

## VITA

**James L. Tanner, Ph.D.**  
**KBSolutions Inc.**  
**1407 Balsam Ave.**  
**Boulder, Colorado 80304**

### EDUCATION

- Ph.D.            January 1982, University of Illinois at Urbana-Champaign  
Sociology, Substantive Areas of Certification:  
                    Sociology of Law (Criminology/Delinquency)  
                    Social Psychology (Cognitive Structures)  
                    Evaluation/Policy Research
- M.A.            June 1979, Wichita State University  
Sociology, Content Area: Delinquency/Criminology Policy
- B.A.            June 1977, Wichita State University  
Major in Sociology

### CERTIFICATIONS

- 2005-2009      Global Information Assurance Certification  
                    GIAC Security Leadership Certification #0097 (Allowed to expire in 2009)

### WORK EXPERIENCE

- 1998-date      President, KBSolutions, Inc.  
                    Boulder, Colorado

Founder and CEO. Company provides consultation, professional training, cognitive curriculums, and research for criminal justice and social service agencies. Serve as primary consultant/trainer and principal investigator in all projects. Consultation and training client base are probation/parole departments, national criminal justice organizations, and international corrections organizations. Specialization in cognitive interventions with offenders, sex offender management, and cyber crime investigations. Current research projects include cognitive interventions for offender populations, improvement in the management of sex offenders, cyber-sex and the Internet, and measurement of effectiveness of criminal justice treatment modalities.

- 1993-2016      Vice President, Correctional Management, Inc.  
                    Boulder, Colorado

Responsible for planning and program operations of privately held corporation providing consultation and multifaceted community based intermediate sanctions to offender populations. Duties include directing needs assessment, program development, internal program auditing, supervision of service delivery, consultation services, and staff development of residential and non-residential services. Programs include in-residence treatment, day reporting, intermediate sanctions, and community supervision components.

Programs demonstrate effective reduction in offender risk for 84% of all clients as determined by test-retest using the Level of Supervision Inventory (Andrews & Bonta, 1996). Programs were externally evaluated by national experts (Van Voorhis & Gendreau) and determined to be among the best three programs in North America according to scores on the Correctional Program Assessment Inventory (Andrews and Gendreau, 1996).

Developed three innovative assessment instruments; Decisional Balance Scale, Stage of Change Scale, and Case Management Inventory which combines effective multi-axial assessment with cognitive-behavioral skill building, stages of change, and relapse prevention approaches to offender treatment.

1987-1993      Community Corrections Manager  
                    Boulder County, Colorado

Served at the pleasure of the Board of County Commissioners. Responsible for the administration and overall supervision of \$1,500,000 per annum agency employing 75 people. Conducted needs assessment, developed and implemented programs, supervised staff, and directed fiscal and programmatic elements of county wide coordinated criminal justice services for over 13,000 adult and juvenile clients annually. Services included detention, pretrial supervision, and post adjudicated intermediate sanctions program elements. Duties also included administration of additional \$2,000,000 in grant funds annually. Accomplishments include: designing and building detention facility for youth, reducing operating costs 7% while increasing services, fully automating client records, developing and implementing three new programs - two of which received national awards for innovation in service delivery, directed design and implementation of secure detention facility.

1989              Adjunct Faculty in Sociology  
                    University of Colorado, Boulder

Developed and taught undergraduate and graduate course in Correctional Administration.

1981-1987      Assistant Professor of Sociology  
                    Wichita State University, Wichita Kansas

Developed and taught courses in Sociology, Social Psychology, Statistics, and Research at both graduate and undergraduate levels. Consistently ranked in the top 5% of all teaching faculty within the University (see course topics listed below).

1980-1981      Teaching Assistant - Graduate Methods Course  
                    University of Illinois at Urbana-Champaign

Assisted in the instruction of the required doctoral research methods course for the graduate program in Sociology.

1977-1979      Director, Booth Memorial Residence, Wichita, Kansas.

Promoted from Program Manager. Directed fiscal/operational management of residential center servicing adjudicated youth. Responsible for \$800,000 per annum facility employing 63 staff. Renovated existing hospital into 67 bed staff-secure facility. Planned and coordinated program, developed and administered budget, hired and supervised both professional and line staff. Accomplishments include: Reduced operating costs 8% while increasing services delivered; developed and implemented an innovative, team oriented, intervention program to serve client population.

- 1974-1977 Director, Residential Homes for Boys, Inc. Wichita, Kansas.
- Corporate director with control of all operations. Corporation maintained residential community corrections programs on two sites which targeted adjudicated youth. Developed and implemented program, directed fiscal management, and supervised employees. Accomplishments include: Brought failing program from a deficit to \$13,000 cash reserve in one year; Developed federal and state grants providing over \$240,000 per annum income.
- 1971-1974 Supervisor, 18th Judicial District Court, Wichita, Kansas.
- Direct supervision of District Court Probation Officers maintaining a caseload of over 600 cases. Planned, coordinated, and managed applications of legal and administrative directives affecting court operations. Developed and supervised community based outreach services for the court, instituting a wide range of delinquency prevention programs operating from "storefront" facilities. Served as consultant for construction of a 55 bed detention facility operated by County.

### **ADDITIONAL POSITIONS HELD**

- 2005-Date Cyber Crime Analyst / Forensic Examiner (Sworn Staff)  
20<sup>th</sup> Judicial District Probation Department, Colorado
- 2006-2013 Staff Scientist  
National Law Enforcement and Corrections Technology Center  
Corrections Technology Center of Excellence

### **SPECIALIZED COMPUTER FORENSICS TRAINING**

- 2001 EnCase® Basic Computer Forensic Course - Pasadena, CA  
2001 EnCase® Intermediate Computer Forensic Course - Pasadena, CA  
2001 EnCase® Advanced Computer Forensic Course - Pasadena, CA  
2002 Access Data Computer Forensic Boot Camp® - Denver, CO  
2001-date 800+ hours of computer forensic training sponsored by HTCIA, ICAC and DoD

### **RESEARCH INTERESTS**

My research interests lie in the applied area. Most, if not all, of my work has been done as evaluation/policy research directed at specific target populations or institutions. The majority of my work has been conducted as evaluation/policy studies in the criminal justice system and youth services arena. Current projects are:

- \* Cyber-sex and the Internet - modalities , effects, and computer forensics.
- \* Cyber crime investigation tools - Managing convicted sex offenders.
- \* Cognitive interventions with criminal justice populations including the application of cognitive neuroscience research to criminal justice populations
- \* Evaluative research focusing on increasing the efficacy of sex offender management (primarily focused on repetitive pedophiles).

## SELECTED RESEARCH EXPERIENCE

- 2017-2020 Statistician  
Provided statistical analysis for 3 year Federally funded project studying outcomes of High Impact Victim Offender Mediation.
- 2010 Co-Investigator  
Conducted research on convicted sex offenders risk patterns relative to computer use.
- 2010 Principal Investigator  
Conducted an evaluation of the Boulder Police Department's Computer Forensic Lab capacity.
- 2006-2010 Principal Investigator - Evaluator  
Conducted evaluation of Integrated Treatment Court of the 20<sup>th</sup> Judicial District of Colorado.
- 2001-2006 Principal Investigator  
Conducted research on juvenile sex offender treatment efficacy for 20<sup>th</sup> Judicial District in Colorado (With Stephen Brake, Ph.D.).
- 2000 Principal Investigator  
Developed sex offender management tool (SSOTR) which measures progress of offenders in treatment and supervision (With Stephen Brake, Ph.D.).
- 1999 Principal Investigator  
Conducted evaluative research project for metropolitan probation department which examined the efficacy of sex offender management.
- 1998 Principal Investigator  
Conducted research examining sex offender behavior during treatment. Study used maintenance polygraphy as primary data source.
- 1997 Principal Investigator  
Collected, analyzed and reported data for a suit under the U.S. Organized Crime Laws. Outcome data presented in United States District Court, Western District of Kentucky.
- 1995 Principal Investigator  
Developed and validated research instrument (DBS - Decisional Balance Scale) which assesses criminal justice clients' ambivalence toward change.
- 1995 Principal Investigator  
Developed and validated research instrument (SOCS - Stage of Change Scale) which determines criminal justice clients' stage of change.
- 1995 Principal Investigator  
Conducted survey research/data analysis of 1,800 respondent questionnaire examining community satisfaction with local government's service delivery.
- 1993 Principal Investigator  
Conducted survey research/data analysis of 1,500 respondent questionnaire examining community satisfaction with local government's service delivery.
- 1992 Co-Principal Investigator  
Research conducted for the Colorado Department of Institutions and the Colorado Legislature. Compared factors which predicted commitment of adjudicated youth to secure facilities with those factors which the legislature intended.
- 1991 Principal Investigator  
Conducted survey research/data analysis of 2,000 respondent questionnaire examining community and employee satisfaction with local government's service delivery.

- 1989 Principal Investigator  
Research examining intake criteria in local Juvenile Detention Facility. Study focused on predictors of recidivism based on 116 Likert scale items completed on intake.
- 1989 Principal Investigator  
Conducted ARIMA impact assessment of the Social Opportunity and Support Program. A non-traditional program serving high need criminal justice clients in Boulder, Colorado.
- 1984-1985 Principal Investigator  
Conducted applied research studying the impact of micro-computer technology upon both privacy/security and family life.
- 1985 Principal Investigator  
Evaluation research examining the efficacy of diagnostic instruments in predicting alcoholism among drunk drivers.
- 1985 Principal Investigator  
Evaluation research examining predictors of successful probation among juveniles within the 18th Judicial District Court, Kansas.
- 1984-1985 Principal Investigator  
Evaluation research project for the 18th Judicial District of Kansas Courts. The study assessed the success of a program designed to reduce recidivism among juvenile shoplifters.
- 1984-1985 Co-Principal Investigator  
Social-psychological research examining the effect of subjective estimations of time upon age identity.
- 1983-1984 Principal Investigator  
Evaluation Research of Kansas Levels of Care System for placing youth in foster care facilities. Conducted for Kansas Department of Social and Rehabilitation Services.
- 1980 Research Associate  
Survey Research Laboratory, University of Illinois. Project Director: Dr. Marcus Felson. Involved in all aspects of the development, data collection, and data analysis phases of a research project studying residential mobility.
- 1979-1980 Research Associate  
Survey Research Laboratory, University of Illinois. Project Director: Dr. Joe Spaeth. Involved in all aspects of a research project examining predictors of physician utilization.

## **PUBLICATIONS**

- 2013 "Exploring Sex Offender Grooming" with Stephen Brake.  
A paper explicating the grooming process of sex offenders.
- 2012 "What Are We Doing? Thoughts on Prosecution of Near-Aged P2P Exploitation Cases"  
A paper examining P2P activity by adolescents.
- 2010 "14 Factors: Digital Technology Use Factors Which Indicate Increased Sex Offender Investment in Digital Sexual Content."  
A paper examining computer use of sex offenders - adopted as part of the Colorado Sex Offender Management Board's Standards
- 2009 "Porn as Contraband"  
A paper discussing the use of legal pornography by convicted sex offenders.
- 2009 "Rethinking Don't Touch"  
A paper examining the utility of modern live-box computer forensics.

- 2005-2010 "Field Search Manual" (Versions 1.0, 1.5, 2.0, 2.5, 3.0, 4.0, 4.5 & FSMac)  
User manual for Field Search, NLECTC's field-based computer forensic software
- 2003 "Revisiting Improvements to Sex Offender Management"  
(With Diane DiLeo & Debbie Crapeau) Sex Offender Law Report Vol. 4 No 2.
- 2002 "Rethinking Computer Management of Sex Offenders Under Community Supervision"  
The Journal of Offender Monitoring Volume 15, Number 2. Summer/Fall 2002
- 2000 "Improving Sex Offender Management" (With Diane DiLeo)  
Offender Programs Report. Volume 4, Number 4. November/December 2000
- 1997 Thinking Traps  
Volume twelve of *Quick Skills* cognitive curriculum for offender populations. The course focuses on cognitive restructuring (content of thinking).
- 1997 Parenting Skills (With Mary Anne Tanner, M.S.W.)  
Volume eleven of *Quick Skills* cognitive curriculum for offender populations. The course focuses on development of parenting skills among offender populations.
- 1996 Dealing With Feelings (With Mary Anne Tanner, M.S.W.)  
Volume ten of *Quick Skills* cognitive curriculum for offender populations. The course focuses on recognizing and dealing with emotions.
- 1996 Dealing with Difficult Situations (With Mary Anne Tanner, M.S.W.)  
Volume nine of *Quick Skills* cognitive curriculum for offender populations. The course focuses on strategies to cope with situations that are difficult for offender populations.
- 1996 Basic Social Skills (With Mary Anne Tanner, M.S.W.)  
Volume eight of *Quick Skills* cognitive curriculum for offender populations. A remedial course for offender populations who need to improve basic social skills.
- 1996 Basic Learning Skills (With Mary Anne Tanner, M.S.W.)  
Volume seven of *Quick Skills* cognitive curriculum for offender populations. A remedial course for offenders who need to improve study and learning skills.
- 1996 Employment Skills  
Volume six of *Quick Skills* cognitive curriculum for offender populations. The course focuses on developing skills that help offenders obtain and maintain employment.
- 1996 Financial Management  
Volume five of *Quick Skills* cognitive curriculum for offender populations. The course focuses offenders on developing appropriate financial management skills.
- 1996 Self Assertion  
Volume four of *Quick Skills* cognitive curriculum for offender populations. The course trains submissive offenders toward assertion.
- 1996 Aggression Replacement  
Volume three of *Quick Skills* cognitive curriculum for offender populations. The course focuses on the behavioral components of anger. It trains aggressive offenders towards assertion.
- 1996 Anger Control  
Volume two of *Quick Skills* cognitive curriculum for offender populations. The course focuses on the affective components of anger. It trains offenders to recognize and intervene in "self-talk" that produces anger responses.

- 1996 Problem Solving  
Volume one of *Quick Skills* cognitive curriculum for offender populations. The course focuses on cognitive development (process of thinking).
- 1996 Case Management Inventory  
Copyrighted 70 item Likert scale which measures skill deficits in offender populations.
- 1995 Stage of Change Scale  
Copyrighted assessment tool designed to measure an offender's stage of change across five domains.
- 1995 Decisional Balance Scale  
Copyrighted assessment tool designed to measure ambivalence of offenders.
- 1985 "Predicting Successful Probation"  
Technical report submitted to 18th Judicial District, Kansas Courts - Juvenile Division.
- 1985 "Evaluation of the NCTI Program"  
Impact assessment final report to 18th Judicial District, Kansas Courts -Juvenile Division.
- 1983 "Predicting Physician Utilization"  
with William Cockerham & Joe Spaeth, "Medical Care" 21:360-369
- 1970 Co-authored a 200 page technical manual for the National Security Agency concerning computers and telecommunication intelligence. (Document is classified)

**SELECTED PROFESSIONAL ACTIVITY**

- 2018 Child Advocacy Center of Bastrop TX  
Provided one day training to MDT.
- 2018 Stop F.E.A.R. Conference - New York  
Provided training on Deception Detection to MDT of professionals.
- 2018 Child's Voice Conference - Sioux Falls SD  
Provided Keynote Speech and two breakout sessions
- 2018 Child Advocacy Centers of North Carolina  
Provided one day training on Sex Offenders Grooming and Deception Detection
- 2018 Conference on Crimes Against Children - Dallas TX  
Provided 11 breakout sessions.
- 2018 Conference on Crimes Against Women - Dallas TX  
Provided 5 breakout sessions and one computer lab.
- 2017 Colorado Department of Corrections  
Provided one day training to Parole Division.
- 2017 Conference on Crimes Against Children - Dallas TX  
Provided 9 breakout sessions on sex offenders.
- 2017 Conference on Crimes Against Women - Dallas TX  
Provided 5 breakout sessions on sex offenders.
- 2017 Small Voices Conference - Lincoln NE  
Provided full day training on sex offenders to local professionals.
- 2017 U.S. Attorney's Office, NE - Omana NE  
Provided 3 breakout sessions on sex offenders for Project Harmony Conference.

- 2016 Southwest Conference on Child Abuse - El Paso, Tx  
Provided ½ day workshop on sex offenders.
- 2016 Conference on Crimes Against Children - Dallas, Tx  
Provided 11 breakout sessions on sex offenders and content analysis.
- 2016 Fort Collins, CO Police Department - Ft. Collins CO  
Provided one day training on computer forensics and sex offenders.
- 2016 Bivona Child Abuse Summit - Rochester NY  
Provided 3 breakout sessions on sex offenders.
- 2016 Conference on Crimes Against Women - Dallas Tx  
Presented 5 breakout sessions on sex offenders.
- 2015 Oklahoma District Attorney's Association Annual Training Institute- Oklahoma City  
Provided ½ day training on sex offenders to prosecutors and staff.
- 2015 Federal Probation and Parole Officers Association National Training Institute - Scottsdale  
Provided 3 breakout sessions on sex offenders to USPO staff.
- 2015 Crimes Against Children Conference, Dallas, TX  
Provided 10 breakout sessions on sex offenders.
- 2015 Facebook Inc. Menlo Park, CA  
Provided training sessions on sex offender grooming for global security staff of Facebook.
- 2015 Phoenix Community Services - Gastonia, NC  
Provided 1 day training on sex offenders for local LE and mental health professionals.
- 2015 Wilcox County Law Enforcement Training Institute - Georgetown, TX  
Provided 1 day training on sex offenders.
- 2015 Boulder Police Department - Basic Detective Training Institute - Boulder, CO  
Provided 1 day training on sex offenders (with Amber McDonald) to LE officers from across the state of CO
- 2015 Conference on Crimes Against Women - Dallas TX  
Provided 5 breakout sessions on sex offenders.
- 2015 Iowa Sex Crimes Investigation Association Annual Conference - Altoona IA  
Provided ½ day training on sex offenders.
- 2015 Dallas Children's Advocacy Center - Dallas TX  
Provided 1 day training on sex offenders with Amber McDonald.
- 2014 South Padre Island Criminal Justice Conference - South Padre Island, TX  
Provided 2 training sessions on sex offenders.
- 2014 Iowa Attorney General Victim Assistance Conference  
Provided ½ day training session on sex offenders.
- 2014 South Dakota Unified Judicial System  
Provided ½ day training sessions on sex offenders at 2 locations in SD.
- 2014 Crimes Against Children Conference - Dallas TX  
Provided 9 break out sessions on sex offenders.
- 2014 United States Secret Service - Polygraph Division  
Provided 1 day training on sex offenders.



- 2014 Conference on Crimes Against Women - Dallas TX  
Provided 4 sessions on sex offenders.
- 2014 Pennsylvania Crimes Against Children Conference - Newton, PA  
Presented ½ day training session on sex offenders.
- 2014 New York State Office of Mental Health  
Provided 1 day training sessions on sex offenders in five locations across the state.
- 2013 U.S. Probation and Parole, Iowa Division.  
Provided 1 day training on sex offenders.
- 2013 Oklahoma Department of Mental Health  
Provided two 1 day training on sex offenders.
- 2013 Southwest Child Abuse Conference - El Paso, TX  
Provided two ½ day sessions on sex offenders.
- 2013 Nebraska Conference on Child Abuse - Omaha, NE  
Provided 1 day training on sex offenders.
- 2013 Stillwater, OK Law Enforcement Training Institute.  
Provided 1 day training on sex offenders.
- 2013 HTCIA Conference - Summerlin, NV  
Provided ½ day training on sex offenders.
- 2013 Correctional Management, Inc. Boulder, CO  
Provided 1 day training on Good Life Model and Self-Regulation Model Revised to case managers supervising sex offenders.
- 2013 Crimes Against Children Conference - Dallas, TX  
Provided 7 sessions on sex offenders.
- 2013 Internet Crimes Against Children Task Force - Fox Valley CC  
Filmed training video on sex offenders for ICAC. Video is utilized to train ICAC officers nationally.
- 2013 Adams County Child Welfare Conference - Brighton, CO  
Provided 2 breakout sessions on sex offenders.
- 2013 Grand County Law Enforcement Training - Granby, CO  
Provided 1 day training on sex offenders to all LE agencies in county.
- 2013 Conference on Crimes Against Women - Dallas, TX  
Provided 4 sessions on sex offenders.
- 2013 U.S. Army MEDCOM - Ft. Sam Huston, San Antonio, TX  
Provided one day training on deception detection and secondary trauma.
- 2013 Dallas Children's Advocacy Center - Dallas, TX  
Provided one day training on sex offenders.
- 2012 Oklahoma Division of Mental Health - Enid & El Reno, OK  
Provided two 1 day training sessions on sex offenders.
- 2012 Virginia Division of Criminal Justice Services - Roanoke, VA  
Provided 1 day training on sex offenders.

- 2012 Children's Cove Annual Child Abuse Conference, Cape Cod, MA  
Provided 1 day training on sex offenders.
- 2012 Crimes Against Children Conference - Dallas, TX  
Provided 9 sessions on sex offenders.
- 2012 U.S. Probation and Parole, North Carolina  
Provided 1 day training institute on sex offenders.
- 2012 United States Secret Service  
Provided 1 day training on sex offenders to polygraph examiners for USSS.
- 2012 New Hampshire State Courts.  
Provided 1 day training on sex offenders.
- 2012 Lakewood Police Dept., Lakewood, CO  
Provided ½ day training on sex offenders to Lakewood Police Dept., Lakewood, CO
- 2012 Crime Victims Rights Week Conference - Omaha NE  
Presented two breakout sessions on sex offenders.
- 2012 Federal Probation and Parole Officers Training Institute - Atlanta, GA  
Presented 4 training sessions on sex offenders.
- 2012 Conference on Crimes Against Women - Dallas, TX  
Presented 4 training sessions on sex offenders.
- 2011 U.S. Army, Ft. Carson, CO  
Presented 8 hour training on sex offenders.
- 2011 Grand County, CO Law Enforcement Training Task Force - Granby, CO  
Presented 8 hour training on sex offenders.
- 2011 State of New York Criminal Justice Division  
Provided five 1 day long training sessions on sex offenders. 5 locations across NY
- 2011 Project Safe Childhood - Salt Lake City, UT  
Presented 4 training sessions on sex offenders.
- 2011 Oklahoma Department of Mental Health - 2 locations in OK  
Presented two 1 day trainings on Sex Offenders
- 2011 Mid-Atlantic Child Abuse Conference - Ocean City, MD  
Keynote Speaker and presented 3 breakout sessions on Sex Offenders
- 2011 Rhode Island Sex Offender Management Task Force Conference - Warwick, RI  
Presented 1 day training on sex offenders and management.
- 2011 Crimes Against Children Conference - Dallas, TX  
Presented 10 breakout training sessions on sex offenders at conference.
- 2011 Project Safe Childhood Conference - Denver, CO  
Presented 4 sessions on sex offenders at training conference.
- 2011 SAVIC National Training Institute - San Antonio, TX  
Presented 3 sessions on sex offenders at national training institute for SAVIC instructors.
- 2011 Idaho Council on Domestic Violence and Victim Assistance - Boise ID  
Presented 4 sessions on sex offenders at the Two Days In June Conference.

- 2011 WV Prosecuting Attorney's Institute - Crimes Against Children Training  
Provided full day training on sex offenders for WV Children's Justice Task Force - Parkersburg WV
- 2011 Iowa Health & Human Services & Iowa Dept. of Mental Health - Des Moines IA  
Provided 1 day training to mental health, law enforcement, and health professionals.
- 2011 Child Abuse and Family Violence Summit - Clackamas County, OR  
Keynote Speaker, and provided 1 day training on Managing Sex Offenders' Computers.
- 2011 Federal Probation & Pretrial Officers Association National Training Institute - Atlanta GA  
Provided 4 breakout sessions on sex offenders.
- 2011 Conference on Crimes Against Women - Dallas TX  
Provided 4 breakout sessions on sex offenders
- 2011 WV Prosecuting Attorney's Institute - Crimes Against Children Training  
Provided full day training for WV Children's Justice Task Force - Martinsburg WV
- 2011 New York State Office of Criminal Justice Services - Albany NY  
Provided one day training for OCJS Sex Offender Services Division
- 2010 Child Safe Conference - San Antonio TX  
Provided 3 breakout sessions on sex offenders.
- 2010 New York State Office of Criminal Justice Services  
Provided a full day training on sex offenders at 5 locations across the state.
- 2010 El Paso Crimes Against Children Conference - El Paso TX  
Primary Speaker for entire day.
- 2010 West Virginia Childrens Justice Conference - Charleston WV  
Plenary Speaker + 3 breakout sessions on sex offenders
- 2010 Great Lakes Native American Conference - Mt. Pleasant MI  
Presented 2 Sessions on sex offenders and a Plenary Session.
- 2010 Crimes Against Children Conference - Dallas TX  
Presented 8 sessions on sex offenders
- 2010 Conference on Crimes Against Women - Dallas TX  
Presented 5 sessions on sex offenders.
- 2010 New York State ATSA Conference - Verona, NY  
Plenary Speaker + 1 day pre-conference workshop + two sessions on sex offenders.
- 2009 Southeast Texas Crimes Against Children Conference - El Paso, TX  
Presented 3 sessions on sex offenders
- 2009 Project Safe Childhood - Utah Conference - Salt Lake City, UT  
Presented 4 breakout sessions on sex offenders
- 2009 Conference on Crimes Against Women - Dallas TX  
Presented 4 breakout sessions on sex offenders.
- 2009 Crimes Against Children Conference - Dallas, TX  
Presented 7 breakout sessions on sex offenders.
- 2009 Wind River Native American Conference on Child Abuse - Lander, WY  
Taught three breakout sessions on sex offenders.

- 2009 Iowa-Nebraska Native American Child Protection Conference - Sioux City, IA  
Taught two break out sessions on sex offenders.
- 2009 National Law Enforcement and Corrections Technology Center - Denver, CO  
Taught four classes certifying Field Search Instructors.
- 2009 Annual Meeting of the Texas Probation Officers Association - Dallas, TX  
Presented two breakout sessions on sex offenders.
- 2009 Kansas Court Service Officer's Annual Meeting - Wichita, KS  
Presented Keynote Address and two breakout sessions on sex offenders.
- 2008 Joining Forces Conference on Child Abuse - Salt Lake, UT  
Presented 3 breakout sessions on sex offenders.
- 2008 ICAC National Conference - Columbus, OH  
Presented 2 Computer Forensic Labs on Field Forensics
- 2008 Crimes Against Children Conference - Dallas Tx.  
Presented 7 breakout sessions on sex offenders.
- 2008 Ohio HTCIA Training Conference - Cleveland, OH  
Presented 2 Computer Forensic Labs
- 2008 Conference on Crimes Against Women - Dallas, Tx.  
Presented 3 breakout sessions on sex offenders.
- 2008 Field Search Instructor Training Course - Boulder, CO  
Developed and taught T of T class on computer forensics to International attendees.
- 2008 "Nobel County Cares" - Kendalville, IN  
One day training of Nobel County professionals sponsored by Nobel Courts.
- 2008 Project Safe Childhood Conference - Dubuque, IA  
Presented three breakout sessions on sex offenders.
- 2008 Department of Defense Cyber Crime Conference - St. Louis  
Presented three breakout sessions on sex offenders at DOD conference.
- 2007 Plenary Speaker - Project Safe Childhood Conference - Wisconsin Dells  
USDOJ - U.S. Attorney's Offices - Wisconsin.
- 2007 "Managing Sex Offenders in the Community"  
Breakout training presented at the Project Safe Childhood Conference, USDOJ - WI
- 2007 Family Services of Marion, IN  
Presented one day training: "Protecting Our Children/Teens From Internet Predators" to law enforcement, social service and mental health professionals of Wabash County, IN.
- 2006 HTCIA International Conference, Cleveland, OH  
Conducted two labs on Field Search Software
- 2006 IPACE - US Department of Justice, Columbia, SC  
Presented training session to Federal Agents and US Attorneys on sex offenders.  
(With Damon King, Chief Deputy, US DOJ, Child Exploitation Unit).
- 2006 NLECTC Annual Conference on Innovations in Corrections Technology  
Presented lab on Field Search Software

- 2006 Colorado Youth Offender System, Pueblo, CO  
One day training on utilizing cognitive-behavioral approaches to youthful offenders.
- 2006 MRINSO / IN-ATSA, Indianapolis, IN  
One day training "Beyond Prosecution: Understanding & Managing Convicted Sex Offenders' Computer Use" presented to law enforcement and mental health professionals.
- 2006 Family Services of Marion, IN  
Presented one day training: "Protecting Our Children/Teens From Internet Predators" to social service and mental health professionals.
- 2006 Southeast Cybercrime Summit - Kennesaw State University (HTCIA affiliate)  
Presented two sessions on sex offenders and cyber crime to High Tech Crime Investigators.
- 2005 Monmouth County, NJ District Attorney's Office.  
Presented a one-day training for professionals on Juvenile Sex Offenders.
- 2005 Software Designer - National Law Enforcement and Corrections Technology Center  
Designed Field Search, a field based computer forensics software package distributed by NLECTC. Software programmed by Jim Persinger of PM Investigations Inc.
- 2005 Keynote Speaker - Mid Atlantic Conference on Child Abuse and Neglect.  
Also presented four training sessions at the conference held in Maryland.
- 2005 "Searches of Computers of Probationers"  
Presented to the National Association of Attorneys General and National Center for Justice and the Rule of Law, Oxford MS (with Marc Harrold, Senior Counsel for National Programs, National Center for Justice and the Rule of Law).
- 2005 Southeast Cybercrime Summit - Kennesaw State University.(HTCIA affiliate)  
Presented five seminars on sex offenders and cyber crime intervention to High Tech Crime Investigators.
- 2004 Software Design Consultant - Correctional Management Inc.  
Designed and wrote 90 page technical specifications for \$300,000 enterprise software application managing community corrections operations. Served as manager of the software development project.
- 2004 Probation Department of the 20<sup>th</sup> Judicial District, Colorado. Boulder, CO  
One day training in Discourse Analysis
- 2004 20<sup>th</sup> Judicial District, Boulder, CO  
Provided two days of training to Probation staff on case planning.
- 2004-2009 National Law Enforcement and Corrections Technology Center.  
Provided training in Field Computer Forensics to a variety of state agencies in 32 states.
- 2004 Southeast Cybercrime Summit - Kennesaw State University.(HTCIA affiliate)  
Presented five seminars on sex offenders and cyber crime intervention to High Tech Crime Investigators.
- 2003 "Sex Offenders and The Internet"  
Training session at the 31<sup>st</sup> Annual Conference of the National Association of Pretrial Service Agencies - Omni Resort, Colorado
- 2003 "Advanced Sex Offender Case Management"  
Four day training for case management staff of the U.S. Consolidated Naval Brig Miramar Marine Air Station, San Diego CA

- 2003 "Sex Offender Management"  
A one day training sponsored by the San Diego County Sex Offender Management Board. Presented to law enforcement in San Diego County, CA.
- 2003 "Field Forensics on Sex Offenders"  
A one day restricted training provided to Computer Forensic Examiners of San Diego and Orange Counties, California.
- 2003 "Understanding Internet Porn Addiction"  
One day training presented to the Sante Center for Health, Fort Worth, TX
- 2003 "Sex Offenders and the Internet"  
Training provided to the Texas Correctional Association's Annual Meeting, Fort Worth
- 2003 Trainer - National Law Enforcement and Corrections Technology Center.  
Provided training to State agencies and Annual Innovations in Technology Conference.
- 2003 Trainer - Southeast Cybercrime Summit - Kennesaw State University.(HTCIA affiliate)  
Presented four seminars on sex offenders and cyber crime intervention to High Tech Crime Investigators.
- 2003 Consultant-Trainer - Colorado Department of Corrections, Youth Offender Services  
On-going consultation on assessment, case planning, and service delivery.
- 2002-2008 "Managing Sex Offender's Computer Use"  
Developed and taught a series of 2-day computer forensics classes for Probation and Parole Officers. Courses were sponsored by The American Probation and Parole Association
- 2001 "Going From Assessment to Case Plan"  
Two 1 day seminars designed to help probation officers integrate diverse assessment information into a meaningful case plan. Presented to the 20<sup>th</sup> Judicial District Probation Dept.
- 2001 "Effective Sex Offender Management"  
Provided 4 hour training course for community corrections professionals. Course sponsored by the Colorado Community Corrections Coalition.
- 2001 "Trainer of Trainers in Guided Group Interaction"  
Provided 88 hour advanced training course for trainers of trainers in the group-based treatment program of the Colorado Department of Corrections, Youth Offender Services.
- 2001 "Positive Peer Culture in a Secure Setting"  
Provided an 8 hour seminar to all staff (200+) working for Colorado Department of Corrections, Youth Offender Services Residential Facility. Course focused on each staff member's contribution to the programs and overall culture of the facility.
- 2001 "Sex, Computers and the Internet"  
Two presentations concerning sex on the internet and computer forensics. Presented at the Kansas Governor's Conference on Juvenile Justice.
- 2001 "Sex, Computers and the Internet"  
A half day seminar concerning sex on the internet and computer forensics. Presented to the Annual Meeting of the Colorado Association of Sex Crimes Investigators.
- 2002 Boulder County District Attorney's Office  
Facilitated on-going "Key Decision Makers" group addressing legislative change.
- 2001 Colorado Department of Corrections, Youth Offender Services  
Hired to train YOS staff to enhance group program elements of secure facility.

- 2001 "Improving Residential Care"  
Two one-day seminars relating the "what works" literature to residential care of adjudicated juvenile offenders. Presented to the Sedgwick County Corrections Division, Wichita, KS
- 2001 Consultant - 20<sup>th</sup> Judicial District, Colorado  
Hired to develop "state of art" Juvenile Sex Offender assessment tool and provide clinical consulting to Probation staff regarding sex offender treatment efficacy (With Stephen Brake, Ph.D.).
- 2001 "Motivating Correctional Clients to Change"  
Two one-day seminars focused on improving the motivational skill of professionals working with adjudicated juveniles. Included Stages of Change and Motivational Interviewing technologies. Presented to the Sedgwick County Corrections Division, Wichita, KS
- 2000 Consultant - Correctional Psychology Associates  
On-going consulting contract regarding correctional systems and treatment modalities.
- 2000 Management Audit & Critical Incident Review - Jefferson County, Kentucky  
Critical incident review and management audit of 96 bed juvenile detention facility.
- 2000 Consultant - Teaching Humane Existence  
Conducted feasibility study for 300 bed residential sex offender treatment center.
- 2000 "Understanding Cognition And Using It As A Tool In Sentencing Decisions"  
A half day seminar covering cognition and motivation to change with non-felon defendants. Presented to the Colorado Municipal Judges Association
- 2000 Boulder County IMPACT Services.  
Developed sex offender residential care RFP for managed care administrative agency.
- 2000 "Sex Offenders and the Internet"  
A half day workshop designed to assist professionals in detecting treatment violations of convicted sex offenders. Presented to Probation Officers of U.S. Probation and Parole.
- 2000 "Sex Offenders and the Internet"  
A one day workshop designed to assist professionals in detecting treatment violations of convicted sex offenders. Co presented with U.S. Customs Agent Marcus Lawson and Center for Sex Offender Management specialist Margaret Griffin.. Sponsored by the American Probation and Parole Association
- 2000 "Cognitive Interventions"  
A one day seminar designed to enhance the cognitive intervention skills of clinical staff. The course assists professionals in understanding and applying the findings of recent cognitive neuroscience and treatment research. Sponsored by the Ohio Department of Youth Services.
- 2000 Center for Sex Offender Management  
Provide consultation/training to professional staff regarding cyber-sex and its investigation.
- 2000 "Going From Assessment to Case Plan"  
Two 1 day seminars designed to help case managers integrate diverse assessment information into a case plan. Presented to Ohio Department of Youth Services.
- 2000 American Probation & Parole Association.  
Provided training on sex offender management tools.

- 2000 "Advanced Cognitive Interventions"  
A series of two day seminars designed to enhance the cognitive intervention skills of professional staff. Attendees included justice system professionals, mental health workers, and educators. Sponsored by the 20<sup>th</sup> Judicial District, Colorado.
- 1999 "Surviving the Crunch"  
A 4 hour professional training focused on assisting probation staff to cope with increased demands in the face of decreasing resources. Presented to Colorado 18th Judicial District Probation Staff.
- 1999 "Combining Tools Effectively"  
A 6 hour professional training seminar designed to help professionals integrate technology of Stages of Change, Motivational Interviewing, Cognitive Restructuring, Relapse Prevention, and appropriate containment of offender populations. Presented at the Colorado Justice System Interagency Training Institute.
- 1999 Optimal Health & Performance, Australian Capital Territory  
Provided ongoing consultation on cognitive interventions for offender populations.
- 1999 Irish Penal Reform Trust, Dublin, Ireland  
"New Frontiers in Sex Offender Treatment", A professional seminar for senior justice officials in Ireland. Seminar covered emerging issues in sex offender treatment.
- 1999 Colorado's 20th Judicial District Probation Staff.  
"Combining Tools Effectively" Two 8 hour training sessions designed to help professionals integrate technology of Stages of Change, Motivational Interviewing, Cognitive Restructuring, Relapse Prevention, and appropriate containment of offender populations.
- 1999 "Cognitive Intervention Instructor Course"  
A 40 hour course certifying professionals as cognitive-behavioral skill instructors. Presented to staff of Jefferson County Juvenile Assessment Center, Special Education Staff.
- 1999 Colorado Sex Offender Management Board.  
"Incidence of High Risk Behavior of Sex Offenders in Treatment"
- 1998 Colorado's 18th Judicial District Probation Staff.  
"Combining Tools Effectively" An 8 hour training designed to help professionals integrate technology of Stages of Change, Motivational Interviewing, Cognitive Restructuring, Relapse Prevention, and appropriate containment of offender populations.
- 1998 "Using Cognitive Interventions with Offender Populations"  
An 8 hour professional training for justice system staff of Boulder County, CO.
- 1998 "Cognitive Intervention Instructor Course"  
A 40 hour course certifying professionals as cognitive-behavioral skill instructors. Presented to staff of Correctional Management, Inc.
- 1998 "Cognition and Offenders"  
An 8 hour professional training covering recent developments in cognitive neuroscience and its implication for offender populations. Presented to Jefferson County Mental Health staff.
- 1998 Consultant - Commissioner of Corrections, Victoria, Australia.  
Provided community corrections expertise to corrections programs.
- 1998 "Cognitive Interventions: What they are, Why we Do them, Why they Work"  
An 8 hour professional training on applied cognitive-behavioral technologies with offender populations.



- 1997 "Working with Resistive Clients"  
An 8 hours professional training for criminal justice workers in Denver metro area.
- 1997-2000 Consultant - Teaching Humane Existence, Inc.  
Provided criminal justice expertise to sex offender treatment program.
- 1997 Consultant - Jefferson County Juvenile Assessment Center  
Conducted evaluation research of juvenile assessment programs.
- 1996 "Cognitive-Behavioral Approaches to Clients"  
An 8 hour professional training covering recent developments in the cognitive-behavioral approach to offender treatment. Sponsored by Justice System Resources.
- 1996 "Going from Assessment to Program Plan"  
An 8 hour professional training for case managers working with criminal justice clients. Sponsored by Justice System Resources
- 1996 "Understanding Crime and the Criminal Mind"  
An 8 hour seminar covering criminological theory and recent developments in criminal justice. Sponsored by Justice System Resources.
- 1995 "Successful Grant Writing"  
A series of four hour training seminars focusing on developing grant writing skills. Sponsored by Justice Systems Resources.
- 1994 Consultant - Jefferson County Juvenile Assessment Center  
Facilitated 80 member organization in the development, design, and implementation of a juvenile assessment center.
- 1994 Consultant - Weld County Justice Commission  
Assisted County in developing alternatives to incarceration.
- 1994 "Corrections, How We Got Here and What Works"  
Seminar presented to the Colorado District Attorneys Association during their Annual Training Conference.
- 1993 Chair of Panel Did They Do it Again?  
Annual Meeting of the American Society of Criminology
- 1993 Discussant on Panel Jail and Correctional Management  
Annual Meeting of the American Society of Criminology
- 1992 "Successful Grant Writing"  
A series of four hour training seminars focusing on developing grant writing skills. Sponsored by the Division of Criminal Justice, State of Colorado and presented to staff of numerous intermediate sanction facilities within Colorado.
- 1992 "Employee Diversity and Team Building"  
One day workshop focusing on identifying the personal implications of working on multi-cultural teams. Presented to the staff of the Boulder County Connection.
- 1992 "Interviewing and Goal Setting with Correctional Clients"  
An eight hour seminar to enhance interview skills and goal setting ability of correctional staff. Presented to Boulder County Sheriff's Department jail staff working within special programs.
- 1992-1994 "Control Tactics and Self Defense"  
Intensive one day workshops on self defense techniques and control tactics for correctional and justice system employees. Presented numerous times to staff of detention centers, district attorney's office, and intermediate sanction facilities.

- 1991 "An Alternative Intermediate Sanction"  
Paper Presentation, Annual meeting of the American Criminological Society.
- 1991 "Planning for the Future"  
A seminar focusing on population trends and research data as tools in planning human service delivery. Presented at the annual meeting of the Boulder County Mental Health Board.
- 1990 "The Art of Courtroom Testimony"  
Half day workshop on providing testimony in court cases. Presented to the staff of Correctional Management, Inc.
- 1989 "Surviving Working with Unbonded Youth"  
Two 3 hour seminars focusing on the difficulties of working with youth who have failed to make age-appropriate bonds with community, family, or society. Presented to selected faculty of the St. Vrain Valley School System, Colorado.
- 1989-1993 Member, 20th Judicial District Criminal Justice Management Board.  
Participant in monthly meeting of board which planned, coordinated, and enhanced the services of the local judicial district. Appointed by the Chief Judge, 20th Judicial District, State of Colorado.
- 1988-1998 Expert Testimony, Colorado General Legislature.  
Provide expert testimony to various committees of the Colorado Legislature. Topic include; Juvenile Justice Policy, Community Corrections Policy, Comprehensive Planning for Families and Youth.
- 1988 Expert Witness, Colorado District Courts.  
Qualified as an expert witness on corrections by the Colorado District Courts.
- 1988 "The History of Corrections, a Sociological View"  
Paper Presentation, Annual Law and Society Seminar, Colorado Supreme Court.
- 1986 "Surviving Transition within Program Elements"  
A 4 hour workshop on maintaining quality program design during times of administrative transition. Presented to the staff of the 18th Judicial District, Kansas.
- 1985 "Client Supervision: The Truth and Nothing but the Truth"  
A 4 hour workshop on effects of supervision style upon clients in the justice system. Presented to the Kansas Court Service Officers Association.
- 1985 Organizer and Chair of Panel at Conference  
Patterns and Trends in Criminal Justice  
Kansas Sociological Society Annual Meeting
- 1985 "Learning to Work With Computers"  
An 8 hour seminar designed to acquaint administrators with problems employees have when offices are newly computerized. Presented to the Management Staff of the Kansas Department of Social and Rehabilitation Services.
- 1985 "Criminal Justice: A Socio-Historical Approach"  
Paper Presentation, Kansas Sociological Society Annual Meeting
- 1985 "Building a Team Approach to Treatment"  
A 5 hour workshop on working as a team in juvenile detention facilities. Presented to the staff of the Judge Riddel Boys Ranch, Juvenile Division, 18th District Court, Kansas.
- 1985 "Effects of Incarceration and Detention"  
A 3 hour workshop on the use and effects of incarceration. Presented at the Annual Meeting of the Kansas Association of Court Service Officers.

- 1985 "Definition of Situation as the Key Determinant of Mirth Among Children"  
Paper Presentation, Fifth International Conference on Humor Cork, Ireland
- 1985 "Cognitive Development and Language as Explanators of Verbal Humor Comprehension Among Young Children"  
Paper Presentation, Fifth International Conference on Humor Cork, Ireland
- 1985 "Working with Juvenile Offenders: When is your job done?"  
A 3 hour workshop presented at the Annual Meeting of the Kansas Conference of Social Welfare.
- 1985 Invited Paper  
"Sociology of Everyday Life; An Alternative to Introductory Sociology Annual Meeting of the Midwest Sociological Society
- 1984 Organizer and Chair of Panel at Meetings  
Reinterpreting Correctional History  
Annual Meeting of the Academy of Criminal Justice Sciences, Chicago
- 1984 "Criminological Theory and Praxis: A Socio-Historical Perspective"  
Paper Presentation, Annual Meetings of the Academy of Criminal Justice Sciences, Chicago
- 1984 Paper Presentation  
"Social Policy, Stewardship, and Juvenile Corrections: Examining an Impediment to Policy Implementation" Paper Presentation, Annual Meetings of the Academy of Criminal Justice Sciences
- 1984 "Moral & Ethical Issues of Crime Stoppers"  
Organized and chaired a panel discussion concerning the moral and ethical issues of the crime stopper program. Presented at the International Crime Stoppers Conference.
- 1984 "Women's Roles and Time Orientation"  
Paper Presentation, Annual Meeting of the Southwestern Social Science Association, Fort Worth, Texas
- 1983 "Examining Interaction Patterns"  
Four 8 hour workshops focused upon the study of communication patterns between staff and youth in residential care. Presented to the staff of Florence Crittenton, Kansas City, MO
- 1983 "Families, Crisis, and Decision Making"  
Two one-day workshops presented to the child protective service and foster placement staff of the Wichita Area Office of the Kansas Department of Social and Rehabilitation Services. Presented conjointly with Dr. Ron Matson.
- 1983 "Computer Technology and Modern Culture"  
Invited discussant, Annual Meeting of the Popular Culture Assoc. Wichita, Kansas
- 1983 "Toughs and Fixers, Mascots and Gorillas"  
Invited Paper Presentation, Annual Meeting of the Kansas Conference on Social Welfare.
- 1983 "Interaction in Special Education Families"  
A one day workshop presented to the USD 259 School Social Workers. Presented conjointly with Dr. Ron Matson.
- 1983 "Funding Criteria as an Impediment to Program Integrity within Reintegrative Juvenile Corrections" presented at the Annual Meeting of the Southwest Sociological Society. Houston, Texas

- 1982 "Surviving the Eighties: Sociological Self Defense"  
A 4 hour workshop presented to the employees of the U.S. Post Office as part of their annual in-service training.
- 1982-1986 "Images of Women in Advertising"  
A public lecture concerning the effects of advertising upon women in the U.S. The lecture was presented to several audiences each year.
- 1982 "Justification Research: A Hazard to Evaluators and Programs" presented at the Annual Meeting of the Evaluation Research Society. Baltimore, Maryland
- 1979 "Youthful Misconduct: What are they really doing nowadays?"  
A 1½ hour presentation concerning illicit behavior among youth. Presented at the Southwest Regional Conference of the Child Welfare League of America.
- 1979 "Illicit Juvenile Behavior, Legal Labels and Kansas Legislative Policy"  
A graduate paper presented in the TOMANEK Award Competition at the 11th Annual Meeting of the Kansas Academy of Science. Wichita, Kansas
- 1978 "Behavior Control in a Residential Facility"  
A presentation on functions and methods of behavior control for disturbed or problem youth. Presented at the 12th Annual Institute on Services to Unmarried Parents.
- 1976 "Working Effectively with Volunteers"  
A seminar on effective communications with volunteers. Presented at the Annual Conference of Kansas Chapter Executives of the American Red Cross.
- 1975-1977 Conducted on-going training for counselors of the American Red Cross Hotline. Training covered active listening, cultural appreciation, values clarification and counseling techniques.
- 1975 "Using Group Experiences for Training Volunteers"  
A workshop covering the utilization of experiential group learning as a tool for training volunteers. Presented to the Kansas Association of Volunteer Administrators.
- 1973 "Working and Communicating with Problem Youth"  
A workshop concerning how to deal with problem youth. Presented to the School Security Staff of USD 259, Wichita, Kansas.

**EDUCATIONAL/TRAINING EXPERIENCE**

COURSES TAUGHT AS FACULTY MEMBER AT VARIOUS UNIVERSITIES

Introduction to Sociology	Graduate Seminar in Socialization
Computers and Society	Graduate Seminar in Social Psychology
Social Psychology	Graduate Seminar in Delinquency
Delinquency	Graduate Seminar in Criminology
Criminology	Graduate Seminar in Corrections
Corrections	Applied Quantitative Research
Internship in Sociology	Survey Research Methods
Special Topics in Criminology	Graduate Internship in Sociology

**UNIVERSITY COURSES DEVELOPED**

- 1989 "Administration in Community Corrections"  
Developed an upper division course which dealt with the social, political, and fiscal issues surrounding administration of community corrections programs.
- 1984 "Computers and Society"  
Co-developed and team taught upper division course examining the impact of computers on work and family settings. Topics covered include the impact of micro-computer technology upon the work setting, family, personal privacy, telecommunications, and crime.
- 1984 "Graduate Seminar in Social Psychology"  
Developed a seminar which examined and compared Phenomenology, Classical Social Psychology, Ethnomethodology, and Linguistics with regard to the construction of meaning in everyday life.
- 1983 "Social Interaction"  
Developed an upper division course which examines the role communication plays in the construction and maintenance of meaning in everyday life. Consistently ranked as one of the most popular courses in the Sociology department.
- 1983 "Applied Quantitative Research"  
Redesigned a graduate course in computer applications of advanced statistics. The course examined multivariate techniques, their application and interpretation with regard to various research problems.

**SELECTED GRANTS AND CONTRACTS AWARDED OR MANAGED**

- 2013 Successful applicant in national competitive bid process for Community Corrections in Boulder County, Colorado. 5 year contract (\$1,700,000 annually)
- 2008 Successful applicant in national competitive bid process for Community Corrections services in Boulder County, Colorado. 5 year contract. (\$1,700,000 annually)
- 2008 Software Development - National Law Enforcement and Corrections Technology Center Field Based Forensic Software Design and Development for Mac. (\$60,000)
- 2006 Integrated Treatment Court - Bureau of Justice Assistance  
Successful applicant in national competitive bid process (\$546,000 project)
- 2005 Software Development - National Law Enforcement and Corrections Technology Center Field Based Forensic Software Design and Development (\$ 40,000)
- 2002 Successful applicant in national competitive bid process for Community Corrections services in Boulder County, Colorado. 5 year contract. (\$1,000,000 annually)

- 2001 Training Contract with Colorado Department of Corrections YOS Division. (\$22,000)
- 2001 Cognitive Skills Based Curriculum. Trained all Colorado Department of Corrections, Youth Offender Services Phase III contractors in Quick Skills Cognitive Curriculum.(\$10,000)
- 2001 Cognitive Skills Based Curriculum. Trained teaching and counseling staff at the Colorado Alternative Correctional Program, Colorado Department of Corrections in Quick Skills Cognitive Curriculum. (\$5,000)
- 2000 High Risk Charter School Grant. Developed successful proposal to Colorado Department of Education for funding a high-risk youth project in a charter highschool. (\$195,000)
- 2000 Management Audit of Jefferson County Youth Center, Louisville Kentucky. Conducted a management review of secure juvenile detention facility. (\$17,000)
- 2000 Feasibility study of innovative sex offender management program. Developed phased plan for implementation of new programs for sex offender management. (\$18,000)
- 1999 Improving management of sex offenders. Research project funded by the 20<sup>th</sup> Judicial District Probation Department, Colorado. (\$20,000)
- 1999 Charter School Implementation Grant. Developed successful proposal to Colorado Department of Education for funding of charter highschool serving primarily high risk youth.(\$72,000)
- 1997 Developed sole-source program contract with Arapahoe County Detention Facility for the operation of a community corrections program within a jail setting. On-going contract (\$240,000 annually)
- 1997 Successful applicant in national competitive bid process for Community Corrections services and County Work Release services in Garfield County, Colorado. 6 year contract. (\$500,000 annually)
- 1997 Successful applicant in national competitive bid process for Community Corrections services in Arapahoe County, Colorado. Automatically renewing annual contract. (\$900,000 annually)
- 1995 Successful applicant in national competitive bid process for Community Corrections services in Boulder County, Colorado. 8 year contract. (\$1,000,000 annually)
- 1994 Management Audit, Jefferson County Corrections, Louisville, Kentucky. Conducted a management review of work release sub-contractors for county jail. (\$20,000)
- 1993 Colorado Alternatives to Institutionalization Contract  
State contract for residential and non-residential services in lieu of confinement. (\$846,787)
- 1993 Colorado Youth Diversion Contract  
State contract for diversion services for adolescents. (\$40,000)
- 1992 Colorado Alternatives to Institutionalization Contract  
State contract for residential and non-residential services in lieu of institutionalization. (\$846,787)
- 1992 Colorado Youth Diversion Contract  
State contract for diversion services for adolescents. (\$40,000)

- 1991 Federal Community Partnership Demonstration Grant.  
Office of Substance Abuse Prevention, demonstration for community development as preventive measure against substance abuse. Grant was ranked in the top 1% nationally by peer review process. (\$1,500,000)
- 1991 Colorado Alternatives to Institutionalization Contract  
State contract for residential and non-residential services in lieu of institutionalization. (\$846,787)
- 1991 Colorado Youth Diversion Contract  
State contract for diversion services for adolescents. (\$40,000)
- 1990 Federal Systems Improvement Programs Grant  
Treatment Alternatives to Street Crime grant for early identification and treatment of substance abusers. (\$72,200)
- 1990 Colorado Alternatives to Institutionalization Contract  
State contract for residential and non-residential services in lieu of institutionalization. (\$846,787)
- 1990 Colorado Youth Diversion Contract  
State contract for diversion services for adolescents. (\$40,000)
- 1989 Colorado Alternatives to Institutionalization Contract  
State contract for residential and non-residential services in lieu of institutionalization. (\$593,685)
- 1989 Colorado Youth Diversion Contract  
State contract for diversion services for adolescents. (\$40,403)
- 1988 Colorado Alternatives to Institutionalization Contract  
State contract for residential and non-residential services in lieu of institutionalization. (\$531,520)
- 1988 Colorado Youth Diversion Contract  
State contract for diversion services for adolescents. (\$37,917)
- 1987 Colorado Alternatives to Institutionalization Contract  
State contract for residential and non-residential services in lieu of institutionalization. (\$187,859)
- 1987 Colorado Youth Diversion Contract  
State contract for diversion services for adolescents. (\$29,069)
- 1986 Atishwin Institute, Wichita Kansas  
Programming contract for system development (\$3,000)
- 1985 Kansas Department of Social & Rehabilitation Services  
Training grant, introduction to computers (\$880)
- 1985 Research Board, Wichita State University  
Research grant to study age identification (\$1,200)

**HONORS AND AWARDS**

- 2017 University of Cincinnati Award in Corrections for Contribution to Corrections  
American Probation and Parole Association

- 2012 Award for service to Field Search Project  
National Law Enforcement and Correctional Technology Center, National Institute of Justice
- 2011 Certificate of Appreciation for Outstanding Support  
U.S. Department of The Army
- 2008 Award for Outstanding Service to Public Safety  
National Law Enforcement and Corrections Technology Center
- 1999 Inducted into Honorary Lifetime Membership for Service to Community Corrections.  
Colorado Association of Community Corrections Boards
- 1993 Weller Award Recipient for Excellence in Criminal Justice Planning  
National Association of Criminal Justice Planners
- 1992 Certificate of Appreciation for Service to Battered Women  
Boulder County Safehouse
- 1991 Certificate of Merit for Exceptional Service  
Colorado Association of Community Corrections Boards
- 1991 Employee of the Month  
Boulder County Government
- 1990 Certificate of Merit for Exceptional Service  
Colorado Association of Community Corrections Boards
- 1985 Certificate of Merit for Service  
Roots and Wings of Kansas, CASA Project.
- 1982 Listed in Outstanding Young Men of America for 1982
- 1979 University Fellowship in Sociology  
University of Illinois at Urbana-Champaign
- 1979 Certificate of Merit for Service  
Kansas Jaycees
- 1976 Distinguished Service Citation  
City of Wichita, Kansas
- 1974 Special Appreciation Award for Service  
Kansas Seven Step Foundation

**SELECTED COMMUNITY SERVICE**

- 2018-2020 Board Member, Association for Applied and Clinical Sociology
- 2015-date Invited member, Europol's Panel of Experts on Child Abuse.
- 2011 - date Volunteer - Denver Zoo
- 1998-2000 Chairperson, Eco-Pass Committee  
Old North Boulder Neighborhood Association
- 1994-1996 City of Boulder Human Services Technical Review Committee  
Member appointed by City Council.



- 1993 City of Boulder Human Services Master Planning Committee  
Member appointed by City Council.
- 1992 Selection Committee-Director of Research, Division of Criminal Justice, State of Colorado. Appointed by Division Director.
- 1991-1992 Senate Bill 94 Advisory Committees (Criteria, Funding, Pilot Project)  
Member appointed by Director, Colorado Department of Institutions
- 1991-1993 Colorado Criminal Justice Commission, Juvenile Justice Subcommittee  
Member appointed by Colorado Legislature
- 1991 Interdisciplinary Committee on Juvenile Justice Solutions  
Member appointed by Director, Colorado Department of Institutions
- 1989-1993 Colorado's 20th Judicial District Criminal Justice Management Board  
Member, appointed by the Chief Judge of the 20th Judicial District
- 1989-1992 Boulder County Domestic Abuse Certification Board  
Ex-officio member appointed by the Board
- 1989 Division of Youth Services Long Range Planning Team, State of Colorado  
Member appointed by Division Director
- 1989 Committee on Juvenile Domestic Violence  
Chairperson & organizer
- 1989 20th Judicial District Domestic Violence Board  
Ex-Officio Member elected by Board
- 1988 Colorado Association of Community Corrections Boards  
Member of organizing committee
- 1988 Research Contractee Selection Committee  
Division of Criminal Justice, State of Colorado  
Member appointed by Director
- 1987-1989 Voices for Children, Inc. ( A CASA Project)  
Member, Board of Directors
- 1985 Guest speaker on "The Wallpaper Session"  
A radio talk show discussing crime and citizens' rights for self protection.
- 1982-1986 Court appointed Special Advocate Program Trainer for each group of new  
volunteers for both Sedgwick County and Reno County
- 1984 Wichita Public Schools Law Day Seminar  
Chairman of Workshop Committee
- 1981-1984 Group Diversion Program, Juvenile Court  
Training Consultant
- 1981-1982 Kansas Action for Children  
Consultant
- 1978-1979 Seven Step Foundation  
Board Member
- 1975-1976 Wichita Commission on Civil Rights  
Commissioner

- 1974-1975 Kansas Transitional Living Programs, Inc.  
Board Member
- 1973 Kansas Juvenile Probation Officers Association  
Chairperson: Committee on Juvenile Legislation
- 1972-1975 Advisory Committee, American Red Cross Hotline  
Committee Member and Training Consultant

## **PROFESSIONAL MEMBERSHIPS**

### Present

- AACS - Association for Applied and Clinical Sociology
- HTCIA - High Technology Crime Investigation Association
- IACIS - International Association of Computer Investigative Specialists
- AAAS - American Association for the Advancement of Science

### Past

- International Community Corrections Association
- American Sociological Association
- Evaluation Research Society
- Academy of Criminal Justice Sciences
- National Association of Criminal Justice Planners

## **FACILITY DESIGN AND/OR CONSTRUCTION OVERSIGHT**

- 1999 Work Release & Community Corrections Facility, Glenwood Springs, CO  
Drafted initial plans for a 60 person work release and residential community corrections facility proposed to serve Garfield County, CO
- 1998 Centennial Community Transition Center, Englewood, CO.  
Integral part of management team which designed, constructed and operated a 92 bed residential community corrections facility serving Arapahoe County, CO.
- 1991 20th Judicial District Juvenile Detention Center, Boulder, CO.  
Project manager for renovation of existing jail into a staff-secure juvenile detention center. Responsible for design control, programming, implementation, and operation of county facility.
- 1977 Booth Memorial Residence, Wichita KS.  
Project management for renovation of a 100 bed hospital into a 67 bed staff-secure juvenile treatment facility. Responsible for all components of project from design to program implementation and oversight.
- 1973 18th Judicial District Juvenile Detention Center, Wichita, KS.  
Served as part of a team which designed, programmed, and operated a 55 bed secure juvenile detention center in Wichita, Kansas.