

VITA

James L. Tanner, Ph.D., GSLC
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 Global Information Assurance Certification
 GIAC Security Leadership Certification #0097



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-date 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.

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	400+ hours of computer forensic training sponsored by HTCIA 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

2006-2008	Principal Investigator - Evaluator Conducted evaluation of Integrated Treatment Court of the 20 th Judicial District of Colorado.
2001-2006	Principal Investigator Conducted research on juvenile sex offender treatment efficacy for 20 th 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

- 2005-2008 "Field Search Manual" (Versions 1.0, 1.5, 2.0, 2.5, 3.0 & 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

- 2008 Joining Forces Conference on Child Abuse - Salt Lake, UT
Presented 3 breakout sessions.
- 2008 ICAC National Conference - Columbus, OH
Presented 2 Computer Forensic Labs on Field Search
- 2008 Presenter - Crimes Against Children Conference - Dallas Tx.
Presented 7 breakout sessions.
- 2008 Ohio HTCIA Training Conference - Cleveland, OH
Presented 2 Computer Forensic Labs
- 2008 Presenter - Conference on Crimes Against Women - Dallas, Tx.
Presented 3 breakout sessions.
- 2008 Project Safe Childhood Conference - Dubuque, IA
Presented three breakout sessions.

- 2008 Presenter - Department of Defense Cyber Crime Conference - St. Louis
Presented three breakout sessions at DOD conference.
- 2007 Plenary Speaker - Project Safe Childhood Conference - Wisconsin Dells
USDOJ - U.S. Attorney's Offices - Wisconsin.
- 2007 Trainer - 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 Instructor - HTCIA International Conference, Cleveland, OH
Conducted two labs on Field Search Software
- 2006 Trainer - 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 Trainer - NLECTC Annual Conference on Innovations in Corrections Technology
Presented lab on Field Search Software
- 2006 Trainer - Colorado Youth Offender System, Pueblo, CO
One day training on utilizing cognitive-behavioral approaches to youthful offenders.
- 2006 Trainer - 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 Trainer - Family Services of Marion, IN
Presented one day training: "Protecting Our Children/Teens From Internet Predators" to social service and mental health professionals.
- 2006 Trainer - Southeast Cybercrime Summit - Kennesaw State University (HTCIA affiliate)
Presented two sessions on cybercrime issues to High Tech Crime Investigators.
- 2005 Trainer - 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 Trainer - Southeast Cybercrime Summit - Kennesaw State University.(HTCIA affiliate)
Presented five seminars on 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 working with programmers to improve production application.
- 2004 Trainer - 20th Judicial District, Boulder, CO
Provided two days of training to Probation staff on case planning.
- 2004-present Trainer - National Law Enforcement and Corrections Technology Center.
Provided training in Field Computer Forensics to a variety of state agencies in 30 states.

- 2004 Trainer - Southeast Cybercrime Summit - Kennesaw State University.(HTCIA affiliate)
Presented five seminars on cyber crime intervention to High Tech Crime Investigators.
- 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 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-present Consultant-Trainer - American Probation and Parole Association.
Developed and teach APPA's Computer Forensics Course
- 2002 Trainer - Boulder County District Attorney's Office
Facilitated on-going "Key Decision Makers" group addressing legislative change.
- 2001 Consultant-Trainer - Colorado Department of Corrections, Youth Offender Services
Hired to train YOS staff to enhance group program elements of secure facility.
- 2001 Consultant - 20th 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.).
- 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 Consultant - Boulder County IMPACT Services.
Developed sex offender residential care RFP for managed care administrative agency.
- 2000 Trainer - Ohio State Department of Youth Services.
Provide training to professional and clinical staff.
- 2000 Consultant/Trainer - Center for Sex Offender Management
Provide consultation/training to professional staff regarding cyber-sex and its investigation.
- 2000 Consultant/Trainer - American Probation & Parole Association.
Provide training on sex offender management tools.
- 1999 Consultant - Optimal Health & Performance, Australian Capital Territory
Provide ongoing consultation on cognitive interventions for offender populations.
- 1999 Consultant - Irish Penal Reform Trust, Dublin Ireland
Provided training on sex offender treatment for Irish corrections professionals.
- 1999 Paper Presentation
"Incidence of High Risk Behavior of Sex Offenders in Treatment"
Presented to the Colorado Sex Offender Management Board.
- 1998 Consultant - Commissioner of Corrections, Victoria, Australia.
Provided community corrections expertise to corrections programs.

- 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.
- 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.
- 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
- 1991 Paper Presentation
"An Alternative Intermediate Sanction"
Annual meeting of the American Criminological Society.
- 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-present 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.
Declared an expert witness on corrections by the Colorado District Courts.
- 1988 Paper Presentation
"The History of Corrections, a Sociological View"
Annual Law and Society Seminar, Colorado Supreme Court.
- 1985 Organizer and Chair of Panel at Conference
Patterns and Trends in Criminal Justice
Kansas Sociological Society Annual Meeting
- 1985 Paper Presentation
"Criminal Justice: A Socio-Historical Approach"
Kansas Sociological Society Annual Meeting
- 1985 Paper Presentation
"Definition of Situation as the Key Determinant of Mirth Among Children"
Fifth International Conference on Humor Cork, Ireland
- 1985 Paper Presentation
"Cognitive Development and Language as Explanators of Verbal Humor Comprehension Among Young Children"
Fifth International Conference on Humor Cork, Ireland
- 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 Paper Presentation
"Criminological Theory and Praxis: A Socio-Historical Perspective"
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" Annual Meetings of the Academy of Criminal Justice Sciences
- 1984 Paper Presentation
"Women's Roles and Time Orientation"
Annual Meeting of the Southwestern Social Science Association, Fort Worth, Texas
- 1983 Invited discussant
"Computer Technology and Modern Culture"
Annual Meeting of the Popular Culture Assoc. Wichita, Kansas
- 1983 Invited Paper Presentation
"Toughs and Fixers, Mascots and Gorillas"
Annual Meeting of the Kansas Conference on Social Welfare.
- 1983 Paper Presentation
"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 Paper Presentation
"Justification Research: A Hazard to Evaluators and Programs" presented at the Annual Meeting of the Evaluation Research Society. Baltimore, Maryland
- 1979 Paper Presentation
"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

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.

ORGANIZATION AND DIRECTION OF SELECTED WORKSHOPS AND SEMINARS

- 2008 Field Search Instructor Training Course - Boulder, CO
Developed and taught T of T class on computer forensics to International attendees.
- 2008 "Boulder County Forensic Brown-Bag"
On-going monthly training provided to CO Computer Forensic Examiners
- 2008 "Nobel County Cares" - Kendalville, IN
One day training of Nobel County professionals sponsored by Nobel Courts.
- 2004 - 2008 "Managing Sex Offender Computer Use"
50 two day field computer forensics classes sponsored by NLECTC and APPA. Presented to probation/parole staff in 32 states.
- 2007 "Managing Sex Offenders in the Community"
Breakout training presented at the Project Safe Childhood Conference, USDOJ - WI
- 2006 "Youth, The Internet, and Predators"
Presented to a variety of audiences at the local and national level.
- 2006 "Living With The Images"
Presented at 2006 Southeast Cyber Crime Summit, Atlanta GA. Session dealt with the psychological impact of investigating child pornography cases.
- 2006 "Dealing With Resistive Clients"
Training for the 20th Judicial District Probation Department, Colorado.
- 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 "Improving Sex Offender Forensics"
Two sessions presented at the 2005 Southeast Cyber Crime Summit, Atlanta, GA.
- 2005 "Know Your Enemy - Trends and Patterns in Adult Web Sites"
Two sessions presented at the 2005 Southeast Cyber Crime Summit, Atlanta, GA.

- 2004 "Deception Detection"
One day training in Discourse Analysis. Presented to the Probation Department of the 20th Judicial District, Colorado. Boulder, CO
- 2004 "Managing Sex Offenders Computers"
Two sessions presented at the 2004 Southeast Cyber Crime Summit, Atlanta, GA
- 2004 "Know Your Enemy - Trends and Patterns in Adult Web Sites"
Two sessions presented at the 2004 Southeast Cyber Crime Summit, Atlanta, GA.
- 2003 "Sex Offenders and The Internet"
Training session at the 31st Annual Conference of the National Association of Pretrial Service Agencies - Omni Resort, Colorado
- 2003 "Advanced Case Management"
Four day training for case management staff of the U.S. Consolidated Naval Brig Miramar Marine Air Station, San Diego CA
- 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 "Managing Sex Offenders Computers"
Two sessions presented at the 2003 SouthEast Cyber Crime Summit, Atlanta, GA
- 2003 "Know Your Enemy - Trends and Patterns in Adult Web Sites"
Two sessions presented at the 2003 SouthEast Cyber Crime Summit, Atlanta, GA.
- 2003 "Field Forensics on Sex Offenders"
A one day restricted training provided to Computer Forensic Examiners of San Diego and Orange Counties, California.
- 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 "Supervising Juvenile Sex Offenders"
A one day professional training presented to the Probation staff of Clark County, Las Vegas, Nevada.
- 2003 "Managing Sex Offender Computer Use"
Presented 3 hour seminar at the 2003 National Conference on Sex Offender Registration and Management sponsored by the Law Enforcement Development Center, Performance Institute, Washington, D.C.
- 2003 "Sex Offenders, Computer Use, and Community Corrections Supervision"
Taught a 2 day computer forensic classes sponsored by the National Law Enforcement and Correction Training Center. Delivered to Tennessee Probation and Parole.
- 2002-present "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 20th 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"
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.
- 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 "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 "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 "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 "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 "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 "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 "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 "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 20th Judicial District, Colorado.

- 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 "New Frontiers in Sex Offender Treatment"
A professional seminar for senior justice officials in Ireland. Seminar covered emerging issues in sex offender treatment.
Presented for the Irish Penal Reform Trust, Dublin, Ireland.
- 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"
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. Presented to Colorado's 20th Judicial District Probation Staff.
- 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.
- 1998 "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. Presented to Colorado's 18th Judicial District Probation Staff.
- 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 "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. Attended by representatives of Colorado Judicial Department, Boulder County Sheriff's Department, Boulder County Community Corrections Division, and Jefferson County Juvenile Assessment Center.
- 1998 "Cognitive Intervention Instructor Course"
A 40 hour course certifying professionals as cognitive-behavioral skill instructors. Presented to staff of the Boulder County Sheriff's Detention Facility.
- 1997 "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.

- 1997 "Report Writing"
An 8 hour seminar for criminal justice professionals which covers effective report writing. Sponsored by Justice System Resources.
- 1997 "Working with Resistive Clients"
An 8 hours professional training for criminal justice workers in Denver metro area.
- 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 "Corrections, How We Got Here and What Works"
Seminar presented to the Colorado District Attorneys Association during their Annual Training Conference.
- 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 "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.

- 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 "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 "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 "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.
- 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.
- 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 jointly with Ron Matson.
- 1983 "Interaction in Special Education Families"
A one day workshop presented to the USD 259 School Social Workers. Presented jointly with Ron Matson.
- 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 "Interviewing and the CASA Volunteer"
An 8 hour workshop on interviewing skills presented to each class of volunteers of the Court Appointed Special Advocates of the Juvenile Division of the 18th District Court. Presented jointly with Mary Anne Tanner.
- 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.
- 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.

- 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.

SELECTED GRANTS AND CONTRACTS AWARDED OR MANAGED

- 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 20th 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

- 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

- 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

- 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.