

CURRICULUM VITAE

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EMPLOYMENT HISTORY

2004 - present	Evidence Coordinator
2002 – 2004	Coordinator Major Case Management, Multi-jurisdictional Major Case Management and Power Case / Watson Software
1997 - 2002	Seconded, CIB OPP and Campbell Report Implementation Project <ul style="list-style-type: none">• Ontario Major Case Management Manual Coordinator• Ontario Major Case Management Training Coordinator
1989 – 1997	Instructor Ontario Police College P.O. Box 1190 Aylmer, Ontario N5H 2T2 519-773-5361
1983 – 1989	Seconded Instructor (Ingersoll Police Service) Ontario Police College P.O. Box 1190 Aylmer, Ontario N5H 2T2 519-773-5361
1977 – 1983	Police Officer Ingersoll Police Service 110 Mutual Street Ingersoll, Ontario N5C 1Z7 Note: Now OPP contract
1974 – 1977	Police Officer Tillsonburg Police Service 90 Concession Street East Tillsonburg, Ontario N4G 4Z8 Note: Now OPP contract

EDUCATION:

- 1999 **Diploma in Adult Education**
St. Francis Xavier University
Antigonish, Nova Scotia
Note: Developed Course Training Standard for the “Hard Copy File Management Course (on file at OPP Academy).
- 1993 **Certificate in Adult Education**
St. Francis Xavier University
Antigonish, Nova Scotia
- 1983 – 1993 **2 Years (11 credits) Part-time Studies**
University of Western Ontario
London, Ontario
- 1992 **Certificate in Advanced Police Studies**
Police Education Program
Ontario Police College / University of Western Ontario, London
- 1986 **Certificate in General Police Studies**
Police Education Program
Ontario Police College / University of Western Ontario, London
- 1972 – 1974 **Diploma in Law & Security Administration (Dean’s List)**
Georgian College
Barrie, Ontario
- Note: Board of Governor’s Distinguished Alumni Award given June, 1993.
- 1972 **Secondary School Graduation Diploma**
Glendale High School
Tillsonburg, Ontario

POLICE TRAINING:

SUPERVISORY / INSTRUCTIONAL COURSES:

- 2005 • Ethics – Train the Trainer, Ontario Police College
- 2005 • Team Building, Leadership, Ontario Police College
- 2005 • Prosecutor/Hearing Officer Course, Ontario Police College
- 1999 • Diploma in Adult Education
- 1998 • Train-the-Trainer Major Case Management
- 1993 • Certificate in Adult Education, St. Francis Xavier University
- 1992 • Police Management Level Three – Police Act, Ontario Police College
- 1989 • Instructional Techniques, Ontario Police College
- 1987 • Police Management Level One, Ontario Police College
- 1983 • Systems Approach to Training Design & Delivery, Canadian Police College
- 1983 • Multicultural Education Instructor Course, Canadian Police College

**POLICE TRAINING:
SUPERVISORY / INSTRUCTIONAL COURSES:**

- 1982 • Media Communications, Canadian Police College
- 1982 • Crisis and Conflict Instructor's Course, Canadian Police College
- 1979 • Teaching Methods Course, Brock University, St. Catharines
- 1979 • Instructional Techniques, Canadian Police College

INVESTIGATIVE COURSES:

- 2006 • Conference on "Eyewitness Identification", Osgoode Professional Development Centre, Toronto
- 2005 • Conference on "Expert Evidence", Osgoode Professional Development Centre, Toronto
- 2005 • Conference on "Wrongful Convictions: Unlocking Innocence", Winnipeg
- 2004 • Eyewitness Identification Conference, Ontario Police College
- 2003 • PowerCase/Watson Software Course, Ontario Police College
- 2002 • OPP CIB Annual Homicide Seminar
- 1999 • Design, developed and delivered Hard Copy File Management Course*
*Received Diploma in Adult Education, St. Francis Xavier University
- 1994 • OPP Anti-Rackets Seminar, OPP Academy
- 1990 • Responding to Women Victims in Violence
- 1988 • Advanced Robbery, C.O. Bick College
- 1987 • Advanced Homicide, C.O. Bick College
- 1986 • Sexual Assault Module, Ontario Police College
- 1985 • Advanced Criminal Investigation – Sexual Assault, Ontario Police College
- 1985 • Advanced Criminal Investigation – Homicide Module, Ontario Police College
- 1985 • Advanced Criminal Investigation – Interviewing and Interrogation, Ontario Police College
- 1985 • Advanced Criminal Investigation – Case Management Module, Ontario Police College
- 1985 • Case Management – Major Cases, Ontario Police College
- 1985 • Diploma in Advanced Criminal Investigation, Ontario Police College
- 1983-84-85-86 • Youth Officer Training Seminars, Ontario Police College
- 1983 • Major Crime Investigative Techniques, Canadian Police College
- 1983 • Advanced Training Course, Ontario Police College
- 1981 • Fire Investigation – Arson, Ontario Police College
- 1981 • Criminal Investigation, Ontario Police College

INVESTIGATIVE COURSES:

- 1980 • Fraud Investigation, Ontario Police College
- 1980 • Crime Prevention Coordinators Course, Canadian Police College
- 1979 • Youth Officer, Ontario Police College
- 1975 / 1976 • Recruit Courses, Part A and B, Ontario Police College

COMPUTER TRAINING:

- MS in Word and Excel and PowerPoint, Electronic File Management
- Adobe Acrobat and Framemaker
- Power Case / Watson Major Case Management Software

WORK EXPERIENCE

- Author of publication on “Eyewitness Identification Procedures – Best Practices” and presented at Provincial Conference in December, 2004, Crown Law Summer School, University of Western Ontario, 2005, and Osgoode Professional Development Centre, Toronto, 2006.
- Co-author of paper on topic of search and seizure and presented at Crown Law School, University of Western Ontario, August, 2004.
- Chaired sub-committee on the “Design, development and delivery of the Ontario Major Case Management Course. One of lead trainers who delivered Major Case Management related training to Ontario Police services including specialized units such as Professional Standards, Anti-Rackets, Drug Enforcement, Traffic Management, Major Crime. Delivered Major Case Management training to Turkish National Police, Royal Newfoundland Constabulary, and various provincial and federal agencies.
- Participated in the design and development of the outreach training model for Ontario Major Case Management Training which provided training for the Ontario Major Case Management Course throughout the Province of Ontario to over 20 different police service sites.
- Provided opinions on the Adequacy and Effectiveness of Police Services Regulation regarding Major Case Management and the Ontario Major Case Management Manual
- Active member of Ontario Major Case Management Committee 1997 – 2003. Participated as member of sub-committees to develop investigative standards as part of Ontario Major Case Management Manual.
- Wrote internal documents relating child abuse including “Supplement to Bill C-15”, 1988 , and a Course Training Standard “Joint Police/CAS Child Abuse Training”, 1983 (Note: Received diploma in “Systems Approach to Training Design and Delivery from the Canadian Police College, Ottawa. Designed and developed course model “Case Management of Complex Abuse Investigations”, 1995 (Note: course not delivered).
- provided opinions regarding Major Case Management for both defence and prosecution for PSA matters

WORK EXPERIENCE

- completed extensive written review with recommendations addressing Major Case Management issues of a Sexual Assault Investigation by a Municipal Agency for the OPP Professional Standards Bureau
- initial member of Kaufman Implementation Project
- delivered Hard Copy File Management File Coordination and Power Case Training in live work environments.
- Delivered Hard Copy File Management Courses throughout Ontario primarily to O.P.P. This included crime units, Anti-rackets Section, Professional Standards, Project "P", Fire Marshall's Office, and Drug Enforcement.
- Presented before Mr. Justice Archie Campbell (Bernardo Review) on investigative training at Ontario Police College (1996)
- Coordinated homicide, sexual assault, child abuse and violence against women courses, as well as seminars on criminal harassment (stalking), hate propaganda, hate bias motivated crime, and youth crime
- Subject matter expertise in offences against the person, child abuse, interviewing young children and search and seizure
- Received training, including conferences and Train the Trainers from Dr. David Raskin, Dr. John Yuille, Dr. Charles Honts, and Dr. Stephen Ceci regarding Child Interviewing.
- Outreach lead child abuse trainer for former Institute for Prevention of Child Abuse (I.P.C.A.) and Ontario Association of Children's Aid Societies (O.A.C.A.S.), lectured on advanced interviewing of young children
- Conducted train-the-trainer workshops on child abuse and violence against women, Major Case Management, Power Case / Watson software, Hard Copy File Management
- Wrote course training standards on homicide, sexual assault, child abuse and Major Case Management courses delivered at the Ontario Police College
- Co-presented paper on child abuse training at International Congress on Child Abuse and Neglect in Hamburg, Germany, 1990
- Authored or co-authored Ontario Police College publications on sexual assault, victims of crime, violence against women, young offenders and search and seizure
- Attended Crown Law School, Ontario Crown Attorney's Association,
- Worked closely with Crown Law Office (720 Bay Street, Toronto), Chief Coroner's Office, Ontario Association of Children's Aid Societies (O.A.C.A.S.), community organizations, police services and Crown attorneys on development of current investigative training.
- Worked on provincial standards dealing with sexual assault, wife assault, criminal harassment