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EDUCATION:

Master of Science Degree in Safety (1988) West Virginia University, Morgantown, WV (4.0 GPA)

Master of Arts Degree in Counseling and Guidance (1986) West Virginia University, Morgantown, WV (3.9 GPA)

Bachelor of Science Degree in Criminal Justice (1982) Fairmont State College, now known as Fairmont State University; Fairmont, WV

EMPLOYMENT:

Expert Witness (2014-present)

As a self-employed expert witness in corrections, I am retained by attorneys who represent plaintiffs or defendants in matters of civil litigation; on a few occasions I have provided expert advice in criminal matters as well. I have conducted work for various State Attorney General Offices, as well as a multitude of individual law firms; in this capacity I develop expert written opinions, provide testimony at deposition, and provide testimony at trial.

Warden (2012-2014)

Delaware County Prison, Thornton, Pennsylvania

In my capacity as the warden of the Delaware County Prison, I was ultimately responsible for the care, control, and custody of upwards of 2,000 inmates; and the hiring, training, supervision, direction, and safety of approximately 600 staff. Because "DELCO" is largely a pretrial/presentence facility, it functions more as a (county) jail than as a prison and, therefore, detains/incarcerates prisoners of all security and custody levels, the majority of whom ultimately serve their sentence in a Pennsylvania State Department of Corrections facility.

Warden (2009-2012)

Moshannon Valley Correctional Center, Philipsburg, Pennsylvania

Subsequent to my retirement from federal service in October 2009, I was hired by Cornell Companies to serve as the warden of the Moshannon Valley Correctional Center. MVCC is privately owned and operated, and contracts with the U.S. Department of Justice's Federal Bureau of Prisons to incarcerate illegal aliens who have also been convicted of felonious crimes at the federal level. In 2010, Cornell Companies was acquired by The GEO Group, Inc., who continues to currently operate the facility on a contractual basis with the federal government. As part of MVCC's mission, it incarcerates approximately 1,800 low security level inmates, the vast majority of whom have IN custody and, ultimately, will be deported and repatriated to the countries of their birth. As warden, I was ultimately responsible for the care, custody, and control of all

1,800 inmates; and the hiring, training, supervision, direction, and safety of approximately 180 staff.

United States Department of Justice Federal Bureau of Prisons 1989-2009

Warden (2007-2009)

Metropolitan Detention Center, Brooklyn, New York

As Warden at MDC Brooklyn, I was ultimately responsible for the care, custody, and control of upwards of 3,000 inmates; and the hiring, training, supervision, direction, and safety of approximately 600 staff. MDC Brooklyn is an administrative facility---essentially a federal jail---and therefore incarcerates/detains pretrial/presentence inmates of all security and custody levels. As warden of the MDC, a component of the federal judiciary in Eastern District of New York, I interfaced with a multitude of federal magistrates and district judges, as well as other court and law enforcement officials on a regular basis.

Warden (2004-2007)

United States Penitentiary, Canaan, Pennsylvania

I was the first warden to be appointed to the brand new United States Penitentiary (USP), Canaan in 2004. It's mission is to incarcerate high security level inmates, with IN and/or MAX custody (the highest level of custody in the Bureau of Prisons). I was responsible for selecting a leadership team (executive staff) for the facility, hiring all of the staff from the top down, and ensuring the infrastructure and activation of the facility were operational within designated time frames. I was ultimately responsible for the care, control, and custody of approximately 1,600 high security level inmates; as well as the hiring, training, supervision, direction, and safety of 350 staff. During my tenure at USP Canaan, I was promoted from GS-15 and appointed to the federal government's Senior Executive Service.

Warden (2002-2004)

Federal Correctional Institution, Lompoc, California

As warden of the Federal Correctional Institution, Lompoc, I was responsible for the care, custody, and control of approximately 1,500 low security level inmates, the vast majority of whom were designated as IN custody; and approximately 300 additional inmates at the satellite Intensive Confinement Center. The ICC was the federal government's version of a "boot camp." All inmates assigned to the Intensive Confinement Center were designated as minimum security level, with community custody. I was also responsible for the hiring, training, supervision, direction, and safety of all 200 staff.

Deputy Regional Director (2000-2002)

Northeast Regional Office; Philadelphia, Pennsylvania

As deputy regional director for the bureau's Northeast Regional Office, I was responsible for assisting in the supervision of---and serving as a conduit of communication between--the 19 wardens who managed federal correctional facilities throughout the Northeast Region of the agency and the regional director. I also served as the on-site direct supervisor of 18 regional administrators who worked in the regional office; and was ultimately responsible for the supervision of the approximate 80 line staff who were assigned to the office.

Associate Warden (1999-2000)

United States Penitentiary, Lewisburg, Pennsylvania

As associate warden for the Operations Division (AW-O) at USP Lewisburg, I was responsible for the supervision and direction of all department heads in the division, which included the disciplines of Health Service, Facilities, Financial Management, Information Technology, Human Resources, Employee Development, and Food Service. Lewisburg is a high security level facility which employees approximately 475 staff and houses approximately 1,800 inmates.

Associate Warden (1997-1999)

Federal Correctional Institution, Lompoc, California

As associate warden for the Programs Division (AW-P), I was responsible for the supervision and direction of all department heads in the division, which included two Unit Managers, the Case Management Coordinator, the Chief Psychologist, the Inmate Systems Manager, the Supervisor of Education, the Captain, and the Supervisory Chaplain.

Warden's Executive Assistant (1995-1997)

Federal Correctional Institution, McKean, Pennsylvania

As the executive assistant to the warden, I was responsible for all communication with media sources, proofreading all correspondence for the warden's signature, conducting training, preparing letters for the warden's signature, conducting internal administrative investigations, engaging in public relations endeavors (such as conducting speaking engagements at civic groups), conducting surveys, and acting in other activities at the direction of the warden. In this capacity, I maintained all of the facility's policies, institutional policy supplements, and all other records (excluding sentence computations) relevant to the facility.

Unit Manager (1993-1995)

Federal Correctional Institution, McKean, Pennsylvania

As a unit manager for approximately three years, I was responsible for managing, directing, guiding, and supervising four case managers, two correctional counselors, two secretaries, and the 2-4 correctional officers who were assigned to my unit. In this capacity, I was responsible for one of the four housing units in the facility, and was therefore accountable for the unit's sanitation, maintenance, discipline, and orderly operation. I also served as the chairperson of the unit team, that was responsible for the record keeping and custody classification of all approximate 300 inmates who were assigned to the unit.

Management Analyst (1991-1993)

Federal Correctional Institution, McKean, Pennsylvania

As management analyst for the facility, I was responsible for all inmate and staff statistical data/records used by the facility's executive staff. I identified and tracked events such as assaults with/without weapons, positive drug tests, administrative remedy issues, etc., for the record keeping purposes and predicting future outcomes.

Case Manager (1989-1991)

Federal Correctional Institution, McKean, Pennsylvania

As a case manager for approximately two years, I was responsible for a caseload of 175-300 inmates, the responsibilities of which included, among many other tasks, researching, creating, monitoring, and adjusting inmates' individual custody

classification scores. I was the individual solely responsible for scoring (increasing/decreasing) these inmates' security levels (high, medium, low, or minimum) and custody levels (maximum, IN, OUT, or community). Also as a case manager, as part of the record keeping process of inmates assigned to my caseload, I was the individual responsible for maintaining the sentence computations in their central files, thereby keeping each inmate informed regarding their projected release date, their next scheduled program review ("team"), the status of payment against their fines, and all issues relevant to parole (for old law inmates), and probation (supervised release). As a case manager, it was essential I maintain meticulous records, all of which were organized and assembled by me in each inmate's central file.

Safety Specialist Intern (1989)

Federal Correctional Institution, Morgantown, West Virginia

As a safety specialist intern, I was responsible for all aspects relevant to safety throughout the facility, including but not limited to conducting safety training for inmates and staff, maintaining and inspecting bin-cards, maintaining Material Safety Data Sheets, distributing and tracking potentially dangerous chemicals, conducting safety and sanitation inspections, etc.

Employment Prior to 1989:

Instructor of Criminal Justice (1987-1989)

Fairmont State College, Fairmont, West Virginia

In this full-time tenure-track capacity, I taught Police Operations, Criminal Investigation, Group Counseling Techniques, Introduction to Criminal Justice, and a multitude of upper-level undergraduate criminal justice courses. I also served as the academic advisor to approximately 100 criminal justice majors.

Therapist (1987)

The Manchin Clinic, Farmington, West Virginia

I conducted counseling and provided therapy to a variety of clients under the tutelage of a licensed Ph.D. level psychologist. In this part-time capacity, I assigned DSM-III diagnoses, developed treatment plans, maintained records, and generated billing forms.

Police Officer (1984-1987)

Morgantown Police Department, Morgantown, West Virginia

As a police officer for the Morgantown Police Department, I served in the patrol division, the traffic division (as a motorcycle officer), as the department's community-relations officer, and the detective division.

Police Officer (1983-1984)

Star City Police Department, Star City, West Virginia

As a Star City Police Officer, I conducted general patrol, investigated traffic accidents, conducted criminal investigations, etc. While employed by the Town of Star City, I attended and graduated from the West Virginia State Police Basic Academy in Institute, West Virginia, which is a 13-week, intensive residential program.

Radio-Operator (1980-1983)

West Virginia State Police, Morgantown, West Virginia

As a radio operator for the West Virginia State Police, I was detailed to the Morgantown Detachment where I acted in a dispatcher-like role, communicating with state troopers inperson and via radio. I fielded calls from the public, greeted community members inperson, maintained logs, and entered reported stolen items into the National Crime Information Center (NCIC) system.

Part-Time Teaching Positions (1988-2011):

The Pennsylvania State University, State College, PA West Virginia University, Elkins and Jane Lew, West Virginia University of Pittsburgh, Bradford, Pennsylvania Jamestown Community College, Olean, New York Chapman University, Vandenberg Air Force Base, Lompoc, California

PROFESSIONAL ACCOMPLISHMENTS:

United States Government Top-Secret Security Clearance (2003-2009)

Trained and certified as a Hostage Negotiator by the FBI

Trained and certified by the FBI and BOP in Crisis Management

Member of the United States Government Senior Executive Service (SES) 2005-2009

Graduate of the Federal Law Enforcement Training Center, Glynco, Georgia (voted class speaker by fellow graduates)

Graduate of the Aspen Institute's Justice in Society Program, Aspen, Colorado

Guest lecturer at John Jay School of Criminal Justice, New York, New York

Graduate of the Reid School of Interview and Interrogation Techniques

Nominee for Fairmont State College's 1987 Boram Award (most outstanding lecturer)

Past president of WVU's Chapter of American Society of Safety Engineers

Graduate of the 13-week residential West Virginia State Police Basic Police Academy

Recipient of Special Recognition Award by the United States Department of Justice's Federal Bureau of Prisons for a life-saving act

Recipient of multiple United States Department of Justice Special Act and Sustained Superior Performance Awards

Recipient of Meritorious Service award from the Fraternal Order of Police

