

Knowledge Lab Advisory Group Members Bios



***Shon Barnes, Chief of Police Madison Police Department**

Shon F. Barnes was hired as Madison Police Department's Chief of Police by the Police and Fire Commission (PFC) in February of 2021. Chief Barnes is a nationally recognized leader in crime reduction and community-police relations. He was previously the Director of Training and Professional Development for the Civilian Office of Police Accountability in Chicago, Illinois. Chief Barnes was the Deputy Chief of Police in Salisbury, North Carolina (2017-2020) and a Captain with the Greensboro Police Department (NC) where he began his career as a patrol officer in the fall of 2000. Chief Barnes was honored as a National Institute of Justice, LEADS Scholar, for using innovative technology to reduce crime and is a council member on the National Police Foundation's Council on Policing Reforms and Race. The council is a nonpartisan initiative which uses research and evidence to consider and offer recommendations to resolve some of the most pressing issues regarding police reform. Throughout his career Chief Barnes has implemented Neighborhood Oriented Policing which focuses on smaller police beat response, police neighborhood ownership, and community engagement at levels within the organization.

Chief Barnes attended Elizabeth City State University (Elizabeth City, North Carolina) where he received a B.A. Degree in History/Pre-Law, and the University of Cincinnati (Cincinnati, Ohio) where he received a master's degree in Criminal Justice. He has earned a Ph.D. in Leadership Studies from North Carolina Agricultural and Technical State University (Greensboro, North Carolina).



***Rebecca Boatright, Chief Legal Officer, Seattle Police Department**

Rebecca Boatright serves as general counsel to the Chief and oversees the Bureau of Risk Management and Legal Affairs, which includes the Performance Analytics and Research Section and the Audit, Public Disclosure, and Litigation Support Units.

Becca graduated from The College of Wooster (Wooster, OH) and received both her Ph.D. (1999) and J.D. (2002) from the University of Washington. She has completed executive leadership courses in driving government performance at the Kennedy School of Government, Harvard University, and is a 2018 graduate of the Police Executive Research Forum's Senior Management Institute for Police. She is a member of the

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Legal Officers Sections of the International Association of Chiefs of Police and Major Cities Chiefs Association.



Christine Cole, Executive Director, Ash Center

Christine M. Cole currently serves as Executive Director of the Crime and Justice Institute, a division of Boston's 136 year old non-profit, Community Resources for Justice. As Executive Director, Christine oversees a team of 20 working to increase safety and justice, reduce the reliance on incarceration, and instill cost effective and research based practices in over two dozen states. A CJI team, including Christine, is conducting a study of the COPS funded Collaborative Reform Initiative, and Christine serves on the monitoring team for Antelope County CA.

Prior to her role at CJI, Christine was the Executive Director of the Program in Criminal Justice Policy and Management at Harvard Kennedy School. In addition to supervising staff engaged in safety and justice reform work with governments and international multilateral agencies in Africa, Asia, the Caribbean, and South Pacific, Christine co-chaired and facilitated the NIJ funded Executive Session on Policing and Public Safety from 2008-2014. With police and union executives and scholars as members, the group produced 20 original papers drawing from confidential conversations at Harvard Kennedy School. Christine is one of three authors of the often cited 2008 study of the Los Angeles Consent Decree and the study of the response to the Boston Marathon bombings called Why Was Boston Strong?

Christine has worked in two municipal police agencies in Massachusetts as a Community Liaison/Policy Advisor and later as Director of Business and Technology. Christine also served as Chief of Staff for the Secretary of the Massachusetts Executive Office of Public Safety, the governor's policy advisor for criminal justice and homeland security. This office has financial, policy and managerial oversight of all executive branch safety and justice agencies. Christine also has experience as part of a prosecution team in her eight years as victim witness advocate. Christine has presented and taught to audiences in the US and abroad on community corrections, police-community engagement, coordinated crisis response of government agencies and linking safety and justice reform to good governance.

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***Gary Cordner, Academic Director, Education and Training Section, Baltimore Police Department**

Gary Cordner is the Academic Director in the Education and Training Section of the Baltimore Police Department. Most recently he served as Chief Research Advisor for the National Institute of Justice (NIJ) LEADS Scholars Program. He was a CALEA Commissioner (Commission on Accreditation for Law Enforcement Agencies) and has long been associated with the Center for Problem-Oriented Policing. He is Professor Emeritus at Eastern Kentucky University, where he served as Dean of the College of Justice & Safety. Earlier in his career, he was a police officer and police chief in Maryland and obtained his Ph.D. from Michigan State University.



Karen Freeman-Wilson, President & CEO, Urban League of Chicago

Karen Freeman-Wilson began serving as President and CEO of the Chicago Urban League in January 2020. She brings a passion for equity and social justice to the organization, which works to advance economic, educational, and social progress for African Americans through direct service and advocacy. Having served in the public arena most of her professional life, Freeman-Wilson has deep experience in addressing issues that impact urban communities. She was mayor of her hometown of Gary, Indiana, from 2012 through 2019. She was the first female to lead the city of Gary and the first Black female mayor in Indiana. Her mayoral accomplishments include job creation, completion of a \$100 million airport runway relocation, and the development of key areas in the city.

Freeman-Wilson previously served as Indiana Attorney General, Director of the Indiana Civil Rights Commission, and presiding judge of the Gary City Court. She also served as Executive Director of the National Drug Court Institute and CEO of the National Association of Drug Court Professionals, where she is currently Board Chair.

Freeman-Wilson is a graduate of Harvard College and Harvard Law School. She is a past President of the National League of Cities, past Chairperson of the Criminal and Social Justice Committee of the U.S. Conference of Mayors and sits on the National Policing Institute Board of Directors; Center for Community Progress Board of Directors. She is a member of Israel C.M.E. Church; Delta Sigma Theta Sorority, Inc.; the Links, Inc.; the NAACP; the Urban League of Northwest Indiana and the Indiana Bar.

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***Al Gerhardstein, Civil Rights Attorney, ACLU**

Alphonse A. Gerhardstein is a civil rights attorney in Ohio who has been litigating since 1976. While he is best known nationally as lead counsel for James Obergefell in the Supreme Court's same-sex marriage decision *Obergefell v. Hodges*, he has been an advocate on behalf of prisoners, victims of police misconduct and women seeking reproductive freedom throughout his career, in addition to LGBTQ causes like same-sex marriage. He has recovered millions of dollars and secured substantial reforms for victims of official misconduct. He is also the founder of the Ohio Justice and Policy Center, a nonprofit agency that advocates and litigates for criminal justice reform.



Brenda Goss Andrews, President, National Organization of Black Law Enforcement Executives (NOBLE)

Brenda Goss Andrews retired from the Detroit Police Department as a Deputy Chief with over 25 years of dedicated public service. She was promoted through the ranks from police officer to Deputy Chief becoming the first female in the Department's history to administer and control the police department's \$400 million-dollar budget and thirty million dollars in state and federal grants. As deputy chief, she was one of the incident commanders in the August 2003 city-wide blackout that lasted for several days, responsible for procuring generators for precincts and ensuring the 911 system was operational among many other tasks.

As Commander, she oversaw the departments' Personnel Division (human resources) which included recruiting and hiring police officers, overseeing the departments recruit and in-service training for over 2000 officers, preparing promotional examinations and assessment center evaluations for several thousand officers seeking promotion; and serving as the department's Equal Employment Opportunity Director (EEOC) which included training and investigating claims of sexual harassment, workplace violence, and hostile working environments.

As Deputy Chief, Brenda was the project and budget director for a new construction 62,000 square foot, \$18-million-dollar Southwest Public Safety Center. She also worked with the Department of Justice on the departments' consent judgment and was chairperson for five extensive boards of review reports on deadly force police-involved shootings. She developed and taught several leadership classes for newly

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promoted sergeants and lieutenants. During her career, she has also worked as a beat and street patrol officer and a sex crime detective.

Brenda was elected as NOBLE National 2nd Vice President in July 2020 and ascended to the presidency in July 2022. Previously, she was the NOBLE Region IV VP and is a former president of the Metro Detroit Chapter. She served eight years as the chairperson of the NOBLE National Civil Rights Committee. She is a trainer for NOBLE's "Law and Your Community." Brenda is co-founder and president of the "Retired Detroit Police Members Association," which was founded in 2014 to fight Detroit's bankruptcy that adversely affected over 10,000 retirees. She presented a workshop on Detroit's bankruptcy at NOBLE's annual conference in Grand Rapids and appeared on a panel at the annual Congressional Black Caucus conference in Washington, DC with the late Congressman John Conyers.

Brenda received a Bachelor of Business Administration degree from Howard University in Washington, D.C., a Master of Science in Criminal Justice from Michigan State University and is currently pursuing a doctorate in criminal justice at Walden University. She is a graduate of the 171st class of the FBI National Associates Academy in Quantico, Virginia. Brenda is a member of several police associations, PERF, IACP, FBINAA, NAWLEE, and NOBWLE.



***Daniel Greene, Executive Director, NAFTO**

Daniel Greene is the Executive Director of the National Association of Field Training Officers (NAFTO). Prior to that appointment, Greene served six years as an elected executive board member of NATFO as well as eight years as Vice President of the Arizona Chapter. Greene has developed course material and presentations for Standardized Evaluations, Adult Learning, Leadership, Ethics and Officer Safety, as well as developed and taught courses for introductory Field Training

Schools, Advanced Field Training and Field Training Unit Management. Greene has also enjoyed the opportunity to present classes for local, county, and state law enforcement across the American Southwest, as well as US Army civilian police, civilian employees, sheriff staff, detention centers, and supervisors. In 2017 Greene received the ILEETA International Law Enforcement Instructor of the Year award.

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Brian Grisham, Deputy Director, IADLEST

Brian Grisham, Esq. is the Deputy Director of the International Association of Directors of Law Enforcement Standards and Training (IADLEST) and has been a member since 1998. In 2016 he was elected President and has served on the executive board for many years. He retired as the longest-serving Director of the Tennessee Law Enforcement Training Academy (TLETA) and Executive Secretary of the Tennessee Peace Officer Standards and Training (POST) Commission in January of 2022 having served in those roles since April 2005. Prior to that, he served as Assistant Director since 1997. In

addition to instructional and administrative duties at the academy, he has served as an investigator and legal advisor to the P.O.S.T. Commission. He has served as assistant to the Commissioner and staff attorney for the Tennessee Department of Safety. Grisham received his law degree from the Nashville School of Law in 1989 and his B.S. from Middle Tennessee State University in 1984. Grisham's law enforcement experience includes service with the Department of Safety's Criminal Investigations Division, MTSU Police Department, and prior service with TLETA. He has been a licensed attorney since 1989 and has training certifications in criminal law, firearms instruction, asset forfeiture, police management, and courtroom security. Grisham serves as a member of the Tennessee Public Safety Network providing training and critical incident stress debriefing and peer support, and is a member of the Tennessee Voices for Victims Advisory Council. He is a graduate of the Tennessee Government Executive Institute and the FBI National Law Institute. In 2011, Grisham was appointed to the Governor's Subcabinet for Public Safety and in 2020 was given a leadership role in the Governor's Law Enforcement Reform Task Force.



***John Holloway, Executive Director & Lecturer in Law,
Penn Carey Law, University of Pennsylvania**

John F. Holloway (C'92, MAPP '18) is Associate Dean and Executive Director of the Quattrone Center for the Fair Administration of Justice at the University of Pennsylvania Law School. His research helps organizations confront challenges and turn negative occurrences into opportunities for quality improvement. He is a national thought leader on the use of root cause analysis in criminal justice, and is a

frequent consultant to criminal justice agencies and corporations on quality improvement and measurement issues.

John is the author of numerous publications, including [Conviction Review Units: A National Perspective \(2016\)](#), [A Systems Approach to Preventing Errors in Criminal Justice \(2014\)](#), and [Killing Time: An 18-Year Odyssey from Death Row to Freedom](#),

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winner of the National Independent Book Award for non-fiction in 2011, and one of the Chicago Sun-Times' Best Books of the Year.

Hollway holds a BA from Penn in Diplomatic History with a minor in East Asian Studies, a JD with honors from the George Washington University Law School, and a MAPP degree with Distinction from Penn.



**Cynthia Lum, Professor of Criminology, Law, and Society,
George Mason University**

Dr. Cynthia Lum is University Professor of Criminology, Law and Society and director of George Mason University's Center for Evidence-Based Crime Policy. She is a leading authority on evidence-based policing, an approach that advocates that research, evaluation, and scientific processes should have “a seat at the table” in law enforcement policymaking and practice. She has studied and written extensively about patrol operations and police crime prevention activities, police technology, investigations and detective work, and evidence-based crime policy. Additionally, she has developed numerous tools and strategies to translate and institutionalize research into everyday law enforcement operations. For her efforts, she received the 2020 Virginia State Council for Higher Education Outstanding Faculty Award.

Professor Lum is an elected Fellow of the American Society of Criminology. She is an appointed member of the Committee on Law and Justice (CLAJ) for the National Academies of Sciences (NAS), and has served on the NAS's ad hoc committees on *Proactive Policing* and *Evidence to Advance Reform in the Global Security and Justice Sectors*. She is an appointed member of the Council on Criminal Justice's Policing Task Force, a Board Director for the National Police Foundation, and has served numerous elected and appointed positions within the American Society of Criminology. She is the founding editor of *Translational Criminology Magazine* and was the first North American Editor for the Oxford Journal *Policing: A Journal of Policy and Practice*. Dr. Lum is a Fulbright alum and is the co-Founder/Director of the International Summer School for Policing Scholarship, developed with Nick Fyfe at the Scottish Institute for Policing Research and with partners at Arizona State University.

Her recent book with Christopher Koper, ***Evidence-Based Policing: Translating Research Into Practice*** (Oxford University Press), received the American Society of Criminology Division of Policing 2020 Outstanding Book Award. Professors Lum and Koper are the Editors-In-Chief of ***Criminology and Public Policy***, the flagship policy journal of the American Society of Criminology.

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Susan Manheimer, Retired Chief of Police, San Mateo Police Department

Chief Manheimer most recently served as the Interim Chief of Police, Oakland Police Department, and previously served as Chief of Police in San Mateo, California. Before leading the agency in San Mateo, she served for almost 17 years with the San Francisco Police Department. Chief Manheimer has served as a leader and past president of the California Police

Chiefs Association and the San Mateo County Police Chiefs and Sheriffs Association. She is a longtime member of the Police Executive Research Forum, an Executive Fellow at the nationally recognized Police Foundation and was honored to have been selected to participate in the most recent Executive Sessions on Policing at the Harvard Kennedy School of Government.

A long-time member of Fight Crime: Invest in Kids, Chief Manheimer has advocated for increased public investments in early childhood education and after-school programs to promote student literacy and prevent high school dropout.



Maureen McGough, Director of Strategic Initiatives, Policing Project, New York University School of Law

Maureen joins the Policing Project from the National Police Foundation, where she oversaw the non-profit's research, training, and technical assistance efforts as Director of National Programs.

Prior to joining the National Police Foundation, Maureen spent a decade with the federal government in various roles with the US Department of Justice and US Department of State. She served as Senior Policy Advisor to the Director of the National Institute of Justice – the USDOJ's research, development, and evaluation agency – where she led agency efforts to advance evidence-based policing, improve the representation of women in policing, and implement systems-level criminal justice reform initiatives.

Additional federal experience includes serving as counsel on terrorism prevention to the Deputy Attorney General, Special Assistant U.S. Attorney for the District of Columbia, and coordinator for federal AIDS relief efforts through the U.S. Embassy in

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Kigali, Rwanda. Maureen is a member of the FBI's Law Enforcement Education and Training Council, an executive board member for the American Society of Evidence-Based Policing, and is a recent public leadership executive fellow with the Brookings Institution.

Maureen is an attorney and earned her J.D. from the George Washington University Law School.



Randy Means, Attorney, Randy Means & Associates, LLC

Randy Means is the principal in Randy Means & Associates, LLC, a Virginia corporation headquartered in Norfolk. Means is a nationally recognized expert in police law, leadership, accountability and systems. Many years in-house counsel to a major city police department, former department head at a state law enforcement training center, and past head of the national association of law enforcement legal advisors, Means has provided legal and risk management services to hundreds of law enforcement agencies, including many of the largest and highest regarded, helping to solve the most complex and sensitive problems in American law enforcement. Means has trained over a half-million law enforcement officials, including tens of thousands of police leaders, and has worked for many dozens of risk and insurance management pools, police academies, professional associations, and almost every major provider of law enforcement training.

Means has written two books and 100+ published articles on police law, risk management, and leadership, has managed the Chief's Counsel column for Police Chief magazine, and has written the law and risk management column for Law & Order magazine. Means has spoken at ten IACP annual conferences and has appeared on both the Law Enforcement Television Network and the FBI Training Network. His work has been mentioned in the Wall Street Journal and featured on 60 Minutes.



***Paul Noel, Chief of Police, Knoxville Police Department**

Paul Noel was sworn in as Knoxville's 27th Chief of Police on June 13, 2022.

Prior to assuming command of the Knoxville Police Department, Noel was a Deputy Superintendent at the New Orleans Police Department, where he served in numerous leadership roles for over 25 years.

While at NOPD, Noel developed a reputation as a

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successful and ethical leader committed to a community-focused approach to problem solving that builds trust and legitimacy, reduces crime, demands accountability and maintains a highly-motivated workforce.

From May 2020 until his departure from the NOPD, Noel served as the Chief of Detectives, where he oversaw the supervision of over 200 sworn detectives responsible for all follow-up investigations. In that role, he reorganized a Homicide Division that had a 36% solve rate, initiating significant culture changes within the Homicide Division that resulted in that solve rate increasing to 54%. Noel also implemented quarterly “Next of Kin” community meetings for homicide victims’ families to improve communications with those families and the NOPD and assist those families through in the healing process.



***John Paul Smith, Lead Staff, AFL-CIO**

John Paul (JP) Smith is the Executive Assistant and Chief of Staff to the AFL-CIO Secretary Treasurer where he oversees the management of the federation's administrative departments and organizational finances. Smith is a 3rd generation trade unionist with experience in multiple sectors of the economy. Before joining the AFL-CIO he worked in government advocacy with the United Steelworkers union. His labor advocacy began with the USW nearly twenty years ago at his home local, USW Local 7-669, in Metropolis, IL where he spent approximately twelve years as a nuclear process operator and local union officer. He was the first International Coordinator of the USW's Next Generation young workers program. Smith led the USW's government affairs and policy work in the transportation, chemical, refining, and nuclear sectors. He is also a former police officer and has been a national labor leader on police reform leading the AFL-CIO's efforts on responsible policing and accountability. The AFL-CIO, through its affiliate unions, represents approximately 400,000 law enforcement officers across the United States. The most recent publication on the Federation's efforts, The AFL-CIO's Public Safety Blueprint for Change, in which Smith was one of the primary authors, can be found [here](#).

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