annual Meeting, held on November 7, 2019, in Chicago, IL.

Shea, T. A. (2021, October). *Utilizing Evidence Based Research to Support School Security Initiatives*. Florida Crime Prevention Association Conference, held on October 20, 2021, in Orlando, FL.

Shea, T. A. (2020, October). *Rethinking Lockdowns Post Covid-19*. Presented at the NJ School Board Association Virtual Workshop (virtually).

Shea, T.A. (2019, November). *The Critical Paradigm Shift to an Options Based Emergency Response Protocol*. Presented at the 2<sup>nd</sup> National and Student Safety and Security Conference, held on November 20th, 2019 in Las Vegas, NV.

Shea, T.A. (2019, June). *Options Based Emergency Response*. Presented at the NJ School Board Association School Security and Student Safety Conference, held on June 7, 2019 in Trenton, NJ.

Shea, T.A. (2018, October). *Police Leadership and Moral Courage*. Presented at the 2018 Police Training Seminar, held on October 12, 2018 at Centenary University, NJ.

Shea, T.A. (2018, October). *Preventing Future Crime by Learning from the Past*. Accepted for Presented at the 2018 Southern States Crime Prevention Conference, held on October 22-26, 2018 in Sarasota, FL.

Shea, T.A. (2018, April). *Exploring Potential Hindrances to Effective Police-Community Relations (or) Communication*. Presented at the 1st Annual Pennsylvania Leadership Studies Conference: A One-Day Research-focused event for Scholars and Students, held April 7, 2018 at the Dixon University Center, PA.

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***SERVICE***

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**External Service**

***Co-Chair-City of Long Branch, NJ Public Safety Mayoral Transition Committee (2018):***

Volunteered, and served as co-chair and member of the committee. Assisted the other co-chair and other members regarding the reform of police and fire department operations. Committee efforts focused on transformational change and expenditure efficiency. Presented recommended changes during discussions with the Mayor and Council.

***Seton Hall University, NJ Criminal Justice Program-Collaborative Session with Professionals in the Industry (2018):*** Participated in a roundtable discussion with other leaders in the field of criminal justice, along with higher education leaders of the university. The objective was to propose particular practitioner-based competencies for possible student instruction in criminal justice programs at Seton Hall.

**University Service**

**Seton Hall University:**

***Academic Standards Committee (Chair, 2021-Present):*** Reviews and makes recommendations for changes in academic policy, and serves as the body that hears and acts upon student appeals and grievances of an academic nature.

***Seeds of Innovation Implementation Coordination Committee (2021-Present):*** As part of the *Harvest Our Treasures* plan, this committee was tasked advancing institutional sustainability by creating a nimble, responsive, and innovative infrastructure and making strategic investments in people, programs and partnerships that ensure Seton Hall can achieve its mission for current and future generations of students. This committee also ensured that Colleges have the timelines, guidance, perspective, and resources they needed to implement *Seeds of Innovation* initiative as collaboratively and successfully as possible.

***College of Education and Human Services Transformation Committee (2021-Present):***

Responsible for reviewing all aspects of the college and providing recommendations to the Dean, as part of a larger university wide, innovation committee (“*Seeds of Innovation*”). Some topics addressed included the college and department structure, creation of new programs, recommendations to increase enrollment and update the curriculum, technology innovations, and a review of college and rank tenure guidelines.

**Centenary University**

***Learning Assessment and Outcome Committee (LOAC):*** Provide recommendations to the chairperson and other members regarding learning objectives, performance criteria and action plans for the Department of Criminal Justice, Law and Government.

***Internship Coordinator:*** Provide leadership in the development and implementation of a viable internship program. Provide optimal marketing strategies to connect students to experiential endeavors and jobs. Plan and conduct internship workshops and information programs for students. Research appropriate websites and resources to support the program.

***Academic Advisor:*** Help students define and develop realistic educational career plans through schedule planning for each semester. Ensure that each student has a current academic schedule plan through to graduation. Assist students in planning a program consistent with their abilities and interests.

***Criminal Justice Club Coordinator:*** Plan trips with club members to prisons, active court cases and police departments. Mentor students on interview skills and resume building techniques. Inform students in extracurricular training classes and other training opportunities.

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## ***PUBLICATIONS***

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### **Peer Reviewed/ Scholarly Journals**

Shea, T. (2021) The potential for qualitative triangulation methodology to mitigate investigative negligence. *Police Practice and Research: An International Journal*, 23(2), 1-17.

<http://10.1080/15614263.2021.1915786>

Shea, T., Jones, B., Chlopak, D., Verry, R. (In progress). Unconventional and external police misconduct investigation processes: Police officer perceptions of fundamental fairness.

Garcia, V., Shea, T. (In progress). *Police-public contact: A qualitative examination of police perception.*

Shea, T., Gonzalez, M., Martinez, N. (In progress). *The impact of police suicide on the organization and colleagues.*

Shea, T. (2015). *Required Leadership Competencies for the Police Executive: A Validation Study That Considers the Subordinate Perspective* (Doctoral Dissertation). New Jersey City University, NJ.

### **Books**

Shea, T. (2020). *115 proven ways to dramatically improve your agency, your officers, & your leadership*. Flushing, NY: Looseleaf Law, Inc.

### **Chapters**

Shea T. (2020). Investigations: Negligence. In: Shapiro L., Maras MH. (eds) *Encyclopedia of Security and Emergency Management*. Springer, Cham. [https://doi.org/10.1007/978-3-319-69891-5\\_183-1](https://doi.org/10.1007/978-3-319-69891-5_183-1)

Shea T. (2020). Personnel Security: Hiring. In: Shapiro L., Maras MH. (eds) *Encyclopedia of Security and Emergency Management*. Springer, Cham. [https://doi.org/10.1007/978-3-319-69891-5\\_214-1](https://doi.org/10.1007/978-3-319-69891-5_214-1)

### **Public Scholarship and Popular Press Articles (selected)**

Shea, T. (2018). Promotion and Politics. *NJ Blue Now*, 9(3), 24

Shea, T. (2017). Pat King: EOW Nov. 20, 1997: Stand up guy. *New Jersey Cops*, 21(10), 85

Shea, T. (2017). Revisiting the authority of public safety directors in NJ. *New Jersey Cops*, 21(8), 68

Shea, T. (2017). Do you have integrity? *NJ Blue Now*, 8(3), 12.

Shea, T. (2017). Differential treatment and its effects on morale. *New Jersey Cops*, 21(3), 65

Shea, T. (2017). Advice to police supervisors: Listen to your subordinates. You might just learn something. *NJ Blue Now*, 8(5), 52

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### ***GRANTS***

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#### **Funded**

Opportunity Meets Innovation Grant (Funded max award \$10,000; Co-PIs: Manuel Gonzalez, Juan Rios, Seton Hall University). Investigating the organizational impact of police suicide, 2021 – 2023.

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### ***AWARDS***

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**United States Marine Corps veteran** Awards and decorations: National Defense Service Medal, Southwest Asia Service Medal, Kuwaiti Liberation Medal, Meritorious Unit Commendation, Sea Service Deployment Ribbon.

**Police veteran** Awards and decorations: Monmouth County 200 Award, Meritorious Service Award, Unit Citation

**Academic** Awards and decorations: Brookdale Community College Distinguished Alumnus Award, May, 12<sup>th</sup>, 2022

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### ***ASSOCIATIONS, CERTIFICATIONS, AFFILIATIONS & SPECIALIZED TRAINING***

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#### **National Certification**

Certified Protection Professional (CPP™) by the American Society of Industrial Security (ASIS) International (Membership Number: 19201)

#### **State Certification**

School Safety Specialist-State of New Jersey

#### **Professional Organizations**

International Association of Chiefs of Police (IACP)

Police Executive Research Forum (PERF)

Academy of Criminal Justice Sciences (ACJS)

American Society of Criminology (ASC)

New Jersey Association of Criminal Justice Educators (NJACJE)

NJSPBA Local 600 (Retired Police Officer's Union)

#### **Training Courses Completed**

FEMA ICS 100, 200, 700, 800

American Society of Industrial Security (ASIS) International

Monmouth County Emergency Response Team (2005-2008)

Black Belt-Brazilian Jiu Jitsu/ Mixed Martial Arts Training (22 years)

Methods of Instruction Certified  
Crime Scene Investigation  
Active Shooter Response  
Top Gun Narcotics School  
Street Gang Awareness  
Interview/ Interrogation  
Amber Alert/ Child Molestation Investigation  
Statement Analysis  
Ocean Rescue  
Monadnock (Expandable Baton) Instructor  
HazMat Incident Management  
Incident Command  
Sexual Harassment  
Employment Discrimination  
Street Gang Training  
Improvised Explosive Device Counterterrorism  
Undercover Operations and Investigations  
Anti-Terrorism Awareness Training  
Counterterrorism Level II  
Field Training Officer  
Physical Conditioning Instructor Certified  
Drug Abuse Resistance Education (D.A.R.E.) Instructor/ School Resource Officer

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***COURSES TAUGHT***

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*Seton Hall University*

**HRTD 6504**– Performance Analysis (Graduate Level)  
**ELMP 6765**– Policy Analysis in Admin (Graduate Level)  
**ELMP 7773**– Organ Structures and Processes in Administration (Doctoral Level)  
**ELMP 8987**– Dissertation Seminar in Administration I (Doctoral Level)  
**EDST 7310** – Ethical Foundations of Professional Helping Relationships (Graduate Level)  
**ELMP 9999**–Culminating Research Seminar (Post-Graduate Level)  
**HRTD 6600**– Police Executive Leadership  
**EDST 6324**–Human Relations  
**HRTD 6501**– Introduction to Human Resources Training, Management and Development

*Southern New Hampshire University*

**CJ-330-J1619**–Leadership & Management in CJ Organizations  
**CJ-330-Q6034**–Research Methods for CJ  
**CJ-469-R1834**–Counterterrorism Techniques  
**CJ-112-T2290**–Intro to Criminal Justice  
**CJ-405-H7204**–Security Management  
**CJ-408-J4494**–Bus Continuity/Resiliency Plan

*Centenary University*

**CJS 2050**– Laws of Criminal Evidence

**CJS 2055**– Organized Crime  
**AFC 1000**– Careers in Law Enforcement  
**CJS 2625**– Criminal Investigations  
**CJS 3025**– Police Organizations and Administration  
**CJS 3001**– Criminology  
**CJS 3010**– Death Investigation  
**CJS 3015**– Interview, Interrogation, Arrest, Search and Seizure

*American Public University System (Online)*

**SCMT507**– Assets Protection and Loss Prevention Management (Graduate Level)  
**SCMT536**– Protective Services (Graduate Level)  
**SCMT544**– Security Architecture (Graduate Level)  
**SCMT379**– School and Campus Security  
**SCMT392**– Industrial Espionage  
**SCMT371**– Legal and Ethical Issues in Security Management

*New Jersey City University*

**SECU 321**– Seminar on National Security  
**SECU 210**– Introduction to Intelligence  
**SECU 680**– Specialized Field Project (Graduate Level)  
**SECU830**– Doctoral Colloquium in Emergency Operations & Management I (Doctoral Level)  
**SECU835**– Doctoral Colloquium in Emergency Operations & Management II (Doctoral Level)

*Liberty University*

**PADM 501**– Fundamentals of Public Administration  
**CJUS535**– Strategic Intelligence for Law Enforcement Leaders

*Fairleigh Dickinson University*

**PADM 6601**– Organizational Theory (Graduate Level)

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***DOCTORAL DISSERTATION COMMITTEES***

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Garibaldi, G. (2015) *Public-private partnership resiliency: Collaboration through the national exercise program*. New Jersey City University, NJ.

Velasquez, S. (2017) *Implementation of an obsolescence management framework to improve physical security system performance*. New Jersey City University, NJ.

Compton, D. F., Jr. (2020). *Perception of New Jersey law enforcement on body-worn cameras*. Centenary University, NJ

Clark, P. (2020). *An evaluation of parental involvement types in a suburban minority New Jersey intermediate school: A quantitative study*. Seton Hall University, NJ.

Ventura, J. (2020). *A content analysis of the higher order thinking requirements of a third and fourth grade online-based English language arts skills program*. Seton Hall University, NJ.

Pierre-Louis, E. (2020). *Evaluating the efficacy of campus emergency notifications by examining faculty and staff perceptions*. New Jersey City University, NJ.

Alise, G. (2021). *Transformational leadership, conflict Management, and job satisfaction in law Enforcement*. Seton Hall University, NJ.

Gottfried, M. (2021). *The Association Between Participation in Extracurricular Activities and Adolescent's Mental Health*. Seton Hall University, NJ.