

# MICHAEL J. REIN

BA, MA, ACE, CPP, CPD, NCI, CHSS, CPM, CCCO, EMT

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## QUALIFICATIONS

Mike Rein is a board-certified security consultant, campus safety expert, and public safety executive well-versed in Law Enforcement, Emergency Medical Services, Physical Security, and the Fire Service. Experienced in leadership and management with a demonstrated record of concern for the public and delivering exceptional public safety services. Skilled in developing and implementing improvement programs to increase initiatives' effectiveness and achieve organizational goals. A forward-thinking leader who ensures leading-edge knowledge through a commitment to continual training and examination of contemporary best practices, technologies, enforcement practices, state and local laws, and police procedures. Expert in applying CPTED, the Clery Act, Title IX, and Threat Assessment.

## PROFESSIONAL EXPERIENCE

### **COSECURE / The Healy+ Group** *(formerly Margolis Healy & Associates)*

A professional services firm specializing in Clery Act compliance consulting, organizational assessments for higher education police and campus safety organizations, after-action reviews and special investigations, expert consulting for civil litigation, and culture and strategy services. COSECURE is an ancillary business of Cozen O'Connor.

### **Director of Organizational Assessment / Principal Consultant (August 2022 – Present)**

- Lead Public Safety Management Studies and Staffing Assessments of client Campus Safety Departments to identify gaps and develop strategic plans for the improvement of Campus Safety functions, incorporating key campus partners (student affairs, athletics, academic affairs, facilities, athletics, etc.).
- Lead Safety and Security Program Assessments of the client's physical security programs (access control, cameras, alarm systems, etc.). Support efforts to stand up state-of-the-art control centers.
- Conduct and supervise special investigations and after-action reviews of high-level incidents and events, including critical incidents and those garnering significant media attention.
- Assess Campus Safety models and make recommendations for the transition of (or changes to) the current model.
- Recruit, train, select, and supervise "interim leaders" working onsite for the client's Campus Safety Departments.
- Present at conferences nationwide on critical issues in 21st-century campus safety and public safety issues.
- Coach, mentor, guide, and instruct Campus Safety Leadership and provide consultation to Institutional Leadership.
- Develop differential response strategies and programs for client departments, including those focused on mental health needs.
- Provide consultation and training relating to the Clery Act as well as the intersections with Title VI, Title IX, and the DFSCA.

### **Adjunct Instructor | Rutgers School of Public Affairs and Administration (May 2023 – Present)**

Instructional teaching position within the School of Public Affairs & Administration for certification programs such as the Certified Public Manager (CPM) program. Core instruction is based on human resources and public management related to research methodology, personnel development, project management, team management, policy analysis and evaluation processes, and leadership and communication challenges faced within the public sector's diverse workplace.

### **University Public Safety; Rutgers, the State University of New Jersey (May 2000 – October 2022)**

Public R1 Institution with Academic Medical Centers (University Hospital (Level 1), University Behavioral Healthcare (in-patient), and Cancer Institute of N.J. (NCI-designated) and Division I Athletics – approximately 67,200 Students and 28,500 Faculty & Staff, systemwide across three geographically separated campuses. Supervise police officers, 911 telecommunicators, security officers, civilian supervisors and managers, and community service officers (students) during their assigned tours of duty or during special events, including regulating and reviewing the quantity and quality of work, scheduling, counseling, handling grievances, and internal affairs investigations. Agency Size: 180 Sworn / 340 Non-Sworn.

### **Deputy Chief of University Police / (October 2014 – October 2022)**

Served as the Executive Officer / Second in Command of the University Police Department and provided direct and indirect supervision over the Chiefs of Police at each Rutgers University location.

- Organized and oversaw the creation of the Department's Professional Standards Division, rightsizing the approach to personnel and labor relations matters across 520 employees, represented by 10 bargaining units within more than 35 job classifications.

- Exercised oversight and coordination and implemented systems and policies to ensure consistency in all campus safety and security functions across the Rutgers University system.
- Oversaw Internal Affairs and Employee Early Warning Processes, including approximately 120 investigations annually.
- Facilitated processes for employee drug testing, fitness for duty assessments, and the intersection of the Americans with Disabilities Act (reasonable accommodation) for university public safety employees.
- Served as the Clery Compliance Officer for the University and coordinated University-wide compliance with the Clery Act as well as the intersections with Title IX and DFSCA.
- Coordinated and administered the release of police records under the Open Public Records Act.
- Managed all technologies utilized by the police department, including supervision of related information technology employees.
- Oversaw Public Safety Security Technologies (*interim appointment during reorganization*) (October 2016 – October 2019) (access control, CCTV, alarm systems) within all university facilities, including facilitation with stakeholders, vendors, and integrations, as well as the supervision of employees, management of expenses (≈\$2 million annually), and project coordination. Worked in partnership with University Facilities to reorganize locksmithing services and consolidate them into Public Safety Technologies, creating cost savings and operational efficiencies.

#### **Captain of Police (July 2012 – September 2014)**

- Oversaw and coordinated the integration of the University of Medicine & Dentistry of New Jersey's Police Department into the Rutgers Police Department and more general public safety activities associated with integrating the universities.
- Oversaw Patrol Operations on the flagship campus of Rutgers University and supervised 150 sworn and non-sworn public safety employees.
- Internal Affairs Officer overseeing approximately 80 investigations annually, conducting major investigations personally.
- Officer in Charge of Major/Large Events (attendees 70k-100k | NCAA Football, Rutgers Day, etc.)
- Coordinated public safety initiatives focused on the University's transition to the B1G Ten Athletic Conference.
- Oversaw and coordinated the consolidation of all University-wide emergency communications (9-1-1, alarm monitoring, radio communications) into a shared services center utilizing P25 Technology on the New Jersey Public Safety Interoperability Communications Network.
- Incident Commander during 'Hurricane Sandy' (2012), coordinating all Public Safety assets and interfacing with associated services. Responsible for the immediate response as well as the demobilization and recovery.

#### **Lieutenant of Police (September 2011 – June 2012)**

- Implemented an electronic Records Management System.
- Overhauled the department-wide training function.
- Created systems to maintain the department's accreditation through CALEA, IACLEA, and NJSACOP.
- Served as the Deputy Incident Commander during 'Hurricane Irene.'

#### **Sergeant of Police (June 2009 – September 2011)**

- Supervised police officers executing warrants, arrests, prisoner safety, and handling evidence.
- Directed classroom and individual training; oversaw the professional conduct of police officers.
- Agency Accreditation Manager (CALEA Advanced Law Enforcement Accreditation).
- Overhauled the department's written directive system (policy and procedure manual) to ensure compliance with institutional best practices and regulatory standards.
- 9-1-1 Communications Center Supervisor, including coordinating an inter-local agreement to provide dispatch services to a local municipality.

#### **Police Officer (January 2004 – June 2009)**

- Conducted proactive patrols – evaluated community issues and solved problems.
- Investigated traffic violations and criminal offenses, including weapons violations, sexual assaults, domestic violence, larcenies, and robberies; driving while intoxicated, and executed warrants and arrests.
- Gathered evidence and maintained a high conviction rate during court appearances.

#### **Emergency Medical Technician / BLS Educator / 9-1-1 Dispatcher**

June 2000 – January 2004

Rutgers University Department of Emergency Services; Division of Public Safety

- Provided basic Life Support service via ambulance and performed several training functions.



**Law Enforcement Accreditation Program Assessor & Assessment Team Leader**

2008 – 2023

Evaluate public safety management policies, procedures, practices, and activities to determine compliance with the Accreditation Standards established by the New Jersey State Association of Chiefs of Police Law Enforcement Accreditation Program (NJLEAP) and the Commission on Accreditation for Law Enforcement Agencies (CALEA).

**Police Practices and Academy Instructor**

- Cape May County Police Academy September 2015 – Present
  - Monmouth County Police Academy August 2015 - 2023
  - Middlesex County Prosecutors Training Center August 2008 – Present
  - Somerset County Police Academy January 2006 – December 2009
  - N.J. Division of Criminal Justice August 2020 - Present
- Provide training and instruction on various law enforcement and public safety practices and topics to the Basic Course for Police Officers administered by the New Jersey Police Training Commission and to veteran attendees through in-service and specialized training.

**Commissioner, Marlboro Township Fire District #2 | Board Chairman**

February 2018 – March 2024

Elected Commissioner for Marlboro Township Fire District Two (Robertsville First Company #1), responsible for supervising district affairs, including fire suppression, purchasing, procurement, recruitment, policy, and management and budgeting of more than 4 million dollars in expenditures and capital assets.

**HIGHLIGHTED ACCOMPLISHMENTS**

- Body-worn cameras were deployed to all sworn police officers to increase accountability and transparency.
- Deployed Conducted Energy Devices (Tasers) to all sworn police officers as a less lethal alternative weapons system.
- Formed shared services Communications Center; first consolidating all University Emergency Communications Systems (phone, radio, alarm monitoring) and then expanding to include the City of New Brunswick's Police and Fire Departments.
- Overhauled and consolidated the University's annual Security & Fire Safety (ASFSR) Report into one combined report.
- Managed and coordinated Law Enforcement and Communications Center Accreditation through CALEA, NJSACOP, and IACLEA from self-assessment through four re-accreditation assessment cycles.
- Established the Integrating, Communications, Assessment & Tactics (ICAT) Training De-Escalation Training Protocol, including a regular re-training cadence.
- Achieve Agency Certification in the Active Bystandership for Law Enforcement (A.B.L.E.) Project (2<sup>nd</sup> Agency in N.J.)
- Rightsized the process for new employee selection and onboarding, freeing up sworn employees for sworn functions.
- Solicited and administered over \$2 million in grant funds to facilitate institutional improvements and enhancements to operations.
- In collaboration with the University's Office of Information Technology (OIT) and University Facilities, replaced all emergency telephones ("blue light") with a product that leveraged infrastructure and created economies of scale. The deployed device was more aesthetically pleasing and resilient, resulting in a reduced labor and operational cost of approximately \$750,000 annually.

**PROFESSIONAL CERTIFICATIONS & SPECIALIZED TRAINING**

- Accredited Command Executive Certification (ACE) – New Jersey State Association of Chiefs of Police
- Accreditation Manager Certification (Commission on Accreditation for Law Enforcement Agencies)
- Active Bystandership for Law Enforcement (ABLE) Project Training Instructor (Georgetown Law)
- Advanced Threat Assessment Academy | Session #56 – Gavin de Becker & Associates
- Basic Course for Police Officers, NJ Police Training Commission (Burlington County Police Academy / Class 87)
- CALEA Assessor & Assessor Refresher Training – Certified CALEA Team Leader & Assessor
- Certified Internal Affairs Investigator/Supervisor (Public Agency Training Council) Cert #2048033
- Certified Clergy Compliance Officer (CCCO) – National Association of Clergy Compliance Officers and Professionals
- Certified Advanced Healthcare Security Officer (CAHSO) – Certification ID: 3721700
- Certified Healthcare Security Officer (CHSO) – Certification ID: 3719587
- Certified Healthcare Security Supervisor (CHSS) – Certification ID: 3723390
- Certified Protection Professional (CPP) – American Society for Industrial Security Cert #28266



- Certified Public Manager (CPM), NJ Civil Service Commission / National Certified Public Manager Consortium
- Certified Campus Crime Prevention Specialist (American Crime Prevention Institute)
- Clery Act Compliance Training Academy (D. Stafford & Associates)
- CPTED Design - Specialized Topic - Schools Certificate (National Institute of Crime Prevention #127702342)
- CPTED Professional Designation (CPD) (National Institute of Crime Prevention #128874464)
- Developing/Updating the Standard Operating Policy & Procedure Manual (Van Meter & Associates)
- Diversity, Equity, and Inclusion in the Workplace Certificate; the Univ. of South Florida, Muma College of Business.
- Essentials of Convergence: Bridging the Gap between Physical Security and Cybersecurity Certificate Program (ASIS)
- Emergency Medical Technician-Basic (EMT-B) #503466 / N.J. Department of Health
- First Line Supervision (IACP)
- Force Science Analyst (Certification Course / Force Science Institute)
- Global Threat Reduction Initiative Response Force Training Program (Y-12 National Security Complex)
- Incident Command System (ICS/NIMS) – Levels 100, 120.c, 200, 230.e, 235.c, 240.c, 241.C, 242.c, 244.b, 300, 402, 700, 800, 907, 2200; Complex Coordinated Attacks and FEMA's Professional Development Series.
- Investigating Use of Force for Field Supervisors (John E. Reid & Associates, Inc).
- Integrating, Communications, Assessment & Tactics (ICAT) Training Instructor (Police Executive Research Forum)
- Law Enforcement Executive Management Training (FBI LEEDS)
- Managing Mass Demonstrations and Protecting Civil Liberties (International Association of Chiefs of Police)
- Management of Aggressive Behaviors for Public Safety Officers (MOAB)
- Mental Health First Aid (National Council for Mental Wellbeing)
- Nationally Certified Instructor (International Association of Directors of Law Enforcement Standards and Training)
- NJ PTC Methods of Instruction (MOI) - Police Academy Certified Instructor
- New Jersey Internal Affairs Investigation Program (The Rogers Group)
- New Jersey Master Internal Affairs Training (NJ OAG & NJ DCJ)
- Open Public Records Act (OPRA) for Practitioners
- Police Executive Development Program (POLEX) - (PennState Justice & Safety Institute)
- Police Supervisory In-Service Training (POSIT) - (PennState Justice & Safety Institute)
- Police Executive Institute – 10th Session (New Jersey State Association of Chiefs of Police)
- Pre-Employment Background Investigations (IACP)
- Redefining Policing to Affirm and Instill Human Rights – The National Center for Civil and Human Rights
- Senior Leader Course: Sports and Entertainment Security (NCS<sup>4</sup>)
- Supervisory Liability (Public Agency Training Council)
- Title IX Coordinator Certification (National Association of College and University Attorneys)
- NJSACOP / West Point Command and Leadership Academy – Advanced Executive Development Program

## EDUCATION

### Federal Bureau of Investigation – National Academy

Quantico, VA / 264<sup>th</sup> Session

### M.A. Labor and Employee Relations

Rutgers, The State University of New Jersey – School of Labor and Management Relations

### B.A. Criminal Justice with a Minor in Political Science

Rutgers, The State University of New Jersey

## HIGHLIGHTED HONORS & DISTINCTIONS

- International Association of Chiefs of Police (IACP) – 40 Under 40 Award
- Rutgers' Office of Violence Prevention & Victim Assistance (VPVA) – 2015 *In recognition of always going above and beyond.*
- Gubernatorial Citation for assisting the people of New Jersey through Hurricane Sandy - 2012
- N.J. College and University Public Safety Association – Meritorious Service & Command Citation Awards
- Rutgers Police Department – Letters of Recognition, Commendation, & Appreciation



- MFARS "Assistance in Helping the People of N.Y. & N.J. on September 11, 2001,"
- New Jersey Public Safety Accreditation Coalition – 2010 Junior Fellowship Award
- New Jersey Department of Highway Traffic Safety – Child Passenger Safety Excellence Award – 2009
- American Society for Industrial Security - International – 2010 Law Enforcement Officer of the Year
- American Society for Industrial Security - International – 2011 Certificate of Appreciation

### PROFESSIONAL AFFILIATIONS & COMMITTEE SERVICE

- Association of Threat Assessment Professionals (ATAP) (2015 – Present)
- B1GTen Clergy Association (2015 – 2022)
- B1GTen Police Chiefs Association (2016 – 2022)
- Federal Bureau of Investigations National Associates (FBINA) & N.J. Chapter (2016 – Present)
- International Association of Campus Law Enforcement Administrators (IACLEA) (2006 – Present)
- International Association of Chiefs of Police (IACP) (2012 – Present)
- International Law Enforcement Educators and Trainers Association (ILEETA) (2008 – Present)
- International Association of Healthcare Safety & Security (IAHSS) (2025 – Present)
- New Jersey Public Safety Accreditation Coalition (NJPSAC) (2006 – 2014)
  - Executive Vice President / Corporate Secretary / Mock Assessor
- New Jersey College and University Public Safety Association (NJCUPSA) (2006-Present)
  - Life Member 2023-Present
  - President..... Academic Years 2020 - 22
  - Vice-President ..... Academic Year 2019 - 20
  - Secretary ..... Academic Year 2018 - 19
  - Trustee..... Academic Year 2017 - 18
- National Association of Clergy Compliance Officers and Professionals (NACCOP) (2013 – 2022)
- National Policing Institute (formerly National Police Foundation) (2017 – Present)
  - Executive Fellow
- National Organization of Black Law Enforcement Executives (NOBLE) & N.J. Chapter (2018-2022)
- Police Executive Research Forum (PERF) (2013-Present)

#### Rutgers University

- Rutgers – Title IX Committee 2015 – 2022
- Represented University Administration as part of Collective Bargaining Team with 13 Units 2018 – 2022
- Technology Infrastructure Master Plan Working Group 2018 – 2022
- Global Information Systems Steering Committee 2016 – 2020
- Student Experience Improvement Initiative Working Group 2017 – 2021
- Occupational Safety and Health Committee 2012 – 2022
- UMDNJ / Rutgers Integration Working Group (Public Safety Lead) 2012 – 2014

#### State of New Jersey

**Commissioner, Statewide Public Safety Communications Commission** May 2016 – August 2023  
 Gubernatorial-appointed Commissioner representing Public Safety Communications needs for State Agencies.

**Member, Mental Health/Special Needs Statewide Steering Committee** December 2020 – August 2022  
 Attorney General-appointed steering committee member, worked to maximize the effectiveness of law enforcement response to those with disabilities or those in mental health crisis.

**Member, Domestic Security Preparedness Taskforce: School Security Subcommittee** 2019 – 2022  
 Task Force was charged with the responsibility of identifying physical and cyber vulnerabilities and potential breaches of security in New Jersey's public schools and to make recommendations to improve school safety and security.

#### International Association of Chiefs of Police (IACP)

IACP Policy Center Working Group Member 2019 – Present



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Worked with Association staff to revise or develop model policies relating to: Harassment and Discrimination, Secondary Employment, Sexual Harassment, Crowd Control & Management.

## SELECTED ADDRESSES AND PRESENTATIONS

**"Building a Consolidated & Compliant Annual Security & Fire Safety Report (ASFSR)"**

B1GTen Clery Conference | June 2019

**"Why is Leadership a Big Deal?"**

New Jersey College and University Public Safety Association, Supervisor Seminar | May 2018

**"Surviving a First Amendment Audit"**

New Jersey College and University Public Safety Association, Annual Conference | April 2023

**"Autopsy of a Critical Incident"**

SEC Police Chiefs & Emergency Managers Conference | April 2023

**"Conducting an Administrative Review & Diagnosing Root Cause"**

International Association of Campus Law Enforcement Administrators, Annual Conference | June 2023

**"Alternative Response Approaches for Campus Safety"**

United Educations (UE) | April 2024

**"Remaining Contemporary in an Evolving Society"**

International Association of Campus Law Enforcement Administrators (IACLEA) Annual Conference | June 2024

**"Leading When You are not in Charge."**

International Association of Campus Law Enforcement Administrators (IACLEA) Annual Conference | June 2024

**"\$37 Thousand or \$47 Million? The New Cost of Violating the Clery Act and How to Best Mitigate Now"**

B1GTen Clery Conference | August 2024

**"Lead Like Michael Scott: Leadership Lessons through the Eyes of the Office's Michael Scott."**

International Association of Campus Law Enforcement Administrators, Annual Conference | June 2025

**"Am I Appropriately Staffed?"**

Commission on Accreditation for Law Enforcement Agencies (CALEA) | August 2025

**"Contemporary Issues in Campus Safety"**

Legal Issues in Higher Education Conference | October 2025

**"Behavioral Threat Assessment on Campus: Lessons Learned"**

Legal Issues in Higher Education Conference | October 2025

**"Campus Student Health"**

Legal Issues in Higher Education Conference | October 2025

## PROFESSIONAL CONSULTING EXPERIENCE

- Accreditation Assessment (Team Leader or Team Member) for the Commission on Accreditation for Law Enforcement Agencies (CALEA), conducting approximately 50 Assessments of Law Enforcement Agencies, Training Academies, Emergency Communications Centers, and Campus Safety Departments.
- Accreditation Assessment (Team Leader or Team Member) for the New Jersey Association of Chiefs of Police's Law Enforcement Accreditation Program (NJLEAP), conducting approximately 100 Assessments of Law Enforcement Agencies (local, county, and state level).
- Principal consultant reviewing over sixty campus and public safety departments in areas, including, but not limited to:
  - Staffing
  - Role, Mission, and Vision
  - Department Oversight
  - Operational Strategy
  - Organizational Structure
  - Organizational Climate
  - Written Directives (Policy, Procedure & Guidelines)
  - Recruitment, Selection, Retention, and Promotion
  - Training
  - Collaboration with Key Stakeholders
  - Coordination with External Partners
  - Crime Prevention Programming, Community Policing, and Community Engagement
  - Crime Prevention Through Environmental Design
  - Equitable & Unbiased Safety Services
  - Facilities
  - Communications & Dispatch Operations
  - Law Enforcement Role and Authority
  - Agency Jurisdiction and Mutual Aid
  - Contractual Agreements for Law Enforcement Services
  - Use of Force (including de-escalation, weaponry, reporting, and oversight)
  - Organization and Administration
  - Planning and Research, Goals and Objectives, and Crime Analysis
  - Fiscal Management and Agency Property
  - Classification and Delineation of Duties and Responsibilities
  - Compensation, Benefits, and Conditions of Work (grievance procedures, leave administration)
  - Criminal Investigative Function
  - Clery Act Program Structure (emergency notification, timely warning, etc.)
  - Disciplinary Procedures and Internal Affairs
  - Recruitment, Selection, and Retention
  - Training and Career Development
  - Promotion
  - Performance Evaluation
  - Crime Analysis and Intelligence
  - Patrol & Law Enforcement Operations
  - Criminal Investigation and Intelligence
  - Vice, Drugs, and Organized Crime
  - Juvenile Operations
  - Crime Prevention and Community Involvement
  - Critical Incidents, Special Operations, and Homeland Security
  - Inspectional Services
  - Public Information
  - Victim/Witness Assistance
  - Traffic Control, Direction, Enforcement & Engineering
  - Detainee Transportation
  - Processing and Temporary Detention
  - Holding Facilities
  - Court Security
  - Legal Process
  - Communications
  - Central Records
  - Collection and Preservation of Evidence
  - Property and Evidence Control
  - Campus Law Enforcement
  - Use of Public Safety Technology
  - Title IX Program Structure
  - Transparency
  - Unusual Occurrence Response (Shooting, Bomb Threats, etc...)

## SELECTED PUBLICATIONS

- Preparing Your College Campus for the 2025 U.S. Presidential Inauguration. Planning for the 2025 inauguration should include developing crisis communication plans, traditional and non-traditional partnerships, and agreements. ([Campus Safety Magazine](#))
- The Anniversary of October 7 Is Just Around the Corner. Is Your Campus Ready? ([Campus Safety Magazine](#))
- Preparing for Potentially Tumultuous Fall on Campus: A Conversation with a Former President, General Counsel, and Police Chief who have been there before ([American Council on Education](#)) – *Uncredited Contributor*
- Best Bar None (*Peer Reviewer*)

## PRIOR TESTIMONY

During the course of my career, I have offered sworn testimony at trial and deposition in a number of matters as a fact and organization witness 30(b)(6).