



February 6, 2015

Dear Symposium Attendee:

On behalf of the National Association for Civilian Oversight of Law Enforcement (NACOLE), we welcome you to our inaugural academic conference. We are delighted to be partnering with the Seattle University (SU) School of Law and Criminal Justice Department to host this groundbreaking event. Since its inception in 1995, NACOLE has hosted annual conferences and regional training for oversight practitioners to discuss developments in the field. But oversight, to be successful, must be critically examined. This Symposium signals NACOLE's commitment to research and analysis, and its interest in promoting scholarly research into oversight practices. We appreciate SU's willingness to partner with us to bring academics and researchers together with oversight practitioners, police leaders, community representatives and other stakeholders. This is the first in what we expect to be an informative and influential academic conference series, and we're pleased you have joined us for the occasion.

The theme of this year's symposium, *Moving Beyond Discipline: The Role of Civilians in Police Accountability*, challenges us to consider civilian oversight from a broad perspective. While many of us have focused on misconduct and discipline issues, oversight has evolved into examining many other areas of police policies and practices. Scholars and practitioners will comment throughout the day on the effects of these various forms of oversight, and what research is needed to assess them.

This symposium would not have been possible without the support of our two co-sponsors, Seattle University School of Law and the Seattle University Criminal Justice Department. We extend special thanks to School of Law Dean Annette Clark and Criminal Justice Department Chair Jacqueline Helfgott for their early encouragement. Thanks are owed, too, to the members of the Symposium Advisory Committee who guided us through the conference planning process: Steve Bender, Terrence Carroll, Rebecca Fish, Chris Fowler, Matthew Hickman, Anne Levinson, Fé Lopez, Sue Rahr, and Mark Sideman. We are grateful for their insights and efforts.

We are confident that you will find the quality of the programming is consistent with what you have come to expect from NACOLE and will meet the high standards we set for ourselves. Please contact one of us, a NACOLE Board Member, or any member of the NACOLE staff throughout the conference if there is anything we can do to help make this Symposium a better experience.

Kind regards,

Kathryn Olson and Kim Hendrickson
2015 Academic Symposium Directors

Agenda

8:00 a.m. – 8:30 a.m.

Room C5

Welcoming Remarks

- Dean Annette Clark, M.D., J.D., Seattle University Law School
- Pierce Murphy, Civilian Director, Seattle Police Department, Office of Professional Accountability
- Kim Hendrickson, Founder, Islanders for Collaborative Policing
- Kathryn Olson, J.D., Accountability and Transparency in Policing, Change Integration Consulting, LLC

8:30 a.m. – 9:30 a.m.

Panel 1

Room C5

Evolution of Civilian Oversight of Law Enforcement in the United States: Civil Rights, Police Reform, and the Impact of Critical Incidents From Rodney King to Ferguson

- Brian Buchner, President, National Association for Civilian Oversight of Law Enforcement
- Judge Terrence Carroll (Ret.), Distinguished Jurist in Residence, Seattle University Law School
- Jonathan M. Smith, J.D., Chief, Special Litigation Section, U.S. Department of Justice, Civil Rights Division
- Moderator: Kathryn Olson, J.D., Accountability and Transparency in Policing, Change Integration Consulting, LLC

9:30 a.m. – 9:45 p.m.

Break

9:45 a.m. – 11:00 a.m.

Panel 2

Room C5

Community Input and Police Accountability: What Works?

- *Department of Justice's Role in Structuring Community Output*
Samuel Walker, Ph.D., Professor Emeritus of Criminal Justice, University of Nebraska
- *Leaning on the Community: Lessons Learned through Community Advisory Councils in Edmonton*
Irfan Chaudhry, Ph.D. Candidate, University of Alberta
- *The Seattle Community Police Commission: Lessons Learned and Considerations for Effective Community Involvement*
Reverend Aaron Williams, Mt. Zion Baptist Church, Seattle Community Police Commission
- Moderator: Judge Anne Levinson (Ret.), Independent Civilian Auditor, Seattle Police Department, Office of Professional Accountability

11:00 a.m. – 11:15 a.m.

Break

11:15 a.m. – 12:30 p.m.

Panel 3

Room C5

Police Department Transparency: What is the Civilian Role?

- *Examining the Determinants of Police Department Transparency: The View of Police Executives*
Joshua Chanin, J.D., Ph.D., School of Public Affairs, San Diego State University
- *The Next Stage of Police Accountability: Launching a Police Body Worn Camera Program in Washington DC*
Marielle Moore, J.D., University of Miami School of Law
- *Transparency for What End? Policing Politics in New York City*
Marc K. Landy, Ph.D., Department of Political Science, Boston College
- Moderator: Captain Chris Fowler, Seattle Police Department

12:30 p.m. – 1:00 p.m.

Lunch

1:00 p.m. – 1:45 p.m.

Panel 4

Room C5

Policing and Federalism: Is There Tension Between Local, State and National Standards?

- **Roger Goldman, J.D., Saint Louis University School of Law**
- Sue Rahr, Director, Washington State Criminal Justice Training Commission
- Moderator: Kim Hendrickson, Founder, Islanders for Collaborative Policing

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| 1:45 p.m. – 2:00 p.m. | Break |
| 2:00 p.m. – 3:15 p.m. Panel 5 Room C5 | By What Measure? Using Benchmarks to Promote Constitutional Policing <ul style="list-style-type: none"> • <i>National Data on Citizen Complaints about Police Use of Force: Data Quality Concerns and the Potential (Mis)use of Statistical Evidence</i> Matthew Hickman, Ph.D., Seattle University Criminal Justice Department: • <i>What do Citizens think About Police Accountability Measures? Lessons from Community Attitudinal Surveys</i> Joseph De Angelis, Ph.D., University of Idaho • <i>Standardizing Oversight through Uniform Auditing Procedures</i> Dawn Reynolds, M.A., J.D., Elite Performance Assessment Consultants • Moderator: Jacqueline Helfgott, Ph.D., Chair, Seattle University Criminal Justice Department |
| 3:15 p.m. – 3:30 p.m. | Break |
| 3:30 p.m. – 4:15 p.m. Facilitated group discussions Room C5 & C6 | Session A – Room C5 Community Input and Police Accountability: What Works? Moderator: Judge Anne Levinson (Ret.), Independent Civilian Auditor, Seattle Police Department, Office of Professional Accountability Discussion questions may include: <ul style="list-style-type: none"> • Has oversight forgotten its grassroots? How do we professionalize oversight while respecting the contributions of community activists? • Should community input be focused on police misconduct or broader issues of police policies and priorities? • Are consent decrees an effective way to encourage community input? • How involved should politicians be in police oversight? • What does community input mean? How do you balance diversity and representation on civilian boards with subject matter expertise? • Do body cameras make civilian oversight less necessary? Session B – Room C6 Policing and Federalism: Is There Tension Between Local, State and National Standards? Moderator: Roger Goldman, J.D., Saint Louis University School of Law Discussion questions may include: <ul style="list-style-type: none"> • Should there be national decertification standards or should these standards be left to states? • What are the short and long term effects of Department of Justice involvement in local policing? • Should there be a federal standard on law enforcement use of force and other policies and practices? • Should there be a federal standard on law enforcement use of in-car and body cameras? • What should happen when consent decrees come into conflict with local collective bargaining agreements? |
| 4:15 p.m. – 5:00 p.m. Room C5 | Closing Session: What Have We Learned and Where Do We Go from Here? <ul style="list-style-type: none"> • Participant Input on Prioritizing the Issues • Closing Remarks • Conference Evaluations |

Upcoming NACOLE Special Journal Issues

Draft versions of the papers listed are available on the NACOLE website, www.NACOLE.org. Once there, click on the Special Events tab and then from the drop down list, click on Academic Symposium.

NACOLE special issue: *Criminal Justice Policy Review* (forthcoming, 2015)

- ***Department of Justice's Role in Structuring Community Output.***
Samuel Walker, Ph.D., Professor Emeritus of Criminal Justice, University of Nebraska, Omaha
- ***Examining the Determinants of Police Department Transparency: The View of Police Executives.***
Joshua Chanin, J.D., Ph.D. and Salvador Espinosa, Ph.D., School of Public Affairs, San Diego State University
- ***What do Citizens think About Police Accountability Measures? Lessons from Community Attitudinal Surveys***
Joseph De Angelis, Ph.D., Department of Sociology & Anthropology- University of Idaho
- ***National Data on Citizen Complaints about Police Use of Force: Data Quality Concerns and the Potential (Mis)use of Statistical Evidence to Address Police Agency Conduct.***
Matthew J. Hickman, Ph.D., Associate Professor, Department of Criminal Justice, Seattle University
- ***Insight Policing: A Conflict Perspective on Criminal Behavior.***
Jamie Price, Ph.D., Megan Price, Ph.D. Candidate, George Mason University
- ***Examining the Role of Civil Service Commissions on Municipal Police Diversity.***
Anne Kringen, Ph.D., University of New Haven

NACOLE special issue: *Seattle Journal of Social Justice* (forthcoming, 2015)

- ***Transparency for What End? Policing Politics in New York City***
Marc K. Landy, Ph.D., Department of Political Science, Boston College
- ***The Seattle Community Police Commission: Lessons Learned and Considerations for Effective Community Involvement in Reform Following Settlements.***
Betsy Graef, M.A., Seattle Community Police Commission
- ***The Next Stage of Police Accountability: Launching a Police Body-Worn Camera Program in Washington DC.***
Marielle A. Moore, J.D., University of Miami School of Law
- ***Leaning on the Community: Lessons Learned through Community Advisory Councils in Edmonton***
Irfan Chaudhry, Ph.D. Candidate, Department of Sociology, University of Alberta
- ***Policy Considerations for the Role of Non-Lethal Technologies in Policing: Weighing Risks and Prioritizing Accountability.***
Loan Le, Ph.D., Maitria Moua and Jeremy Bamidele
- ***An Independent Civilian Review Board of Forensic Psychological Evaluations in Relation to Appeal Hearings: A Culturally Responsive Police Accountability Paradigm.***
Ronn Johnson, Ph.D. ABPP and Yasmin Saadatzaadeh, M.A., University of San Diego

Speaker Biographies

Brian Buchner

Brian Buchner has more than ten years of direct experience working in civilian oversight of law enforcement, during which he has reviewed hundreds of sensitive law enforcement investigations, including those that arise in the aftermath of an officer-involved shooting, in-custody death, or other critical police-involved incidents. Currently, Mr. Buchner is a Special Investigator with the Los Angeles Board of Police Commissioners, Office of the Inspector General (OIG). Prior to joining the OIG in 2007, Mr. Buchner was the Policing Specialist at the Police Assessment Resource Center (PARC), where he assisted Merrick Bobb, former Special Counsel to the Los Angeles County Board of Supervisors and PARC's Executive Director, in monitoring and critically reviewing the Los Angeles County Sheriff's Department.

Mr. Buchner is the current president of the National Association for Civilian Oversight of Law Enforcement (NACOLE), the nation's only professional organization of law enforcement oversight agencies and practitioners. Mr. Buchner is also a commissioner on the City of Santa Monica's Social Services Commission (SSC), having served two and a half years as Chair, and a founding board member of the Integrated Recovery Network in Los Angeles County. He has spoken about policing and police oversight issues in a variety of forums, including panels hosted by NACOLE, the American Civil Liberties Union, the American Society of Criminology, the Canadian Association for Civilian Oversight of Law Enforcement, the Homicide Research Working Group, the Major Cities Chiefs Association, the National Organization of Black Law Enforcement Executives, the Police Executive Research Forum, the United Nations, and the University of California-Los Angeles, as well as in communities across the country.

Mr. Buchner holds a Masters degree in Criminology and Criminal Justice and a Bachelors degree in Criminal Justice.

Judge Terrence Carroll (Ret.)

Judge Carroll is a retired King County, WA Superior Court Judge who currently serves as Distinguished Jurist in Residence at the Seattle University School of Law. After leaving the bench in 1992, he mediated and arbitrated over 5000 disputes, along with serving as a special master in a variety of complex cases. From 1992 to 2003, Judge Carroll also served as the first Internal Investigations Auditor for the Seattle Police Department (SPD) which represented the first civilian oversight for SPD. He has played a significant role in shaping SPD's oversight structure for over the past two decades, including chairing the 2008 Police Accountability Review Panel. Judge Carroll also brought his extensive alternative dispute resolution experience to help establish a police misconduct complaint mediation program within SPD's Office of Professional Accountability. More information on his civic and professional contributions can be found at terrencecarroll.com.

Joshua Chanin, J.D., Ph.D.

Joshua Chanin is an Assistant Professor in the School of Public Affairs at San Diego State University, where he has taught since 2011. He holds a J.D. – M.P.A. from Indiana University-Bloomington and a Ph.D. in Public Administration and Justice Policy from American University in Washington, DC. His current research interests include police behavior, organizational reform, governmental transparency, and the tension between legal norms, chief among them public safety and individual liberty/privacy.

Irfan Chaudhry

Irfan Chaudhry is currently a Criminology instructor at MacEwan University, Department of Sociology and a Ph.D. Candidate (provisional) with the Department of Sociology, University of Alberta. Mr. Chaudhry's research on racist tweets (www.twitterracism.com) in Canada was highlighted in Avenue Magazines annual top 40 Edmontonian's under the age of 40 list, where he was featured as one of the top 40 recipients in 2013. Mr. Chaudhry received an M.A. in Criminal Justice at the University of Alberta (Department of Sociology).

Prior to returning to University to pursue a Ph.D. in Criminology (focusing on race, racism and crime), Mr. Chaudhry held a number of positions with the City of Edmonton, including as a Crime Analyst with the Edmonton Police Service, and more recently, as a Race Relations Specialist for the City of Edmonton, Aboriginal and Multicultural Relations Office. He is currently an active member on a number of police/civilian advisory boards, including the Edmonton Police Services' Diversity Positive Recruiting Committee and the Alberta Hate Crimes Committee.

Annette Clarke, J.D., M.D.

Annette E. Clark assumed the deanship of Seattle University School of Law in July 2013. She is the first alumna of the institution to also serve as its dean and is the only dean in the country to hold both a J.D. and M.D. degree. Dean Clark previously served as Interim Dean from 2009-10, and as Associate Dean for Academic Affairs and Vice Dean for a total of ten years, overseeing academic programs, curriculum, centers and institutes, and the faculty.

Dean Clarke was a Visiting Scholar at the George Washington University Law School for Fall 2010, and Dean and Professor of Law at the Saint Louis University School of Law from 2011-12. She received her M.D. with Honors from the University of Washington School of Medicine and her J.D. summa cum laude from the Seattle University School of Law, and joined the faculty in 1989. Her scholarly and teaching areas of expertise include civil procedure, medical liability, bioethics, and legal education, and she is a frequent regional and national lecturer on these topics. Her scholarship operates at the interface of health care, law, and health policy, with a particular emphasis on end-of-life issues. Dean Clark has received the Seattle Journal for Social Justice Faculty Award, the Dean's Medal, and is a two-time recipient of the Outstanding Teacher Award. She was also named the James B. McGoldrick, S.J., Fellow, an annual award given to the Seattle University faculty member or administrator who best exemplifies commitment to students and to the values of a Jesuit education. Dean Clark counts teaching law students as one of her greatest joys.

Joseph De Angelis, Ph.D.

Joseph De Angelis is an Assistant Professor in the Department of Sociology & Anthropology at the University of Idaho, where he teaches courses and conducts research in the areas of policing, corrections, and citizen oversight of law enforcement. Dr. De Angelis recently served as the Policy Director for the Office of the Independent Monitor (OIM) in Denver, Colorado. In that position, he was responsible for the development and implementation of data-driven evaluations of Denver Police and Sheriff Department policies and practices. Dr. De Angelis also served as an analyst and one of the founding staff members of the Independent Police Review Division in Portland, Oregon. Dr. De Angelis' work has been published in a wide variety of academic venues, including the *Journal of Criminal Justice*, *Criminal Justice Policy Review*, *Police Quarterly*, the *Sage Handbook of Criminological Research Methods*, *Criminal Justice Review*, and *Policing: An International Journal of Police Strategies and Management*.

Chris Fowler

Captain Chris Fowler has served over 20 years with the Seattle Police Department, working patrol in many neighborhoods throughout the city. He currently is assigned as the West Precinct Commander for SPD. Other assignments over the years have included the SWAT Team, Narcotics Unit, and Investigations. He also served as Operations Lieutenant of the South Precinct, and most recently worked for the Professional Standards Bureau, as the Captain of the Audit, Policy and Research Section.

Captain Fowler has a Bachelors degree from the University of Washington and a Masters in Public Administration from Seattle University. He also attended the Army War College and was awarded a Masters degree in Strategic Studies.

A true Seattleite, one of Captain Fowler's first jobs in high school was working at the Pike Place Market, and in 2013 he participated in the Torchlight Parade, representing the National Guard, where he serves as a Brigadier General.

Roger Goldman, J.D.

Roger L. Goldman, the Callis Family Professor of Law Emeritus at Saint Louis University School of Law, is the nation's foremost expert on police licensing and license revocation laws. For more than 30 years he has been educating legislators about the need for removing the license or certificate of an officer who engages in serious misconduct, such as sexual assault and brutality.

When Professor Goldman began to address the problem of unfit police officers' moving from one department to another within a state, 15 states were without decertification/revocation laws. Today, only six states remain without revocation authority; he is now working in those states to enact such laws to keep bad officers off the streets. Professor Goldman advocates for the creation of a federally mandated national databank to alert police departments that an officer has been decertified in another state.

Educated at Harvard College and the University of Pennsylvania Law School, Professor Goldman is also a leading expert on the U.S. Supreme Court and constitutional law. In addition to his many articles on police licensing, he is an author of three books on the U.S. Supreme Court: *The Role of the Supreme Court in Protecting Civil Rights and Liberties*; *Justice William J. Brennan, Jr.: Freedom First*; and *Thurgood Marshall: Justice for All*, which was a finalist for the 1992 NAACP Image Award for Outstanding Literary Work. Both national and local media frequently seek Professor Goldman's professional commentary.

Jacqueline Helfgott, Ph.D.

Jacqueline Helfgott is Professor and Chair of the Criminal Justice Department at Seattle University. She has a Ph.D. and M.A. in Administration of Justice with graduate minor in Psychology from Pennsylvania State University, and a B.A. from the University of Washington in Psychology and Society & Justice. Her research interests include criminal behavior, psychopathy, corrections, offender reentry, and victim impact in criminal justice decision-making. She is author of *Criminal Behavior: Theories, Typologies, and Criminal Justice* (Sage Publications, 2008), Editor of *Criminal Psychology, Volumes 1-4* (Praeger Publications, 2013), and coauthor (with E. Gunnison) of *Offender Reentry: Beyond Crime and Punishment* (2013 with Lynne Rienner Publishers). Her work has been published in forums including the *Journal of Police and Criminal Psychology*, *Journal of Forensic Psychology Practice*, *International Journal of Offender Therapy and Comparative Criminology*, *Criminal Justice & Behavior*, *International Review of Victimology*, *Crime Victim's Report*, *Criminal Justice Policy Review*, *Encyclopedia of Prisons and Correctional Facilities*, and the *Encyclopedia of Street Crime in America*.

Dr. Helfgott has been involved in research and service in correctional settings since 1987. From 1997-2000 she was principal investigator on a project funded by the Soros Open Society Institute's Center on Crime, Communities and Culture that involved development, implementation, and evaluation of "*Citizens, Victims, and Offenders Restoring Justice*" (CVORJ), a prison-based encounter program at the Washington State Reformatory. She coordinated a prison art program called the "*Creative Expressions Project*" at the Washington Corrections Center for Women from 1993-1998 and at the Washington State Reformatory from 1993-2010, and currently teaches a course in the prisons called "Restorative Justice Behind Bars," which involves prisoners and university students taking the course together and jointly designing projects that have the potential to integrate restorative principles in the adversarial system and prison context.

Dr. Helfgott's current/forthcoming work includes *No Remorse: Psychopathy and Criminal Justice* (Sage Publications) and she is involved in applied research as principal investigator on an evaluation of the Seattle Police Crisis Intervention Team/Mental Health Practitioner Pilot Project. She has served or currently serves on the Advisory Board for the Washington State Department of Social and Health Services *Special Commitment Center at McNeil Island* that houses civilly committed sexually violent predators, the Seattle Police Department's Crisis Intervention Committee (CIC) Executive Steering Committee and Data Outcomes Subcommittee, and on the Board of Directors for *Virginia Mason Separation and Loss* (support services for family members following violent death), and *Interaction Transition* (a non-profit ex-offender transition agency).

Kim Hendrickson

Kim Hendrickson is a Ph.D. Candidate in the Political Science Department at Boston College and is currently writing a dissertation on the effects police oversight has on municipal politics. She has taught political science at George Washington University, Rhodes College, and Olympic College, and served as the Civil Service Commission Secretary/Chief Examiner for the City of Bainbridge Island.

Ms. Hendrickson is the founder of Islanders for Collaborative Policing, a non-profit citizen's group engaged in police reform on Bainbridge Island. She directs a working group that aims to improve the quality of mental health services in Kitsap County and improve police response to people suffering from mental illness.

She is the recipient of the 2012 Key Award given by the Washington Coalition for Open Government.

Matthew J. Hickman, Ph.D.

Matthew J. Hickman is an Associate Professor in the Department of Criminal Justice at Seattle University. He previously spent seven years as a statistician at the Bureau of Justice Statistics, the statistical arm of the U.S. Department of Justice. He teaches a variety of both undergraduate and graduate courses, including statistics, research methods, criminology, introduction to the forensic sciences, ethics, and crime mapping. His current research interests are in quantitative methods (statistics and research methodology), law enforcement (including ethics, officer health & safety, police stress, police behavior), and the impact of forensic sciences on the administration of justice. His work has been published in numerous journals including *Criminology*, *Criminology & Public Policy*, *Journal of Quantitative Criminology*, *Police Quarterly*, *Crime & Delinquency*, and *Policing*.

Marc K. Landy, Ph.D.

Marc Landy has a B.A. from Oberlin College and a Ph.D. in Government from Harvard University. He was the recipient of the 2009 Teaching Award chosen by the student members of the Boston College Chapter of Phi Beta Kappa. He is the Faculty Chair of the Boston College Irish Institute.

Dr. Landy and Sidney Milkis wrote *Presidential Greatness* (Kansas U. Press, 2000) and the textbook *American Government: Balancing Liberty and Democracy*. He is an author of *The Environmental Protection Agency from Nixon to Clinton: Asking the Wrong Questions* (1994). He is an editor of *Creating Competitive Markets: The Politics and Economics of Regulatory Reform* (2007); *Seeking the Center: Politics and Policymaking at the New Century* (2001); and *The New Politics of Public Policy* (1995). His recent articles

include: "Terror and the Executive," *National Affairs*, Spring 2010; "EPA and Nanotechnology: The Need for a Grand Bargain?," in Christopher J. Bosso, ed., *Governing Uncertainty: Environmental Regulation in the Age of Nanotechnology* (Washington DC: RFF Press, 2010)(Sidney Milkis, co-author); *The Presidency in the Eye of the Storm, The Presidency and the Political System*, Ninth Edition (CQ Press, Washington DC. 2010); "Mega-Disasters and Federalism," *Public Administration Review*, Vol. 68, Issue 6, October 2008; and "Great Presidents are Agents of Democratic Change," in Richard Ellis and Michael Nelson, eds., *Debating the Presidency*, CQ Press, 2006.

Judge Anne Levinson (Ret.)

Judge Levinson is currently serving in her second term as the Auditor for the City of Seattle's Office of Professional Accountability. In Seattle's accountability system, the OPA Auditor is a civilian with legal expertise, independent from the City and the Police Department, who provides outside oversight to help ensure that all complaints of possible misconduct are appropriately addressed and all internal investigations conducted are fair, thorough, objective and timely. The OPA Auditor also issues a semi-annual report to City elected officials and the Chief with recommendations for systemic reforms, including ways to improve performance and better meet public expectations by changes to policies, practices and training.

As a judge, she established one of the nation's first mental health courts, designed to divert mentally ill individuals out of the criminal justice system and instead connect them with treatment and services. Prior to being on the bench, Judge Levinson was appointed by the Governor to serve as Chair of the Washington State's Utilities & Transportation Commission, which oversees regulation of telecommunications, energy and transportation companies. She previously served in several local government roles as well, including Legal Counsel, Chief of Staff and Deputy Mayor in the administration of Seattle Mayor Norm Rice.

After retiring from the bench, Judge Levinson helped create a new community-based agency to lead reforms in the juvenile justice and child welfare systems and served as Special Counsel to a Select Committee charged with developing policy and organizational recommendations for long-term reform of Washington State's service delivery systems for foster care youth with complex needs. She was appointed by the John D. & Catherine T. MacArthur Foundation to their Research Network on Community Mandated Treatment. She continues to serve as a consultant to courts, providing technical expertise to judges and court administrators.

Judge Levinson has served on the boards of directors and advisory boards for many charitable organizations, and has been the recipient of a number of civic awards. She was just appointed by Washington State's Governor to a 5-year term on the state's Public Disclosure Commission, which oversees compliance with state campaign finance and disclosure laws.

Marielle A. Moore, J.D.

Marielle A. Moore graduated *magna cum laude* from the University of Miami School of Law in May of 2014. During law school, she worked on several social justice legal issues, including permanent guardianship for incapacitated former foster youth, LGBT rights, and disability discrimination. Her interest in law enforcement oversight began with an internship at the District of Columbia Office of Police Complaints, where she helped research and draft a policy recommendation for an effective Metropolitan Police Department on-body camera program. Currently, Ms. Moore is an Attorney Advisor with the Social Security Administration. In her free time, she volunteers as a Court-Appointed Special Advocate for abused and neglected children in Washington, DC.

Pierce Murphy

Pierce Murphy currently serves as Director of the Office of Professional Accountability for the Seattle Police Department. In this position, which he has held since July, 2013, he is responsible for regularly advising the Police Chief, as well as the Mayor and City Council, on all matters involving the Police Department's administrative investigations and disciplinary functions and on Police Department policies and practices related to police accountability and professional conduct; evaluating the internal investigation process; and making recommendations on strategies and policies to improve complaint gathering and investigative procedures.

Mr. Murphy spent over 14 years as the Community Ombudsman for the City of Boise in Idaho. As Boise's first Ombudsman, he created Idaho's first and only civilian oversight of law enforcement agency. Prior to that, in 1972, he began working in law enforcement in both civilian and sworn positions. After receiving his Baccalaureate and Master degrees, Mr. Murphy had a successful career in human resource management and consulting. He has been active professionally in the field of civilian oversight of law enforcement and has advised cities and counties across the United States on this topic.

Mr. Murphy is a past president and former member of the NACOLE Board of Directors and a frequent speaker at NACOLE's annual training conference.

Kathryn Olson, J.D.

Kathryn Olson consults on issues of police accountability and transparency through Change Integration Consulting, LLC, located near Seattle, Washington. Her thirty years of experience in promoting civil rights, executive leadership, investigations, litigation and training combine to create a unique skill set to conduct risk assessment of police policies, practices and individual conduct. She

works to enhance and integrate accountability systems with a change management strategy to optimize fair and effective policing. She also works with NACOLE and the Eurasia Foundation to encourage police oversight in Russia and has developed a police misconduct investigations handbook, along with NACOLE past-president Barbara Attard.

In 2007, Ms. Olson was appointed as the civilian Director of the Office of Professional Accountability for the Seattle Police Department. She managed OPA's investigation of police misconduct complaints, issued regular reports on complaint trends, and made recommendations concerning policy and training to enhance police professionalism. Ms. Olson directed OPA during a period of heightened scrutiny of SPD's practices by the U.S. Department of Justice. OPA'S investigations overall were found to be "thorough, well-organized, well-documented, and thoughtful."

Ms. Olson has been active with NACOLE since 2007, serving as president of NACOLE (2010-2012), on the Executive Advisory Committee (2013-2015), on the NACOLE Board (2007-2013), chairing the Conference Planning Committee (2010) and Newsletter Committee (2013), and regularly presenting at the annual conference.

Ms. Olson's background is as a civil rights and employment lawyer. Her experience includes 15 years at the Equal Employment Opportunity Commission, where she progressed to serving as the Supervisory Trial Attorney in the Seattle Field Office, overseeing EEOC litigation in a five state region.

Sue Rahr

Sue Rahr joined the King County Sheriff's Office as a deputy in 1979 and for 25 years worked her way up through the ranks until she was elected Sheriff in 2005. She served as Sheriff for seven years, retiring in 2012. She was responsible for managing over 1,000 employees, a \$150 million budget, and contract police services to twelve cities and transit policing for the Seattle/Puget Sound region. Sheriff Rahr led KCSO through successful CALEA National Accreditation in 2010, and was awarded "2010 Elected Official of the Year" by the Municipal League. She has worked at the local, state, and national level to improve the criminal justice system response to people suffering from mental illness. She served as a member of the "Executive Session on Policing" at the Harvard Kennedy School from 2011 - 2014.

Sheriff Rahr has served on many non-profit community and professional boards and has served as president of the Washington Association of Sheriffs and Police Chiefs, as a Commissioner of the Washington State Criminal Justice Training Commission, Commissioner of the Washington State Forensics Investigation Council, and on the Executive Board of the National Sheriffs Association.

In April of 2012 Sheriff Rahr was appointed Executive Director of the Washington State Criminal Justice Training Commission. She is responsible for training all city and county law enforcement and corrections officers in the state, as well as many other criminal justice professionals. She is the architect of the cultural transformation of police training in Washington State described by the phrase "Moving from Warriors to Guardians." This entails a shift in law enforcement philosophy from the traditional 'boot camp' model to a training strategy based on critical thinking and decision-making. Executive Director Rahr was appointed to the President's Task Force on 21st Century Policing, in December of 2014.

Executive Director Rahr graduated Cum Laude with a B.A. in Criminal Justice from Washington State University and is a graduate of the National Sheriff's Institute and the FBI National Executive Institute.

Dawn Reynolds, J.D.

Dawn Reynolds is a licensed attorney highly involved in the area of public oversight of law enforcement and public safety. She is a Certified Law Enforcement Auditor (CLEA) and an active member of the National Association for Civilian Oversight of Law Enforcement (NACOLE), where she currently serves as a board member. Ms. Reynolds chairs NACOLE's Strategic Planning Committee and serves on the Finance Committee.

Ms. Reynolds is a Vice President at Elite Performance Assessment Consultants, LLC where she works on designing and implementing performance audits and training public safety and oversight managers in conducting and designing performance audits.

As an attorney, Ms. Reynolds served for many years on the ACLU's Board of Directors in Washington and was on the federal defenders appellate panels in Washington and Oregon. Her goal is to make lasting contributions to the improvement and expansion of public safety oversight programs throughout the United States. Specialties include Risk Identification and Management in Public Safety Programs, Civil Rights, Criminal Law and Procedure, and Administrative Law.

Jonathan Smith, J.D.

Jonathan M. Smith is the Chief of the Special Litigation Section of the U.S. Department of Justice Civil Rights Division, where he has served since October 2010. He graduated in 1980 with a B.A. in Philosophy from the University of Maine at Orono, and received his Juris Doctor from Antioch School of Law in 1984. From 1984 to 1989, Mr. Smith was an associate at the Alexandria Virginia civil rights firm of Victor Glasberg & Associates. In 1989, Mr. Smith joined the D.C. Prisoners' Legal Services Project as its first staff attorney and helped open the office. In 1991, he became the Project's Executive Director. From 1998 until 2002, Mr. Smith was the Executive Director of the Public Justice Center in Baltimore, Maryland. Mr. Smith was the Executive Director of the Legal Aid Society of the District of Columbia from May 2002 to October 2010, before moving to his current position with the Department of Justice.

Samuel Walker, Ph.D.

Dr. Samuel Walker is Professor Emeritus of Criminal Justice at the University of Nebraska at Omaha. His principal area of expertise involves police accountability.

He is the author of 14 books on policing, civil liberties, and crime policy. Dr. Walker's most recent book is *The New World of Police Accountability*, 2nd ed. (with Carol Archbold, 2014). He is also the author of *Sense and Nonsense About Crime, Drugs, and Communities*, 8th ed. (2015) and *The Police in America*, 8th ed. (with Charles M. Katz, 2013).

On January 13 of this year, Professor Walker gave invited testimony at the initial hearings of the President's Task Force on 21st Century Policing. His testimony focused on a call for a respectful policing initiative that would be sponsored by the U.S. Department of Justice.

Professor Walker's expertise includes early intervention systems for police, and he is the author of the U.S. Department of Justice report, *Early Intervention Systems for Law Enforcement Agencies* (2003). He also authored DOJ's report, *Mediating Citizen Complaints Against Police Officers: A Guide for Police and Community Leaders* (2002).

In 2013, Professor Walker served as an expert witness for the plaintiffs in the New York City "stop and frisk" trial (*Floyd v. New York City*), and has served as a consultant to the DOJ Civil Rights Division in its investigations of the New Jersey State Police and the Metropolitan Police Department of Washington, DC.

Professor Walker has spoken to and consulted with a wide range of community groups, police departments, and citizen oversight agencies across the country.

Reverend Aaron Williams

Reverend Williams is the Senior Pastor of Mount Zion Baptist Church and Vice-President of the United Black Clergy. He is a member of the Seattle Community Police Commission and served on the Police Chief Search Committee for the City of Seattle in 2009. He received his Bachelor of Arts degree in Sociology from Paine College in Augusta, Georgia, and a Master of Theology with an emphasis in Systematic Theology from Dallas Theological Seminary in Dallas, Texas.



Criminal Justice Policy Review
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Criminal Justice Policy Review

Criminal Justice Policy Review (CJPR) is a multidisciplinary peer-reviewed journal committed to the study of crime and justice through quantitative, qualitative, and mixed-methodological approaches. It is published eight times per year by Sage Publications (<http://cjp.sagepub.com/>).

CJPR serves as a bridge between academics, policymakers, and practitioners by publishing sound research that addresses important issues in crime and justice and examines the implementation and effectiveness of criminal justice policies, programs, and practices. The journal appeals to criminologists, sociologists, political scientists, and other scholars and professionals with an interest in crime policy and research.

CJPR reviews and accepts appropriate articles, essays, research notes, and book reviews. Manuscripts appropriate for submission include: a) full-length articles that present the findings of original empirical research; b) review essays that thoroughly review and critique the "state of current research" on a particular topic and discuss the associated policy implications, or those that address an emerging issue in the field and outline a proposed research agenda; c) research notes, allowing authors to present early and preliminary results; and d) reviews of books on relevant topics in criminal justice. In addition to its regular issues, *CJPR* also provides a forum for scheduled special issues on notable topics in crime and justice.

Editor

David L. Myers is a professor of Criminology at Indiana University of Pennsylvania (IUP); he has served as Editor of *Criminal Justice Policy Review* since 2005. He received his Ph.D. from the University of Maryland in 1999. His research and teaching interests include juvenile justice and delinquency, criminological theory, crime prevention, and criminal justice policy, planning, and evaluation. His publications have appeared in such journals as *Crime & Delinquency*, *Criminal Justice and Behavior*, *Youth Violence and Juvenile Justice*, *Criminal Justice Review*, and *Justice Research and Policy*. He is the author of *Becoming an Evidence-Based Organization: Demonstrating Leadership and Organizational Growth* (Joyfields Institute for Professional Development, 2013), *Boys among Men: Trying and Sentencing Juveniles as Adults* (Praeger Publishers, 2005), and *Excluding Violent Youths from Juvenile Court: The Effectiveness of Legislative Waiver* (LFB Scholarly Publishing, 2001).



SEATTLE
JOURNAL
FOR

SOCIAL JUSTICE

The *Seattle Journal for Social Justice (SJSJ)* seeks to promote critical interdisciplinary discussions on urgent problems of social justice, including exploring the often-conflicting meanings of justice that arise in a diverse society. The *SJSJ* is managed and edited by Seattle University School of Law students in their second and third years of study. Publishing its inaugural issue in 2002, the *SJSJ* has compiled content representing a diverse range of social justice issues and perspectives: from questions on the impact of HIV/AIDS in the global community to discussions on the environmental degradation of Native American lands; from artwork drawn by Guantanamo detainees to reflections on spiritual exploration in the wake of Hurricane Katrina. Among our most notable authors are Archbishop Desmond Tutu, Alice Walker, Howard Zinn, and Noam Chomsky. Recent issues of the *SJSJ* have featured articles stemming from Washington's Third Annual Conference on Public Defense, the *Presumed Incompetent* Response Symposium in Berkeley (focusing on the experiences of women of color in academia), and the 2013 Biennial LatCrit Conference in Chicago.

More information about the *SJSJ* and digital archives of all issues are available on the Journal's website at <http://digitalcommons.law.seattleu.edu/sjsj/>. The *SJSJ* publishes traditional legal scholarship as well as creative work and scholarship from other disciplines. Submissions may be sent to sjsjcontent@seattleu.edu or to the current Editor in Chief, Becky Fish, at fishr@seattleu.edu.

The *SJSJ* is honored to partner with the National Association for Civilian Oversight of Law Enforcement (NACOLE) to publish articles stemming from NACOLE's inaugural Academic Symposium: *Moving Beyond Discipline: The Role of Civilians in Police Accountability*.

Presenters and attendees will build on their interdisciplinary research and discussions at this February 6, 2015, Symposium to write articles to be published in Volume 14, Issue 1 of the *SJSJ*. This Issue will feature evaluations of the Seattle Community Police Commission (CPC) and of the Edmonton Police Service's Community Advisory Council program that offer suggestions for community involvement in police reform; an examination of the political forces in New York City that highlights effective political strategies as well as intractable obstacles for holding police accountable; an analysis of California's experiences with non-lethal weapons to guide policies for the use of such weapons by police as technology advances; and a proposal based in psychological research for the creation of an independent civilian review board for psychological screening and selection of police officers.

RIVERSIDE, CALIFORNIA X OCTOBER 4-8, 2015

NATIONAL ASSOCIATION FOR CIVILIAN OVERSIGHT OF LAW ENFORCEMENT

21st ANNUAL CONFERENCE

NACOLE is proud to announce that our 21st Annual Conference will be held in beautiful and historic Riverside, California! Our annual conferences offer the growing community of civilian oversight practitioners, law enforcement officials, scholars, journalists, elected officials, students, community members, and others the opportunity to meet and exchange information and ideas about issues facing civilian oversight and law enforcement.

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NACOLE is a 501(C)3 not-for-profit national association of oversight organizations and practitioners that seek to enhance fair and professional law enforcement responsive to community needs.



The Division of Policing in the American Society of Criminology

We invite members of the American Society of Criminology to join the Division of Policing in 2015 for just \$15.

The mission of the Division is to advance theory, knowledge and practice in policing through rigorous research and evaluation. The Division is committed to advancing the science of policing, testing innovation in the field, and promoting excellence in practice. A major goal of the Division is to build strong partnerships between police and researchers that will ideally increase the number of completed research studies and improve translation of research findings into police practice.

We invite you to visit our website at [**ascpolicing.org**](http://ascpolicing.org) to learn more about the Division and our activities. Join today to become involved in the Division's newly formed committees.

The first Executive Board members of the Division of Policing began their two-year term in November:

Chair:
Dennis Rosenbaum

Vice Chair:
Anthony Braga

Secretary-Treasurer:
Cody Telep

Executive Counselors:
Matthew Hickman
Cynthia Lum
William Terrill

<http://ascpolicing.org>
ascpolicing@gmail.com

We look forward to an exciting and productive 2015!