



# CURRICULUM VITAE OF THOMAS A. SHEA

Evidence Solutions, Inc. • [ClientServices@EvidenceSolutions.com](mailto:ClientServices@EvidenceSolutions.com)

## SKILLS

- Law Enforcement
- Interrogation
- SWAT Team Operations
- Evidence Collection
- Vehicular Pursuit
- Workplace Violence
- School/Campus Security
- Workplace Investigations
- Police Supervision
- Field Training
- Firearms Expert
- Personal Protection
- Investigation
- Surveillance
- Leadership
- Public Speaking
- Crisis Management
- Internal Investigations
- Policy Formation
- Incident Command
- Security Operations
- Risk Assessment
- Preparedness
- Background Investigations
- Emergency Services
- Disaster Response
- Intelligence
- Counterintelligence
- Martial Arts Expert
- Qualitative Analysis
- Critical Thinking
- Cross Cultural Skills
- Conflict Resolution
- Subordinate Empowerment
- Mentoring
- Mediation

### Summary

### Professional Experience

### Education

### Military Service

### Teaching Experience

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### Publications

### Specialized Certifications, Associations, Affiliations

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## PROFESSIONAL EXPERIENCE

### **Evidence Solutions, Inc.**

**2024 - Present**

*Law Enforcement & Security Expert Witness*

- Expert Witness Consulting, Written Reports, & Testimony
- Recruiting, Hiring, and Promotion in Police
- Police Procedures
- Evidence Collection
- Use of Force
- Police Internal Affairs
- Entertainment, Hotel, & School Security
- Premises Liability
- Disaster Response

### **National Center for Biomedical Research and Training (NCBRT)**

**2021 - Present**

*Instructor*

- Surviving an Active Shooter: Run. Hide. Fight. (Per-375)  
This Course addresses the Run, hide, fight response paradigm and guides non-traditional first responders in the various ways these methods can be employed. The course covers the basic principles of the response paradigm as they pertain to responding during an active threat incident.
- Campus Emergencies Prevention, Response, and Recovery  
This Course aims to train personnel from PK-12 schools and institution of higher education, first responders, elected officials, and community stakeholders to respond to campus emergencies effectively and cooperatively. Participants examine successful, nationally accepted emergency management principles that can be used to address the wide range of threats and hazards that educational entities face.



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## PROFESSIONAL EXPERIENCE cont.

### Statewide Risk Management, LLC

2018 - Present

*Owner and Operator*

- This Firm is comprised of attorneys, licensed private investigators, and consultants who are also former law enforcement executives.
- Effectively managed several high profile events and incidents by proactively utilizing social media, mainstream media, and ensuring transparency.

### Verry-Shea, LLC

2018 - Present

*Owner and Operator*

- Manages experienced and Licensed private investigators, consultants, former law enforcement internal affairs commanders, and police executives.
- Working with both private and public sectors we serve as consultants, investigators, and hearing officers.
- Conducting investigative work in the following realms: Background Investigations, Workplace Investigations, Police Incident Investigations, Rial Preparations, Expert Witness Services, Sexual Harassment Investigations, Internal Affairs Investigation, etc.

### South Orange/Maplewood School District

2017 - 2020

*Director of Safety and Security*

- Maintained a safe and secure environment for students, employees, and visitors by taking the lead in developing, establishing, and enforcing safety and security policies, access control procedures, accident prevention efforts, support risk management efforts, emergency management, fire safety, and asset protection.
- Responsible for the safety and security of 11 building, approximately 800 staff members, and 7000 students.
- Liaison to the Police and Fire Departments
- Document security plans, conducts training sessions, and conducts regular safety inspections of facilities.
- Updates and redistribute best security plans.
- Secures facilities, equipment, students, and personnel by working with the appropriate district departments to recommend purchases and upgrades of safety and security equipment.
- Maintains records of fire and other emergency drills and conducts drills when appropriate.
- Conducts and coordinates safety, security, and emergency preparedness training by developing, scheduling, and facilitating training for staff, students, and security personnel relating to school safety, security, and emergency preparedness.
- Conducts safety and security planning with School Personnel and local government planners and coordinates these activities with first responders such as the police and fire departments.
- Conducts investigations as directed.
- Responsible for ensuring that safety and security practices are culturally responsive and appropriate for a diverse and inclusive school community.
- Responsible for providing oversight of security vendors/personnel.
- Responsible for an annual review of physical structures to recommend entrance and room security changes.
- Works with appropriate departments to meet operational security needs within budget; works with finance, facilities, and maintenance departments for capital improvements as needed; schedules expenditures.

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## PROFESSIONAL EXPERIENCE cont.

### Long Branch Police Department

2013 – 2017

*Assistant Patrol Commander*

- Oversaw the supervision of 70 officers, including three platoons, Bike Patrol Unit, Urban Enterprise Zone Officers, Anti-Crime Unit and K-9 Unit.
- Additional responsibilities included officer scheduling, maintaining programs, training, problem-solving, and managing internal and personnel issues.
- Maintained personnel records, sick time, leave, and vacations.
- Encouraged and facilitated subordinate collaboration, practical teaching and community service.
- Recruited and hired police officers on selection boards.
- Recommended officers for promotion and leaves of absence.
- Advised, mentored, and evaluated probationary police officers.
- Initiated, created, and supported new and continuing programs.
- Prepared agenda for department meetings.
- Oversaw departmental spending and the associated overtime budget.
- Designed plans for special events and emergency situations.
- Ordered discipline and counseling of officers with problems that arose from work duties.
- Worked on an agency-wide committee to evaluate patrol staffing requirements; proposed new staffing plans to maximize efficiency and reduce costs.
- Leadership experience in organizing, directing, and motivating a diverse workforce.

### Long Branch Police Department

2007 – 2013

*Internal Affairs/Training Commander*

- Six years' experience directing activities involving the investigation and accusations against police personnel (up to 100 officers), administering disciplinary actions, and inspecting police personnel equipment.
- Directed investigations to gather information for presentation at hearings in response to accusations against police personnel or deficiencies in performance.
- Scheduled hearings to permit the complainant or accused officer to appeal recommended disciplinary action.
- Responsible for implementing, reviewing, and assigning officers to specific training requirements.
- Responsible for scheduling, assigning, and instructing mandatory in-service required training.
- Skilled testimonial witness.
- Conducted thorough investigations to establish facts supporting the complainant or accused, using supportive information from witnesses or tangible evidence.
- Wrote comprehensive reports of findings from results of investigations for submission to the commanding officer for review.
- Adept at interviewing officers, complainants, and witnesses to obtain facts.
- Researched, developed, and implemented new and progressive training to support the activities of the Patrol Division.

### Long Branch Police Department

2004-2007

*Patrol Sergeant*

- Under direction, plans, directs, supervises, assigns, reviews, and participates in the work of law enforcement staff involved in traffic and field patrol, investigations, crime prevention, community relations, and related services and activities.
- Serves as watch commander on an assigned shift.

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## PROFESSIONAL EXPERIENCE cont.

- Oversees and participates in all work activities.
- Assumes responsibility for assigned special programs, projects, or department-wide functions or activities. Coordinates activities with other agencies.
- Performs a variety of administrative and technical tasks relative to assigned areas of responsibility.
- Supervised, organized, and reviewed the work of lower-level staff.
- Understood, interpreted, applied, enforced, and made decisions in accordance with applicable federal, state, and local policies, laws, and regulations.
- Thought clearly and acted quickly in a variety of situations.
- Established and maintained effective working relationships with those contacted during work.
- Maintained contact and preserved good relations with the public; responded to requests and inquiries from the general public.
- Take charge and command of subordinates.
- Managed employee conflict.

### Long Branch Police Department

2003-2004

*Investigator-Juvenile Division*

- Responsible for investigation of crimes involving juveniles.
- Primarily assigned sexual assaults against juveniles during this period.
- Served as police liaison to school personnel.
- Assigned as a D.A.R.E. officer to teach juvenile middle school students the dangers of drugs and alcohol.
- Conducted investigations of juvenile gangs. Monitored juveniles on probation.
- Referred juveniles to community agencies, like settlement houses, child guidance clinics, and health clinics, for mental, physical, and social rehabilitation.
- Worked closely with law enforcement agencies, schools, employers, health, welfare, and recreation agencies.
- Thorough knowledge of the principles of adult and juvenile probation and rehabilitation.
- Determined nature and extent of offender's criminal record and current and prospective social problems.
- Provided Victim-Witness assistance to victims and their families.
- Rendered keen investigation of incoming cases regarding abuse and neglect of children.
- Facilitating interviews with people involved, including perpetrators and victims, to gather important information effectively.
- Demonstrate efficient work in handling challenging persons in highly stressful situations.

### Long Branch Police Department

1999-2001

*Street Crimes Investigator/Plainclothes Unit*

- Investigated street-level and narcotic crimes
- Detected and prevented law violations and collected, identified, and preserved evidence.
- Assigned to numerous robbery and burglary details.
- Assigned undercover investigations.
- Participated in gang investigations.
- Participated in large-scale narcotics investigations.
- Conducted surveillance.
- Managed, supervised, and protected confidential informants.

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## PROFESSIONAL EXPERIENCE cont.

- Conducted crime scene search.
- Worked on multi-agency cases with county, state, and federal agencies.
- Conducted interviews and interrogations.
- Participated in search warrant executions.
- Processed evidence in criminal cases.
- Executed hundreds of search warrants.
- Prepared for and testified in criminal court.

## EDUCATION

- New Jersey City University **2015**  
**Doctor of Science - Civil Security Leadership, Management and Policy**
- Seton Hall University **2001**  
**Master of Public Administration**
- New Jersey State Police Academy **1998**  
**New Jersey Police Certification**
- Rutgers University **1997**  
**Bachelor of Science - Administration of Justice**

## MILITARY SERVICE

- Active and Reserve Duty - Non Commissioned Officer **1989-1993**  
**United States Marine Corps**  
**Veteran of Operation Desert Shield/Storm (Saudi Arabia, Kuwait, Iraq)**

## TEACHING EXPERIENCE

**Seton Hall University** **2014 - 2020**  
*Assistant Professor/ Doctoral Faculty Member/ Adjunct Professor*

- Responsible for mentoring and teaching undergraduate, graduate and doctoral students pursuing the degrees in National Security Studies, Criminal Justice, Master of Public Administration, and Doctor of Science in Civil Security Leadership, Management and Policy.
- Excellent communicator with strong speaking, writing, research and analytical skills.

**Seton Hall University, Law Enforcement Executive Leadership** **2019 - 2023**  
*Program Director & Founder*

- Created an innovative curriculum in collaboration with law enforcement executive leaders.
- Oversaw the academic/programmatic components of the program.

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## TEACHING EXPERIENCE cont.

- Served on the Academic Standards Committee, which reviews and makes recommendations for changes in academic policy.
- Works with the chair to set enrollment targets.
- Reviews course evaluation for the program's specific offerings for curriculum development and maintaining quality standards.

### Seton Hall University

2019 - Present

- Police Graduate Studies program

### American Public University System

2017 - Present

- Developed and taught undergraduate courses in homeland security and research for members of the Armed Forces of the United States.

### Centenary University

2016 - 2019

- Developed and taught undergraduate courses in criminal justice and research.

### New Jersey City University

2014 - Present

- Doctoral Faculty Member, Professional Security Studies Department
- Developed and taught undergraduate courses in security, research and intelligence. Mentored both graduate and doctoral students with final research dissertations/ theses.

### Fairleigh Dickinson University

2015-2016

- Developed and taught graduate courses in public management.

### Monmouth County Police Academy, Freehold, NJ

1998-2006

- Developed and taught courses in self-defense, physical fitness and physical security.

### Long Branch Police Department, NJ

2006-2019

- Developed and taught courses in search and seizure case law and updates, sexual harassment, physical security and active shooter.

## TEACHING EXPERIENCE - COURSES TAUGHT

### Seton Hall University

- HRTD6504 - Performance Analysis (Graduate Level)
- ELMP 6765 - Policy Analysis in Admin (Graduate Level)
- ELMP 7773 - Organ Structures and Processes in Administration (Doctoral Level)
- ELMP 8987 - Dissertation Seminar in Administration I (Doctoral Level)
- EDST 7310 - Ethical Foundations of Professional Helping Relationships (Graduate Level)
- ELMP 9999 - Culminating Research Seminar (Post-Graduate Level)
- HRTD 6600 - Police Executive Leadership
- EDST 6324 - Human Relations
- HRTD 6501 - Introduction to Human Resources Training, Management and Development
- HRTD 6664 - Current Legal Considerations
- HRTD 6646 - Crisis Communications and Media Relations

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## TEACHING EXPERIENCE - COURSES TAUGHT cont.

### Southern New Hampshire University

CJ-330-J1619 - Leadership & Management in CJ Organizations  
CJ-330-Q6034 - Research Methods for CJ  
CJ-469-R1834 - Counter-terrorism Techniques  
CJ-112-T2290 - Intro to Criminal Justice  
CJ-405-H7204 - Security Management  
CJ-305-T3066 - Technology in Criminal Justice  
CJ-408-J4494 - Bus Continuity/Resiliency Plan  
CJ-305-T3066 - Technology in Criminal Justice

### Centenary University

CJS 2050 - Laws of Criminal Evidence  
CJS 2055 - Organized Crime  
AFC 1000 - Careers in Law Enforcement  
CJS 2625 - Criminal Investigations  
CJS 3025 - Police Organizations and Administration  
CJS 3001 - Criminology  
CJS 3010 - Death Investigation  
CJS 3015 - Interview, Interrogation, Arrest, Search and Seizure

### American Public University System (Online)

SCMT507 - Assets Protection and Loss Prevention Management (Graduate Level)  
SCMT536 - Protective Services (Graduate Level)  
SCMT544 - Security Architecture (Graduate Level)  
SCMT379 - School and Campus Security  
SCMT392 - Industrial Espionage  
SCMT371 - Legal and Ethical Issues in Security Management

### New Jersey City University

SECU 321 - Seminar on National Security  
SECU 210 - Introduction to Intelligence  
SECU 680 - Specialized Field Project (Graduate Level)  
SECU830 - Doctoral Colloquium in Emergency Operations & Management I (Doctoral Level)  
SECU835 - Doctoral Colloquium in Emergency Operations & Management II (Doctoral Level)

### Liberty University

PADM 501 - Fundamentals of Public Administration  
CJUS535 - Strategic Intelligence for Law Enforcement Leaders

### Fairleigh Dickinson University

PADM 6601 - Organizational Theory (Graduate Level)

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## PRESENTATIONS

- Shea, T. A. (2021, November). Police, Race, and the Community: A Qualitative Analysis from the Eyes of the Police (Committee Chair). 2021 American Society of Criminology Annual Meeting, held on November 7, 2019, in Chicago, IL.
- Shea, T. A. (2021, October). Utilizing Evidence Based Research to Support School Security Initiatives. Florida Crime Prevention Association Conference, held on October 20, 2021, in Orlando, FL.
- Shea, T. A. (2020, October). Rethinking Lockdowns Post Covid-19. Presented at the NJ School Board Association Virtual Workshop (virtually).
- Shea, T.A. (2019, November). The Critical Paradigm Shift to an Options Based Emergency Response Protocol. Presented at the 2nd National and Student Safety and Security Conference, held on November 20th, 2019 in Las Vegas, NV.
- Shea, T.A. (2019, June). Options Based Emergency Response. Presented at the NJ School Board Association School Security and Student Safety Conference, held on June 7, 2019 in Trenton, NJ.
- Shea, T.A. (2018, October). Police Leadership and Moral Courage. Presented at the 2018 Police Training Seminar, held on October 12, 2018 at Centenary University, NJ.
- Shea, T.A. (2018, October). Preventing Future Crime by Learning from the Past. Accepted for Presented at the 2018 Southern States Crime Prevention Conference, held on October 22-26, 2018 in Sarasota, FL.
- Shea, T.A. (2018, April). Exploring Potential Hindrances to Effective Police-Community Relations (or) Communication. Presented at the 1st Annual Pennsylvania Leadership Studies Conference: A One-Day Research-focused event for Scholars and Students, held April 7, 2018 at the Dixon University Center, PA.

## AWARDS

### **United States Marine Corps veteran**

- National Defense Service Medal
- Southwest Asia Service Medal
- Kuwaiti Liberation Medal
- Meritorious Unit Commendation
- Sea Service Deployment Ribbon

### **Police Veteran**

- Monmouth County 200 Award
- Meritorious Service Award
- Unit Citation

### **Academic**

- Brookdale Community College Distinguished Alumnus Award, May 12th, 2022



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## GRANTS

### Funded

- Opportunity Meets Innovation Grant (Funded max award \$10,000; Co-PIs: Manuel Gonzalez, Juan Rios, Seton Hall University). Investigating the organizational impact of police suicide, 2021 - 2023.

## PUBLICATIONS

### Peer Reviewed/Scholarly Journals

- Shea, T., Jones, B., Gonzalez, M., Verry, R. (2024). Unconventional and external police misconduct investigation processes: Police officer perceptions of fundamental fairness. *Criminal Justice Review*. <https://doi.org/10.1177/07340168241271>
- Shea, T. (2021) The potential for qualitative triangulation methodology to mitigate investigative negligence. *Police Practice and Research: An International Journal*, 23(2), 1-17. <http://10.1080/15614263.2021.1915786>
- Shea, T., Gonzalez, M., Martinez, N. (In progress). The impact of police suicide on the organization and colleagues.
- Shea, T. (2015). Required Leadership Competencies for the Police Executive: A Validation Study That Considers the Subordinate Perspective (Doctoral Dissertation). New Jersey City University, NJ.

### Books

- Shea, T. (2020). 115 proven ways to dramatically improve your agency, your officers, & your leadership. Flushing, NY: Looseleaf Law, Inc.

### Chapters

- Shea T. (2020). Investigations: Negligence. In: Shapiro L., Maras MH. (eds) *Encyclopedia of Security and Emergency Management*. Springer, Cham. [https://doi.org/10.1007/978-3-319-69891-5\\_183-1](https://doi.org/10.1007/978-3-319-69891-5_183-1)
- Shea T. (2020). Personnel Security: Hiring. In: Shapiro L., Maras MH. (eds) *Encyclopedia of Security and Emergency Management*. Springer, Cham. [https://doi.org/10.1007/978-3-319-69891-5\\_214-1](https://doi.org/10.1007/978-3-319-69891-5_214-1)

### Public Scholarship and Popular Press Articles (selected)

- Shea, T. (2018). Promotion and Politics. *NJ Blue Now*, 9(3), 24
- Shea, T. (2017). Pat King: EOW Nov. 20, 1997: Stand up guy. *New Jersey Cops*, 21(10), 85
- Shea, T. (2017). Revisiting the authority of public safety directors in NJ. *New Jersey Cops*, 21(8), 68
- Shea, T. (2017). Do you have integrity? *NJ Blue Now*, 8(3), 12.
- Shea, T. (2017). Differential treatment and its effects on morale. *New Jersey Cops*, 21(3), 65
- Shea, T. (2017). Advice to police supervisors: Listen to your subordinates. You might just learn something. *NJ Blue Now*, 8(5), 52

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## SPECIALIZED CERTIFICATIONS, ASSOCIATIONS, & AFFILIATIONS

### National Certification

- Certified Protection Professional (CPP™) by the American Society of Industrial Security (ASIS) International (Membership Number: 19201)

### State Certification

- School Safety Specialist-State of New Jersey

### Professional Organizations

- International Association of Chiefs of Police (IACP)
- Police Executive Research Forum (PERF)
- Academy of Criminal Justice Sciences (ACJS)
- American Society of Criminology (ASC)
- New Jersey Association of Criminal Justice Educators (NJACJE)
- NJSPBA Local 600 (Retired Police Officer's Union)

### Training Courses Completed

- FEMA ICS 100, 200, 700, 800
- American Society of Industrial Security (ASIS) International
- Monmouth County Emergency Response Team (2005-2008)
- Black Belt-Brazilian Jiu Jitsu/ Mixed Martial Arts Training (22 years)
- Methods of Instruction Certified
- Crime Scene Investigation
- Active Shooter Response
- Top Gun Narcotics School
- Street Gang Awareness
- Interview/ Interrogation
- Amber Alert/ Child Molestation Investigation
- Statement Analysis
- Ocean Rescue
- Monadnock (Expandable Baton) Instructor
- HazMat Incident Management
- Incident Command
- Sexual Harassment
- Employment Discrimination
- Street Gang Training
- Improvised Explosive Device Counter-terrorism
- Undercover Operations and Investigations
- Anti-Terrorism Awareness Training
- Counter-terrorism Level II
- Field Training Officer
- Physical Conditioning Instructor Certified
- Drug Abuse Resistance Education (D.A.R.E.) Instructor/ School Resource Officer

## UNIVERSITY SERVICE

### • Co-Chair - City of Long Branch, NJ Public Safety Mayoral Transition Committee (2018):

Volunteered as co-chair and committee member. Assisted the other co-chair and other members regarding the reform of police and fire department operations.

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## UNIVERSITY SERVICE cont.

Committee efforts focused on transformational change and expenditure efficiency. Presented recommended changes during discussions with the Mayor and Council.

### Seton Hall University

- **NJ Criminal Justice Program - Collaborative Session with Professionals in the Industry (2018):**

Participated in a round-table discussion with other leaders in the field of criminal justice along with higher education leaders of the university. The objective was to propose particular practitioner-based competencies for possible student instruction in criminal justice programs at Seton Hall.

- **Academic Standards Committee (Chair, 2021 - Present):**

This committee reviews and recommends changes in academic policy and hears and acts upon student appeals and grievances of an academic nature.

- **Seeds of Innovation Implementation Coordination Committee (2021 - Present):**

As part of the Harvest Our Treasures plan, this committee was tasked with advancing institutional sustainability by creating a nimble, responsive, and innovative infrastructure and making strategic investments in people, programs, and partnerships that ensure Seton Hall can achieve its mission for current and future generations of students. This committee also ensured that Colleges had the timelines, guidance, perspective, and resources they needed to implement the Seeds of Innovation initiative as collaboratively and successfully as possible.

- **College of Education & Human Services Transformation Committee (2021 - Present):**

Responsible for reviewing all aspects of the college and providing recommendations to the Dean as part of a larger university-wide innovation committee ("Seeds of Innovation"). Some topics addressed included the college and department structure, the creation of new programs, recommendations to increase enrollment and update the curriculum, technology innovations, and a review of college and rank tenure guidelines.

### Centenary University

- **Learning Assessment and Outcome Committee (LOAC):**

Provide recommendations to the chairperson and other members regarding learning objectives, performance criteria, and action plans for the Department of Criminal Justice, Law and Government.

- **Internship Coordinator:**

Provide leadership in developing and implementing a viable internship program. Develop optimal marketing strategies to connect students to experiential endeavors and jobs. Planned and conducted internship workshops and information programs for students. Research appropriate websites and resources to support the program.

- **Academic Advisor:**

Help students define and develop realistic educational career plans through schedule planning for each semester. Ensure that each student has a current academic schedule plan through to graduation. Assist students in planning a program consistent with their abilities and interests.

- **Criminal Justice Club Coordinator:**

Plan trips with club members to prisons, active court cases, and police departments. Mentor students on interview skills and resume-building techniques. Inform students about extracurricular training classes and other training opportunities.

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