

Curriculum Vitae

Leroy K. James, MS

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Summary of Expertise

An executive leader with over 40 years of experience in the criminal justice - law enforcement, and school safety and security industry with an emphasis on institutions of higher education. Has worked as a dedicated public servant, adjunct professor, trainer, team leader, conference speaker, and consultant, who strives to efficiently and effectively make sound decisions in the safety and security industry. A well-qualified leader possessing exceptional analysis and organizational skills, as well as a strong desire to uphold high ethical standards of conduct. As a leader in the safety and security field is highly effective at risk and operational management. Identifies safety threats and finds workable solutions to today's complex issues. Equipped with excellent communication and people skills. Collaborates with all personnel to ensure the highest level of integrity in accomplishing the goals and objectives of any assignment. Experience includes law enforcement patrol, security specialist, criminal, and internal affairs investigator, and compliance review specialist with witness testimony experience before several different judicial bodies in Maryland, Virginia, and Washington DC. Specialized experience focuses on federal regulatory statutes and laws such as the “Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act”, and the “Drug-Free Schools and Communities Act”.

January 1, 2020. This document is not a retention agreement. A retention agreement is always required in order to obtain services.

Employment

Prince George's Community College (1997-2019)

Interim Chief of Police (June 2018 - December 2019)

- Served as the Chief of Police on an “interim” basis overseeing the safety and security infrastructure for the college with six campus locations across Prince George’s County.
- Responsible for ensuring that students, faculty, staff, and visitors are able to fulfill their respective roles in a safe and secure environment to achieve their academic and professional goals.
- Coordinated the newly established Clery Act Compliance Team to ensure that the college is complying with the federal requirements of the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act.
- Designed and implemented the security and emergency operations plan, and the associated staffing requirements for the new Center for Performing Arts
- Implemented a college-wide interactive Active Assailant/Shooter Training Program for all students, faculty, and staff
- Responsible for recruiting, hiring, training, and deploying Campus Special Police Officers certified by the Maryland Police and Corrections Training Commission to perform as police officers for the college.
- Acted as the liaison for all public safety matters involving the college with Local, State, and Federal law enforcement agencies.

Adjunct Faculty Member (January 1997 – December 2019)

- Adjunct faculty member in the Public Service and Business Department for the past 22 years
- Has taught courses in Criminal Law, Ethics, Criminal Investigations, and Criminal Evidence and Procedure.
- Skilled in curriculum development, and developing learning goals and objectives consistent with course outcomes
- Utilizes an inclusive approach to teaching by involving students in student-led discussions of the subject matter, and assigning both short and long term written and oral projects designed to enhance the students capabilities to produce high level products in an academic environment, while challenging them to prepare to take charge of their futures.

L. K. James and Associates, LLC

Founder and Chief Executive Officer (2014-Present)

- Campus Safety and Security Consultant specializing in assisting institutions of higher education achieving compliance with the federal requirements mandated by The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act), and the Drug-Free School and Communities Act (DFSCA).
- Conducts “on” and “off” site compliance assessment reviews regarding the Clery Act, and the Drug-Free Schools and Communities Act.

- Conducted a Leadership, Management, and Operations assessment of the Prince George's Community College Police and Emergency Management Department (2018)
- Conducted a Clery Act and DFSCA assessment review for Mount St. Mary's University (2016)
- Conducted an Executive Search for a new Director of Public Safety for Mount St. Mary's University (2015)
- Conducted a Clery Act and DFSCA assessment review for Bowie State University (2014)
- Conducts assessment and reviews of overall Security Operations and Management infrastructure of higher education institutions
- Provides recommendations on Consortium Building for institutions of higher education
- Provides Expert Witness Testimony services with a focus on the security leadership, management, and operations of institutions of higher education

Johns Hopkins University (2015-2017)
Executive Director for Campus Safety and Security

- Was responsible for designing, implementing, leading, and directing the campus safety and security infrastructure for all campuses within the Johns Hopkins University and Medicine system
- Oversaw the redesign and implementation of a newly released campus safety and security website that provides a breath of safety resources, services and programs aimed at improving crime prevention and making students, faculty, staff and visitors feel safer at the university
- Implemented a new Campus Safety App designed to put additional safety and security resources into the palms of customers through their mobile cell phone devices
- Leveraged digital social media crime prevention technology to improve crime prevention messaging to the university community
- Oversaw the security staffing infrastructure of four exterior satellite locations adjacent to the Homewood Campus which the university has an interest in with private partners
- Developed a robust community policing partnership with the Greater Remington Improvement Association, Seawall Development Corporation, and the Charles Village Business District and their security interests in those areas adjacent to the university through information and intelligence sharing as well as deploying marked campus patrol vehicles in the surrounding neighborhoods
- Developed and built a proactive partnership with the Baltimore Police Department - Northern District to provide joint services (patrol, criminal investigations, intelligence sharing) in the diverse communities surrounding the Homewood Campus
- Established and served as chairperson of the Baltimore Consortium of Universities in partnership with the Baltimore Police Department to leverage, and improve public safety services around eight (8) universities, and one (1) community college within the City of Baltimore
- Established a partnership with the university's Student Government Association to collaboratively work together on specific safety and security projects throughout the academic year
- Recruited, and hired two Security Director(s) for two (2) of our campuses
- Conducted two (2) annual Active Shooter exercises for the Homewood Campus in collaboration with the Baltimore City Police Department
- Provided the oversight for the Clery Act Compliance Administrator, and collaboratively worked with the university's Title IX Coordinator and the university-wide compliance team to

ensure our federal obligations and requirements were completed and met the standards set forth by the US Department of Education

- Oversaw the preparation, publication, and dissemination of two Annual Security and Fire Safety Reports (ASFSR - 2015, 2016) in compliance with the requirements of the Clery Act.
- Participated as a member of the Johns Hopkins University Mental Health Task Force (2016-2017)
- Established a Senior Administrative position to better manage the fiscal and financial responsibilities of the Department over a 9.7-million-dollar budget

Howard University (2008-2014)

Chief of Police and Executive Director for Public Safety

- Was responsible for designing, implementing, managing, and improving the services and programs which supported and responded to the safety and security needs of the university community on several campuses
- Provided oversight for a budget of approximately \$10 million dollars, and was charged with enhancing the services and programs, which support and responds to the safety and security of the Howard University community and a Level 1 Trauma hospital
- Reduced crime incidents by 60% at Howard University's main campus over five years (2008-2013)
- Implemented several proactive patrol strategies including a Special Assignment Teams as a deterrent to criminal activity on campus
- Implemented a new Emergency Blue Light (83) system for the university, providing an enhanced level of safety across three of the university's campuses
- Enhanced ALERT-HU the university's mass notification system with a robust capability to disseminate email, voicemail, and text-based messages in the event of an emergency impacting the university community
- Implemented the HU-Guardian Service to enable users to text crime tips to the police department, and can also be used as a panic or a timer monitoring device
- Implemented the use of energy efficient Segway vehicles for patrolling the campus, building a mobile patrol force of six vehicles, and twenty-four officers trained to patrol twenty-four hours a day
- Established a university police Honor Guard unit to build the morale and the spirit-de-corps of the members of the police department
- Updated the university's Emergency Management Plan, and formed the Emergency Management Task Force
- Served as the primary Incident Commander on all major incidents impacting the university
- Established the Howard University Security Operations Communications Center (HU-SOCC); to centralize Access Control operations, Radio Dispatch & Communications, Video Camera Surveillance operations, and Emergency Blue Light Monitoring functions
- Established a Senior Command/Management Accountability Process which met once a month to assess the Department's progress in several key areas including crime prevention & reduction, criminal investigations, training & education as well as special operations planning, and the overall efficiency and effectiveness of service delivery
- Established a campus-wide Chief's Safety & Security Council with representation from students, faculty, and staff to proactively design safety strategies for the university community

- Oversaw the transition and reassignment of 35 special police officers from Howard University Hospital to the university police force
- Established an enhanced partnership with the Department of Residence Life assigning specific police officers to specific "clusters of residence halls", to work in partnership with the Community Directors, and Resident Assistants on safety and security, as well as crime prevention issues
- Established a pro-active relationship with the Metropolitan Police Department and created safe zones around the university enabling students, faculty, and staff to feel a greater sense of safety on and around the immediate main campus
- Represented the university police department and served as the chairperson of the D.C. Metropolitan Area Consortium of Universities Public Safety Directors Committee
- Recruited and hired the first Clery Compliance Coordinator for the university.
- Provided oversight over the preparation, publication, and dissemination of five Annual Security and Fire Safety Reports (ASFSR - 2008-2013)
- Established the first university-wide Clery Act Compliance Team and served as the Chairperson for five years
- Hosted the US Department of Education's Clery Compliance Team (2012) for their first on-site Program review to evaluate Howard University's compliance with the Jeanne Clery Disclosure of Campus Security Policy and Crime Statistics Act (Clery Act), and the Drug-Free Schools and Communities Act (DFSCA)

Prince George's County Police Department (1980-2008)

(Police ranks attained: Officer, Corporal, Sergeant, Lieutenant, Captain, and Major)

- Served as a District Commander (**Police Major**) and was responsible for the overall operation of the District IV police station in providing police services to a population of 141, 500 within a 74 square mile area with a workforce of 221 personnel.
- Provided oversight for the major functions of the command that included the Patrol Section, the Investigative Section, and the Administrative Section
- Reduced crime in 2006 by 10.3%
- Re-energized the District IV Neighborhood Watch program in several older communities and created new Neighborhood Watch programs in several newly developed neighborhoods
- Represented the Chief of Police as the Department's representative to the Public Safety Committee responsible for coordinating law enforcement services for the National Harbor Project the largest development project on the East Coast.
- Enhanced the District's community policing partnership by expanding the services provided by the Community Services Team
- Established two six-person Special Assignment Teams to engage in patrol tactical deployment operations in District IV
- Fully staffed three vacant civilian positions in 2006, and added 37 new patrol officers in 2007
- Served as the Commander of the Compliance Coordination Unit (**Police Captain**) responsible for establishing and directing the functions and mission of the Office of the Compliance Coordinator on behalf of the Chief of Police
- Acted as the Compliance Coordinator for a Consent Decree as well as a Memorandum of Agreement between the Police Department and the United States Department of Justice.

- Created the operating infrastructure for the police department to identify workgroups to implement various components of both the Consent Decree and the Memorandum of Agreement.
- Coordinated the interview and hiring process for the Independent Monitor for the Memorandum of Agreement and the Consent Decree.
- Successfully guided the police department through numerous compliance site visits conducted by the Independent Monitor's Team and officials from the United States Department of Justice.
- Successfully negotiated an extension of the timeline for the Memorandum of Agreement from three years to five years which was more consistent with the timeline provided to most law enforcement agencies around the nation.
- Created the foundation which guided and enabled the police department to complete the implementation of all Consent Decree requirements within the mandated three year time limit. In March 2007 the US Justice Department through the Federal courts released the Police Department from the Consent Decree, citing the Department's compliance with all the requirements mandated by the decree. The Memorandum of Agreement was also successfully concluded a couple of years later.
- Also served as the Commander of the Planning and Research Division and directed the activities of a four person staff responsible for conducting all research and planning activities for the police department.
- Conducted the interview and hiring process for the Department's first civilian permanent staff Accreditation Manager enabling the Department to continue to achieve compliance with the standards of the accreditation process as required by the Commission on Accreditation for Law Enforcement Agencies (CALEA)
- Served as the Project Coordinator (**Police Lieutenant**) for the establishment of an Office of Homeland Security for Prince George's County. On April 15, 2003, the County Council, approved the creation of the Office of Homeland Security with a budget of 12 million dollars, effective July 1, 2003.
- Proactively coordinated the overall Homeland Security Initiative for the County, by establishing partnerships with local, regional, state, and federal agencies responsible for the nation's homeland security efforts.
- Served as the Prince George's County Point of Contact for the State Homeland Security and Assessment Strategy Program.
- Coordinated a multi-agency Homeland Security Task Force, which made forty-four (44) recommendations for improving the County's emergency response and domestic preparedness efforts.
- Coordinated the preparation of a report entitled "A Report of Recommendations", which was created by the task force.
- Procured and assigned three staff members to carry out the administrative functions of the Office of Homeland Security which included Public Safety Communications, and the Office of Emergency Management.
- Served as Manager of the Oversight Compliance Monitoring (OCM) Unit (**Police Lieutenant**). The OCM Unit was established as an oversight measure of accountability to assist the police department with implementing three Police Reform initiatives.
- Directed the OCM Unit staff to successfully assist the police department with planning, coordinating, monitoring, and reporting the activities of all three initiatives.
- Guided the technical research capability on a variety of contemporary police issues for the Police Department and the Office of the Director of Public Safety.

- Wrote and produced the "First Annual Report of the Oversight Compliance Monitoring Unit". Compiled and wrote various other reports published by the OCM Unit which were distributed on Quarterly basis to report on the progress of the reform initiatives.
- Other Police Department assignments included the following:
 - Criminal Investigations Division - Forensic Services Commander
 - Bureau of Patrol - Executive Officer to the Chief of the Bureau of Patrol
 - District I - Investigative Section Commander
 - Internal Affairs Division - Internal Investigator
 - Planning & Research Division - Planning Analyst
 - Public Safety Grant Unit - Grants Manager
 - Narcotics Enforcement Division Officer
 - Criminal Investigations Division, Homicide Unit - Investigator/Supervisor
 - Bureau of Patrol - District III Investigative Section - Investigator
 - Bureau of Patrol - District III - Patrol Officer

United States Air Force (1972-1980)

Staff Sergeant, 89th. Military Airlift Wing

- Served as a Security Police Officer at various installations in the United States and abroad providing security and safety services for strategic bomber aircraft, tactical fighter aircraft, and Nuclear Weapons Storage facilities in support of national security efforts
- Served as a Special Missions Security Specialist for VIP Personnel including the Vice President of the United States, the First Lady, the US Secretary of State, and the Secretary of Defense
- Received an Honorable Discharge after completion of seven and a half years of military service

Education

M.S., 1996 Behavioral Science
Johns Hopkins University

B.S., 1980 Criminal Justice
University of Maryland - University College

A.A., 1980 Police Science
Community College of the United States Air Force

Certifications and Training

- United States Air Force - Honorable Discharge (1980)
- Maryland Police Training Commission - Police Officer Certification (1981-2008)
- Special Police Officer Commission - Washington DC (2008 - 2014)
- Special Police Officer Commission - Maryland (2015-2017)

- Jeanne Clery Act Compliance: A Collaborative Team Approach (2014)
- Title IX and Sexual Violence - Training (2014)
- Campus Threat Assessment Teams - Training (2014)
- The Clery Act - Compliance, Communications, Training and Tools - Training (2014)
- VAWA/SaVE: Changes, Requirements and Campus Compliance - Training (2014)
- Title IX Campus Programming and Awareness - Training (2014)
- Conducting Title IX Investigations - Training (2014)
- The Intersection of Clery and Title IX Compliance (2017)
- Training and Education Coordinator for the Historically Black Colleges and Universities - Law Enforcement Executives and Administrators (HBCU-LEEA) (2009-Present)

Publications

- First Annual Report of the Oversight Compliance Monitoring Unit (2002)
- Prince George's County Homeland Security Task Force - A Report of Recommendations (2003)
- Memorandum of Agreement between the Prince George's County Police Department and the United States Department of Justice - 1st. Status Report (June 2004)
- Memorandum of Agreement between the Prince George's County Police Department and the United States Department of Justice - 2nd. Status Report (September 2004)
- Memorandum of Agreement between the Prince George's County Police Department and the United States Department of Justice - 3rd Status Report (December 2004)
- Memorandum of Agreement between the Prince George's County Police Department and the United States Department of Justice - 4th Status Report (March 2005)
- Memorandum of Agreement between the Prince George's County Police Department and the United States Department of Justice - 5th Status Report (June 2005)
- Memorandum of Agreement between the Prince George's County Police Department and the United States Department of Justice - 6th Status Report (September 2005)
- Memorandum of Agreement between the Prince George's County Police Department and the United States Department of Justice - 7th Status Report (December 2005)
- A Final Report of Review and Assessment with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act - Bowie State University (2014)
- A Final Report of Review and Assessment with the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act - Mount St. Mary's University (2016)
- "Compliance and Enforcement of Campus Safety Regulations in Higher Education Continues in 2018" - Published via LinkedIn (2018)
- Assessment and Review Report - Findings and Recommendations - Prince George's Community College Police and Emergency Management Department (2018)
- Prince George's Community College 2018 Annual Security Report
- Prince George's Community College 2019 Annual Security Report

Professional Organization(s) Membership

- International Association of Chiefs of Police (IACP)
- American Society for Industrial Security (ASIS)
- National Organization of Black Law Enforcement Executives (NOBLE)
- International Association of Campus Law Enforcement Administrators (IACLEA)
- Historically Black Colleges and Universities - Law Enforcement Executives Administrators (HBCU- LEEA)