

KEVIN H. WILLIAMS

EDUCATION:

Command College Graduate – Class #5
University of Phoenix - Master of Arts in Organizational Management
Mercy College of Detroit, (now University of Detroit/Mercy) – B.A. and A.A. in Law Enforcement/Corrections

CREDENTIALS:

Arizona: Peace Officer Standards and Training (POST) – Police Certification
California: POST – Management, Supervisory, Advanced, Intermediate and Basic Certificates
Michigan: Commission on Law Enforcement Standards (MCOLES) – Police Certification
Oregon: Department of Public Safety Standards and Training (DPSST) - Executive Police/Corrections Certification

CLEARANCE:

U.S. Govt. – Secret Clearance/Member of the Joint Terrorism Task Force

WORK EXPERIENCE:

01/19 to date Dolores Stafford and Associates – Consultant Cadre

Note: Dolores Stafford and Associates is a professional consulting firm specializing in campus safety and security, compliance, sexual misconduct response and investigation, procedural justice presentations and law enforcement training for college and university campuses in both the United States and Canada. I have served as a cadre member since January 2019.

05/21 to 08/22 Middle Tennessee State University – Police Department

Interim Assistant Vice President for Police/Chief of Police

Directed all campus safety, security and police operations at MTSU in Murfreesboro, TN and Division I athletic events
Served as Chief/Interim Assistant Vice President at MTSU while managing budget allocations for the Police Department
Served as a member of the Campus Non-Violence Committee at the request of the University President
Ensured preparation and dissemination of the Annual Security and Fire Safety Report (Clery Report)
Reestablished collaboration with local, county, and state law enforcement agencies
Directed recruitment and retention efforts including Police Officers, Clery Coordinator and Emergency Manager
Led Department of 71 sworn, civilian and student workers and an additional 50 contract employees (121 total)

10/20 to 04/21 North Seattle College, Department of Campus Safety and Security

Interim Chief/Director of Campus Safety and Security

Directed campus safety and security at North Seattle College (Seattle, WA)
Ensured preparation and dissemination of the Annual Security and Fire Safety Report (Clery Report)
Served as a member of the Concern Awareness Response Support (CARES) Team (early intervention of those at risk)
Conducted assessment of the department and prepared recommendations for change based on budget reduction
Directed revision of emergency management protocols
Revised the department’s policy/procedure manual
Directed and conducted audits along with implementing controls regarding property management
01/19 to 07/20 Keene State College, Department of Campus Safety

KEVIN H. WILLIAMS

Interim Chief/Director of Campus Safety

Directed campus safety and security at Keene State College (Keene, NH)
Member of the Concern Awareness Response Support (CARES) Team (early intervention of those at risk)
Collaborated with local, state, and federal agencies who shared jurisdiction and to coordinate major events
Evaluated the structure of the department and prepared recommendations for change
Recruited and evaluated viable candidates for Associate Director and permanent Director
Assessed staffing and deployment needs and made necessary changes
Revised and edited the policy/procedural manual
Managed Department Budget

05/14 to 08/18 University of Michigan-Dearborn, Police and Public Safety Department

Police Chief and Director of Public Safety

Directed all police operations at the University of Michigan-Dearborn Campus (Dearborn, MI)
Assigned, reviewed, and approved internal investigations of UMD-PD employees
Responsible for review of security contracts with external resources
Ensured preparation and dissemination of the Annual Security and Fire Safety Report (Clery Report)
Coordinated revision of emergency management protocols in collaboration with the EM Director
Member of the CARE Team responsible for receiving referrals regarding students of concern
Managed department budget with final determination for allocation of resources
Collaborated with federal, state, county, and local agencies who shared concurrent jurisdiction

08/10 to 06/14 Arizona State University Police Department (CALEA Accredited: Gold Standard Assessment)

Police Commander

Directed all police operations at ASU – West, Downtown and Tempe Campuses
At Tempe Campus, managed police services to campus community exceeding 65,000 faculty, staff, and students
Managed all Command Duty Officer responsibilities during off-hours
Managed coordination of staffing for every campus and all personnel assigned to patrol and Division I athletic events
Reviewed security contracts with external resources including Securitas Security Services
Member of the West and Downtown Campus Senior Staff reflecting collaborative partnership with Vice Provosts, Deans of Students, Media Relations Directors, Facility Directors, and Information Technology management
Collaborated with U.S. Secret Service, Phoenix, Tempe, and State Police to coordinate dignitary visits and security
Staffed Tempe PD Emergency Operations Center as representative of ASU PD

04/10 to 08/10 Inglewood (California) Unified School District Police Department

Second in Command

Served as Assistant Chief/Lieutenant within the School District Police Department
Served as acting Chief of Police during the Chief's absence
Managed the operation of a police department responsible for the safety and security of K-12 students
Implemented policy and procedure revisions including a review of all existing policies
Conducted audits and established controls regarding property management

08/07 to 12/09: University of Oregon

KEVIN H. WILLIAMS

Senior Campus Security/Law Enforcement Planner – 03/09 to 12/09

Developed computer-based approach to plotting crime patterns using geographic information systems
Conducted research to identify specific strategies for effectively predicting and reducing criminal activity on campus
Analyzed deployment and recommended reassignment of law enforcement personnel to ensure maximum effectiveness

Chief/Director of Public Safety – 08/07 to 03/09

Managed \$5.9 million department budget
Chief Law Enforcement, security, and emergency response officer, for the University of Oregon
Ensured compliance with local, state, and federal reporting requirements including the Clery Act
Administered and evaluated intergovernmental agreements for supplemental police services
Supervised and evaluated law enforcement personnel with arrest authority
Established and implemented departmental goals, objectives and priorities including departmental policies
Developed protocols for training staff including monitoring demonstrations, picket lines and/or parades
Directed operations of entire agency including parking, patrol, investigations, and administration
Served as University liaison with Police and Fire Chiefs, D.A., Sheriff, FBI (with secret clearance) and Secret Service
Initiated and approved internal investigations related to criminal and noncriminal behavior

03/05 to 08/07

Lane County Sheriff's Office

Captain/Corrections Division Commander

Served as Acting Sheriff as needed
Managed \$25 million division budget with 237 employees
Supervised sworn deputies, sergeants, lieutenants, and medical professionals
Managed custody facility with large population of mentally ill inmates
Represented the Sheriff's Office during interviews with print, audio, and television media
Represented the Sheriff during presentations to state, local or county elected and appointed officials
Administered/approved contracts: cities of Eugene and Springfield, US Marshals, and the Bureau of Prisons

12/84 to 04/05

Los Angeles Police Department (LAPD)

Police Lieutenant II – 11/95 to 04/05

Managed division budget that exceeded \$22 million
Commanded division with responsibility for 395 sworn and civilian employees
Managed 10 custody facilities with a capacity to house 1300 inmates
Coordinated administration of discipline
Joint Labor Management Team member
Qualified as Marksman, Sharpshooter and Expert with firearm
Taught watch commander's school at the police academy for 10 years
Resolved personnel issues involving five unions
Responsible for deployment, evaluation and training of personnel including management of our training unit
Managed three separate regional custody facilities located in Los Angeles as Section Officer-in-Charge
Supervised 130 sworn, civilian, clerical, janitorial and detention personnel as Section Officer-in-Charge

Police Lieutenant I, Police Sergeant II/Police Sergeant I/Detective I, LAPD – 07/89 to 11/95

Led patrol shifts as a watch commander

KEVIN H. WILLIAMS

Supervised a team of background investigators
Reviewed investigations and coordinated gang violence suppression activities
Prepared employees for assumption of additional responsibility and promotion
Managed tactical situations in the field related to crime scenes, as incident commander
Assigned, reviewed, or approved hundreds of administrative, criminal, and/or internal investigations
Responsible for community policing, problem solving and foot beat, bicycle, and patrol officers
Assigned to Narcotics Division as an Asset Forfeiture Detective and Adjutant (administrative assistant)

Police Officer (PO) III+1/PO III/PO II, PO I, LAPD – 12/84 to 07/89

Conducted patrol activities in three patrol divisions within Los Angeles
Spent two years assigned to Planning and Research Division as a staff researcher
Wrote several Special (General) Orders amending the LAPD Manual including its pursuit policy
Conducted extensive research on police related issues at the request or direction of the Chief of Police
Trained newly hired officers regarding management of crime scenes including proper search protocols

Additional Law Enforcement Service:

Chief Deputy Reserve – Wayne County, Michigan
Police Reserve Lieutenant – Oakridge, Oregon
Public Safety Reserve Officer (police and fire) - Royal Oak Township, Michigan
Police Reserve Officer – Detroit, Michigan

Guest Lecturer/Speaker:

Oregon State Sheriff's Association – Command College
Department of Public Safety Standards and Training (DPSST) – Police/Corrections Academy
California State University – Fullerton and California State University, Northridge
Cass Technical High School – Detroit, MI
San Bernardino Valley College – San Bernardino, CA
University of Irvine - Irvine, CA

KEVIN H. WILLIAMS

Educational Milestones:

Mercy College of Detroit, GPA 3.79, Magna cum Laude, A.A., Law Enforcement/Corrections
Mercy College of Detroit, GPA 3.77, Magna cum Laude, B.A., Law Enforcement/Corrections
University of Phoenix, GPA 3.97, M.A., Organizational Management

Significant Law Enforcement Certifications:

California POST Management Certificate #M5496
Oregon DPSST #45656, Executive Police Certificate
Oregon DPSST #45656, Executive Corrections Certificate
Arizona POST Certification
Michigan MCOLES Certification #45881

Significant Management Training:

Command College – Oregon (attended and presented)
Command Officer Program – LAPD
Executive Command School – LAPD
California POST Management Course
Incident Command System ICS 100-400, 700, 701a, 702a, 703a, 704, 800b, 907
Custody Incident Commander School – Los Angeles County Sheriff's Office
Watch Commander School – LAPD (attended and taught for approximately 10 years)

Snapshot of Significant Qualifications:

Served as staff researcher/writer revising LAPD Manual and the LAPD Custody/Jail Manual
Wrote LAPD Pursuit and Seatbelt use policies
Served as a patrol watch commander – four years (LAPD)
LAPD In-Service training instructor – taught watch commander school (10 years)
Taught promotional preparation seminars – 39 years
Served as jail/custody administrator – LAPD and the Lane County Sheriff's Office
Managed budgets exceeding \$22 million
Mentored hundreds of sworn/civilian staff within and outside my agencies of employment
Supervised team of background investigators including review of hundreds of cases
Supervised team of supervisors conducting internal investigations
Managed custody division training unit overseeing all training for 395 employees
Taught detention supervisor school
Assisted with the development of the Michigan Chiefs' (MACP) Brochure "Know Your Rights"
Oversight of security/police management of massive crowds during Division I athletic events (UO/ASU/MTSU)
While assigned to LAPD Internal Affairs, completed complex criminal investigation in 28 days
Developed justification for gender specific hiring under BFOQ federal exception (Lane County Sheriff's Office)

Snapshot of Participation as a Panelist, Presenter, Committee Memberships:

Michigan Association of Chiefs of Police (MACP) – six years as panelists for New Chiefs School
National Organization of Black Law Enforcement Executives (NOBLE) – Education and Training Committee