

IN THE UNITED STATES DISTRICT COURT
FOR THE SOUTHERN DISTRICT OF OHIO
EASTERN DIVISION

UNITED STATES OF AMERICA,

Plaintiff,

v.

CITY OF STEUBENVILLE,
STEUBENVILLE POLICE
DEPARTMENT, STEUBENVILLE CITY
MANAGER, in his capacity as
Director of Public Safety, and
STEUBENVILLE CIVIL SERVICE
COMMISSION,

Defendants.

DECLARATION OF

JAMES J. FYFE, PH.D.

CIVIL NO. _____

I, James J. Fyfe, Ph.D., declare:

1. I am a professor of criminal justice and senior public policy research fellow at Temple University in Philadelphia, Pennsylvania. I have also been employed as a professor in the School of Public Affairs at American University in Washington, D.C. I have been a senior fellow at the Police Foundation and have served as a commissioner of the Commission on Accreditation for Law Enforcement Agencies since 1989. Before becoming a professor, I was employed for sixteen (16) years as a police officer, sergeant, and lieutenant with the New York City Police Department.

2. I am intimately familiar with generally accepted police custom, practice, and policy throughout the United States. Because I have consulted on several cases involving Ohio police



agencies and because Ohio is one of the states in which the Commission on Accreditation for Law Enforcement Agencies, Inc., is most active, I am specifically familiar with police practice in Ohio.

3. I have testified as an expert in police administration, police supervision, and police accountability before both state and federal courts.

4. My curriculum vitae is attached, and I incorporate herein its contents.

5. I have reviewed police policies and practices, including citizen complaint procedures and other mechanisms for holding officers accountable for their behavior in, among other places, Albuquerque, Boston, Chicago, Cleveland, Dallas, Houston, Joliet, Los Angeles, Los Angeles County, Memphis, Milwaukee, New Orleans, New York, Philadelphia, San Jose, and West Virginia. Among police departments that serve communities smaller than or about the size of Steubenville, I have reviewed policies and practices in Alameda, Napa, San Rafael, San Bruno, and Tiburon, California; Bloomington, Indiana; Camden and Hamilton, New Jersey; Manlius, Mount Vernon, and Salamanca, New York; Elyria, Warren, and Xenia, Ohio; Chester, Upper Merion, Lower Merion, and Reading, Pennsylvania, and many other places. Through my work as a Commissioner of the Commission on Accreditation for Law Enforcement Agencies, I have reviewed the policies and practices of many dozens of agencies, ranging in size down to fewer than ten personnel. Consequently, I am familiar with standards that

apply to police departments of all sizes, and I use as my frame of reference in this declaration the policies and practices of jurisdictions roughly equal in size to Steubenville.

6. I have published seven books and many articles and book chapters that deal in whole or in part with police administration and police accountability.

7. I currently direct a study of police corruption and brutality in New York City. This study is funded by the United States Department of Justice, National Institute of Justice.

8. I am currently conducting a study to determine whether the internal disciplinary system of the New York City Police Department is operated in a race and/or gender discriminatory manner.

9. I was hired as a consultant to the United States. As part of my duties, I met with officials and citizens of the City of Steubenville, and have reviewed materials related to the administration of the Steubenville Police Department.

10. I have also reviewed the Complaint of the United States in this case, as well as the Consent Decree proposed by the parties, and have prepared this declaration at the request of the United States.

11. It is my opinion that the proposed Consent Decree fairly addresses the allegations raised by the United States in its Complaint. I believe that the terms of the proposed Consent Decree, if properly implemented, will greatly enhance the

performance of the Steubenville Police Department and will improve the quality of life and justice in Steubenville.

12. No police department can operate lawfully, effectively, responsively, and humanely unless all its personnel are trained according to clearly defined training policies and programs.

13. Such policies and programs should assure that all new officers are provided with specific training for their individual responsibilities; that in-service personnel receive regular refresher and update training throughout their careers; that all persons holding specialized, supervisory, or command positions be specifically trained for their job responsibilities; that persons selected as trainers be qualified for their jobs by virtue of outstanding job performance and disciplinary histories and by completion of specialized instruction in training principles and techniques; and that officers' training histories be carefully and completely documented.

14. If properly implemented, the training policy and programs required by Paragraphs 12-20 in the proposed Consent Decree will enable the Steubenville Police Department and its personnel to serve its citizens and community in a lawful, effective, responsive, and humane manner. The training policies and programs required by the Consent Decree are consistent with sound and prevailing police practice throughout the United States, and with long-standing findings and recommendations of all the authoritative organizations that have investigated and written on this subject. These include the

American Bar Association Project on Standards for Criminal Justice (Standards Relating to the Urban Police Function, New York: American Bar Association, 1973); the Commission on Accreditation for Law Enforcement Agencies, Inc., (Standards for Law Enforcement Agencies, Fairfax VA: Commission on Accreditation for Law Enforcement Agencies, Inc., 1994); the National Advisory Commission on Criminal Justice Standards and Goals (Police, Washington DC: US Government Printing Office, 1976); and the President's Commission on Law Enforcement and Administration of Justice (Task Force Report: The Police, Washington DC: US Government Printing Office, 1967).

15. Police departments must implement and enforce clear policies concerning several sensitive areas of operations. These include use of non-lethal and deadly force; drawing and display of weapons; use of roadblocks; vehicle pursuits; hostage and barricade situations; off-duty responsibilities; and off-duty gun use.

16. Absent such policies and related training, officers are compelled to make decisions concerning life and death on an *ad hoc* basis, while they are immediately involved in fast-breaking and emotional field situations. Two consequences result: first, in their haste to do something, and to do it quickly, officers often choose the wrong course of action; second, because no policies or rule govern their behavior in such situations, officers cannot fairly be held accountable for choosing the wrong course of action.

17. The policies, reporting requirements, and enforcement mechanisms related to use of non-lethal and deadly force; drawing and display of weapons; use of roadblocks; vehicle pursuits; hostage and barricade situations; off-duty responsibilities; and off-duty gun use required by paragraphs 21-23 of the proposed Consent Decree are in accord with sound and prevailing police practice throughout the United States. If properly implemented, they will assure that officers are given meaningful guidance in their most critical decisions. This will save lives; protect citizens' rights, dignity, and property; make it possible to hold officers properly accountable for their actions; and enable the police department to constantly review the adequacy of its policies and training in these areas.

18. In virtually every relevant study, it has been found that perceived police discrimination in field interrogation practices has been a major cause of minority communities' dissatisfaction with police. It also has been long recognized by police that, properly conducted, police field interrogations (also variously called "stop, question, and frisk" or "Terry stops," for Terry v. Ohio, 392 U.S. 1, 1968) are a valuable police crime fighting tool. Often, crimes are solved when investigators learn that patrol officers have stopped and questioned a suspicious person near the scene of a crime that was discovered only later.

19. Unless Terry stops are thoroughly documented and reviewed by police officials, there is no way to determine

whether officers exercise this power in discriminatory or otherwise improper fashions. If properly implemented, the field interrogation policies and review procedures required by Paragraphs 24-25 of the proposed Consent Decree will make it possible to properly supervise this sensitive area of police operation. These policies and procedures will also make field interrogations in Steubenville a more valuable crime-fighting tool.

20. Reasonable police administrators and other public officials have come to recognize the existence of a category of so-called "contempt of cop" arrests which typically involve charges in which officers are the only complainants. Such charges include assaults on officers; resisting arrest; and such public order offenses as disorderly conduct; public intoxication; and obstruction of justice. Review of such charges, including my own research, indicates that some small percentage of officers repeatedly are involved in such cases, while others rarely or never make such arrests. This research also shows that such charges often are filed because officers were offended by citizens' demeanor rather than to accomplish any legitimate law enforcement purpose.

21. Reasonable and competent police administrators also recognize that some officers abuse their powers to stop, search, and seize, with the consequence that they build lengthy records of arrests for possessory crimes not connected to other charges. For reasonable and competent administrators, such arrests raise a

critical question: it is one thing for a patrol officer who has arrested a person on another charge (e.g., a robbery or larceny) to find during a search pursuant to arrest that a suspect is carrying drugs or weapons in a pocket or vehicle trunk; but absent such authorization to be in peoples' pockets or car trunks, how does an officer make such a discovery without conducting an unconstitutional search?

22. Recognizing the possibility that both contempt of cop arrests and arrests exclusively for possessory crimes may involve improper police behavior, reasonable and competent police administrators throughout the United States scrutinize both types of events carefully. It is my opinion that, if properly implemented, the reporting, investigative, and review procedures for these cases required by Paragraph 27 of the proposed Consent Decree will enable the Steubenville Police Department to assure that its officers are held properly accountable for fairly enforcing laws involving crimes against themselves and/or the public order, as well as those that define possessory offenses.

23. Prevailing police standards in the United States dictate that primary responsibility for internal affairs function be vested in one individual and/or unit, and that related procedures (e.g., acceptance, investigation, review and disposition of complaints) be clearly defined and made available to both members of the public and members of a police agency. These procedures should encourage citizens' commentary, both positive and negative, about police performance and should

establish no impediments to such reports. They should also define the investigative process, requiring investigators to document cases thoroughly by, for example, obtaining verbatim accounts from all parties, and presenting relevant photographic or taped evidence. These procedures should also require that all complaint investigations be carried through to final disposition, that officers' career histories be included among the factors considered in disposition, and that officers and complainants be promptly advised of findings and the reasons therefor.

24. Paragraphs 33-63 of the proposed Consent Decree are a statement of prevailing United States police standards for internal affairs and citizens' complaint procedures and how they apply to Steubenville. It is my opinion that, if properly implemented in Steubenville, the policies and procedures defined in paragraphs 33-63 will result in an improved quality of service; a higher degree of police morale; greater police accountability; and improved police-community relations.

25. Because police officers so often work in low visibility settings, out of the sight of their supervisors, commanders, and objective witnesses, meaningful police supervision is a difficult task. Recognizing this, reasonable and competent police administrators throughout the United States have adopted a variety of tools for assuring that officers conduct themselves appropriately. These techniques include review of criminal cases in which it has been ruled that officers' searches or

interrogations were unconstitutional; review of civilian complaints, civil suits, and criminal charges against officers; and review of officers' reports of misconduct by their colleagues. In addition, these techniques include such disciplinary action as remedial training, counseling, assignment to a field training officer, transfer, and reassignment. Adoption of such techniques by the Steubenville Police Department, as required by Paragraphs 65-70 of the proposed Consent Decree, would bring the agency into accord with prevailing United States police standards for supervision of officers, and will enhance the quality of police service in Steubenville.

26. The most important and expensive resource in police work is personnel. Indeed, in all but the very smallest United States police agencies, direct personnel costs account for more than 90 percent of all expenditures. Reasonable and competent United States police administrators understand that monitoring their personnel requires the regularized collection and analysis of a great deal of information concerning their performance. If properly implemented, the personnel data collection and analysis system required in Paragraphs 71-77 will bring the Steubenville Police Department into accord with relevant and prevailing United States standards for personnel management, and will enhance the quality of police service in Steubenville.

27. No police agency can effectively operate without a formal personnel evaluation system. Such a system requires an

analysis of all employees' jobs; establishment of objective criteria to measure job performance; training of supervisors so that they can evaluate employees on these criteria; careful and documented supervisory observation of employees' performance and analysis of documentation of employees' accomplishments and shortcomings; and periodic face-to-face evaluation sessions in which supervisors discuss their written evaluations of employees' performance, giving concrete directions and suggestions for improvement. These evaluations and employees' responses to them (e.g., in terms of self-improvement efforts and/or changes in actual performance) should serve as a major part of a reward and incentive system. If properly implemented, adoption of a performance evaluation system as required in Paragraphs 78-79 of the proposed Consent Decree would bring the Steubenville Police Department into accord with relevant and prevailing United States police standards.

28. The provisions for evaluating the Steubenville Police Chief required by Paragraph 79 of the proposed Consent Decree are reasonable and in accord with prevailing United States police practice. It also is my opinion that, properly implemented, such a system will greatly enhance the accountability of the police department and its chief, and thus, will improve their performance.

29. The job of the police chief executive is one of the most difficult and sensitive in all of government. Police chiefs set enforcement policies and priorities and, in large measure,

shape decisions about gets arrested, ticketed, or even shot. Further, the skills required of police chiefs are quite different from those that may define success at lower levels in a police agency. The police chief must be qualified by character, training, ability, and reputation as a leader whose priority it is to enhance the quality of his or her community's life, safety, and order. The position of police chief is so important and critical that it requires as large a talent pool of candidates as may be mustered. Any policy that limits eligibility for this position to people already employed in a police agency sets an artificial barrier to improved police performance.

30. The provisions for appointing and evaluating police chiefs in Steubenville required by Paragraph 80 of the proposed Consent Decree are reasonable and in accord with prevailing police practice throughout the United States. I know with specificity through my work as a Commissioner of the Commission on Accreditation of Law Enforcement Agencies that many of the most highly regarded police agencies in Ohio have long made it a practice to actively encourage external participants in police chief applicant pools and have eventually been led with great success by such external candidates.

31. It is widely recognized that police work is an extremely stressful occupation. Police officers work unorthodox hours that may estrange them from their families and friends. Police officers see the community's tragedies and worst people and events. They deal on a regular basis with emergencies,

death, abandonment, addiction, drunkenness, madness, abuse, violence, theft, and insoluble problems. Reasonable and competent police administrators, officers, and labor representatives throughout the United States have come to recognize that this experience takes a toll on officers. Consequently, police employee assistance programs have become such a standard part of police life in the United States that the absence of such a program is a violation of prevailing police practice.

32. The employee assistance program required by Paragraph 81 of the proposed Consent Decree is in accord with prevailing United States police practice.

33. All of the requirements of the proposed Consent Decree, as well as the methods of achieving them, are reasonable and in accord with prevailing police practice in Ohio and throughout the United States.

34. None of the requirements of the proposed Consent Decree and none of the methods of achieving them present any impediments to effective policing or interfere in any way with the lives, safety, work, or rights of Steubenville officials, police officers, or the public. The Consent Decree simply requires good police practice as it is defined throughout the United States.

I declare under penalty of perjury that the foregoing is true and correct. Executed on August 28, 1997



James J. Fyfe Ph.D.

VITA

AUGUST 1997

JAMES J. FYFE

Residence: Available on request

Phone and FAX: (609) 497-1061

Present Position: Professor of Criminal Justice
and Senior Public Policy Research
Fellow
Temple University
Department of Criminal Justice
512 Gladfelter Hall
Philadelphia PA 19104
(215) 204-1670
FAX (215) 204-3872

Born: February 16, 1942
Brooklyn, New York

Education:

B.S., Criminal Justice, John Jay College of Criminal
Justice, City University of New York, 1971

M.A., Criminal Justice, State University of New York at
Albany, 1972 (essay: "New York City Police Attitudes
Toward Promotional Criteria," 148 pages, with Carl E.
Pope)

Ph.D., Criminal Justice, State University of New York at
Albany, 1978 (dissertation: "Shots Fired: An
Examination of New York City Police Firearms
Discharges," 717 pages)

Honors and Awards:

New York City Police Department Scholarship to S.U.N.Y.,
Albany, School of Criminal Justice, 1971-1972

Ford Foundation Criminal Justice Practitioner's Fellowship,
1972-1973

New York City Police Foundation Grant for Graduate Study at
S.U.N.Y., Albany, School of Criminal Justice, 1972-1973

Distinction, Criminal Justice Administration Doctoral
Comprehensive Examination, S.U.N.Y., Albany, 1972

Interagency Fellow, U.S. Civil Service Commission, Executive
Seminar Center, Kings Point, N.Y., 1976

American Society for Public Administration Annual Award for
Outstanding National Contribution to Criminal Justice
Administration, 1979

The American University School of Justice Annual Award for
Outstanding Research and Scholarly Contributions, 1981

The American University School of Justice Annual Award for Service to the University Community, 1983
The American University School of Justice Annual Award for Outstanding Teaching, 1985
State University of New York, School of Criminal Justice, Annual Award to Outstanding Alumnus, 1985
The American University School of Justice Student Council Award for Professor of the Year, 1987
University of Louisville, School of Justice, Alumni Association Annual Award for Professional Service, 1989
John Jay College of Criminal Justice, Annual Award to Outstanding Alumnus, 1990
Sam Houston State College, Center for Criminal Justice, Beto Distinguished Lecture, 1991.
New York City Police Department, Commendation, 1993.
American Academy for Professional Law Enforcement, Person of the Year, 1993.
Concerned Alliance for Professional Policing, Annual Police Management Award, 1995.

Employment History

New York City Police Department:

June - October 1963: Police Academy Recruit
October 1963 - January 1971:
Patrolman in the 84th Precinct, Brooklyn Heights/Borough Hall area. Earned seven departmental citations.
January 1971:
Promoted to sergeant after having attained the second highest written examination grade among 18,067 candidates.
February - July 1971:
Patrol sergeant in the 18th Precinct, Times Square.
July -August 1971:
Patrol sergeant in the 114th Precinct, Queens.
August 1971 - August 1972:
Paid leave of absence to pursue graduate studies at S.U.N.Y., Albany.
August 1972 - June 1973:
Unpaid leave of absence to continue graduate studies.
June - October 1973:
Patrol sergeant in the 114th Precinct, Queens.
October 1973 - January 1976:
Chairman, Police Science Department, Police Academy; researched and developed a new entry training curriculum, subsequently evaluated by the New York State Board of Regents as the equivalent of 35 undergraduate semester hours; editor and principal writer of two editions of an original 750 page recruit guide; supervised and coordinated 22 instructors teaching a student body of 2,200; developed

examinations and standards of performance; classroom teaching of recruits, in-service personnel and civilian attorneys; curriculum evaluation.

January 1975 - April 1978:

Director, Police Academy Firearms Discharge/Assault Research Project; converted to computer mode all reported New York City police firearms discharges and assaults on officers, 1971-1975; data analysis, policy research and reports.

January 1976 - November 1977:

Executive Officer, Police Academy Management Training Unit; identified training needs of civilians and sworn supervisors at all department levels; curriculum development, liaison with public and private resource organizations; classroom teaching; developed and coordinated new pre-promotion to captain training program.

November 1977:

Promoted to lieutenant after having attained the third highest examination grade among 2,651 candidates.

November 1977 - February 1978:

Commanding Officer, Police Academy Management Training Unit; supervised and coordinated a staff of six instructors responsible for all training of supervisors and managers.

February 1978 - August 1979:

Coordinator, Police Academy Executive Development Program; developed and delivered funded seminar program for all captains and above; liaison with funders, organizations, institutions, and individuals participating in program.

American University:

Associate Professor, School of Justice, 1979-1986 (tenured 1982).

Professor, School of Justice, 1986-1988.

Professor, Department of Justice, Law and Society, 1988-1992 (department chair, 1988-1990).

Police Foundation:

Senior Fellow, 1979-1987: program research and grant development.

Contracts and Grantmanship

1979: Police Foundation. \$12,000 for study of police deadly force.

1979: Ford Foundation; wrote successful proposal for \$250,000 for study of police beat organization and management. Project directed by a fulltime Police Foundation staff member.

1980: United States Department of Justice, Law Enforcement Assistance Administration. Primary consultant on development and implementation of LEAA funded grant (\$382,000) to NAACP and Police Foundation to review statutes and policies on police use of deadly force, and to seek reform where appropriate; Director of \$165,000 NAACP subcontract to Police Foundation.

1981: Ford Foundation, \$80,000 for study of police use of deadly force. Drafted amici curiae brief in Tennessee v Garner and directed campaign to draw joiners.

1984: United States Department of Justice, National Institute of Justice: wrote successful proposal on behalf of Police Management Association for \$70,000 police training program.

1985: United States Department of Justice, National Institute of Justice: primary author of successful proposal for \$398,000 study of inner-city crime and crime prevention programs. Project directed by a fulltime Foundation staff member.

1985: Dade County, Florida, and Ford Foundation; \$250,000 for Police-Citizen Violence Reduction Experiment.

1993: Philadelphia Police Advisory Commission: \$7,500 for training course.

1996: United States Department of Justice, National Institute of Justice, and Philadelphia Housing Authority: (with Jack R. Greene and Susan Wheelan) \$298,000 for implementation and evaluation of community policing program in Philadelphia public housing.

1996: United States Department of Justice, National Institute of Justice: (with Jack R. Greene) \$413,000 for Empirical Study of Police Officers Separated from the New York City Police Department for Brutality or Corruption, 1975-1996.

1996: United States Department of Justice, Bureau of Justice Assistance: (with John Goldkamp) \$50,000 for evaluation of police strategic homicide initiatives.

1997: United States Department of Justice, Civil Rights Division: \$11,000 for evaluation of police customs, policies, and practices in Steubenville, Ohio.

Other Professional

Experience:

Research Assistant, S.U.N.Y., Albany, 1972.
Teaching Assistant, S.U.N.Y., Albany, 1973.
Adjunct Assistant Professor of Police Science, John Jay
College of Criminal Justice, 1974-1979.
Expert witness and consultant in more than 300 police
related civil rights court actions.
Editorial Consultant, Brooks-Cole Publishing Company,
1981-present.
Deputy Editor, Justice Quarterly, 1983-1985.
Contributing Editor, Criminal Law Bulletin, 1982-1988; 1996-
present.
Member, International Association of Chiefs of Police Deadly
Force Advisory Committee, 1988-1990.
Member, National Institute of Justice Toy Gun Marking Task
Force, 1989-1990.
Commissioner, Commission on Accreditation for Law
Enforcement Agencies, Inc., 1989-present.
Editor, Justice Quarterly, 1989-1992.
Member, District of Columbia Select Committee on Fiscal and
Budget Priorities, 1989-1991; 1994-present.
Member, Selection Committee, Council for International
Exchange of Scholars, 1990 United Kingdom Police
Professional Fulbright Scholarships; Chair, 1991-1995.
Grant Reviewer, National Institute of Justice, 1990-present.
Member, National Committee for a Police Cadet Corps.
Member, United Nations Association of the United States,
Advisory Committee on Drug Policy.
Associate Consultant, Journal of Criminal Law and
Criminology, 1990-present.
Vice Chair, Police Section, Academy of Criminal Justice
Sciences, 1992-1994.
Associate Editor, Journal of Criminal Justice Education,
1996-present.
New York City Police Department:
Hostage Situation Review Committee, 1993.
Resistant Subjects Task Force, 1994.
Officer-Officer Confrontation Committee, 1994.
Occasional Reviewer:
Journal of Criminal Justice
Criminal Justice and Behavior
Justice Quarterly
Justice Professional
Criminology
Journal of Quantitative Criminology
American Journal of Police
American Journal of Criminal Justice
Violence and Victims
Police Studies
Public Administration Review
Journal of Research in Crime and Delinquency

Social Problems
Sociological Spectrum
Social Science Quarterly
Studies in Law, Politics and Society: An Annual Review
National Science Foundation
Bureau of Justice Assistance
Harcourt-Brace Jovanovich
McGraw-Hill
Sage Publications
Northeastern University Press

Consultant:

Schenectady, New York, Police Department, 1973.
Chicago Law Enforcement Study Group, 1978-1982.
U.S. Civil Rights Commission, 1978.
Center for Community Change, 1979-1980.
U.S. Department of Justice, Community Relations Service,
1979-1985.
U.S. Department of Justice, Civil Rights Division, 1979 -
1980.
American Congress of Educators, 1980.
National Institute of Mental Health, 1980 - 1983.
NAACP Legal Defense Fund, 1980 - 1985; 1991 - present.
U.S. Department of Justice, National Institute of Justice,
1982-1985.
U.S. Department of Justice, Bureau of Justice Statistics,
1983.
Advanced Research Resources Organization, 1981 - 1987.
Arizona Attorney General, 1984-1986; 1990-1993.
New Mexico Attorney General, 1984-1986; 1992-present.
City of Miami, 1984-1990.
City of Oakland CA, 1985-1990.
City of Milwaukee, 1985.
Delaware Attorney General, 1985.
New York State Governor's Commission on Police Use of Deadly
Force, 1985.
U.S. Department of Justice, Federal Bureau of Investigation,
1986.
City University of New York, Graduate Center, 1986.
Dallas Police Department, 1987.
City of Houston, 1987-1990.
City of Alameda CA, 1988-1990.
Pennsylvania State University, 1988.
City of Bloomington IN, 1988.
University of Wisconsin - Milwaukee, Office of Juvenile
Justice and Delinquency Prevention Grant on Minorities
in the Juvenile Justice System, 1988-1989.
City of Albuquerque, 1989-present.
City of San Jose, 1989-1994.
City of San Francisco, 1989-1994.
City of Hayward CA, 1990-1992.
Chatham County GA, 1990-1991.

City of Los Gatos CA, 1992.
City of Boston, 1992-1994.
Nashville-Davidson County, 1992-present.
City of New York, 1993-present.
KPMG Peat, Marwick, Mitchell, 1994-95.
City of Yonkers NY, 1996.
City of Alexandria VA, 1996.
Atlantic City NJ, 1996.
U.S. Department of Justice, Civil Rights Division, 1996-present.
Crime and Justice Research Center, 1996-present.

Testified as expert on police policies and practices in federal and state courts in Alabama, Arizona, Arkansas, California, Colorado, Connecticut, Delaware, District of Columbia, Florida, Georgia, Illinois, Indiana, Kansas, Kentucky, Louisiana, Maine, Maryland, Massachusetts, Michigan, Mississippi, New Hampshire, New Jersey, New York, North Carolina, Ohio, Oklahoma, Oregon, Pennsylvania, South Carolina, Tennessee, Virginia, Wisconsin, Wyoming, and Canada.

Invited Guest Speaker:

The American University, School of Justice Seminar for Police Executives, Washington DC, April 1975.
Pennsylvania House of Representatives Hearings on Police Violence, Harrisburg PA, July 1978; Hearings on Philadelphia Police Advisory Commission, July 1995.
National Conference of Human Rights Workers, Nashville TN, October 1978.
Police Foundation, Police Executive Institute Seminars on Police Misconduct, February 1979, Chicago; April 1980, Dallas; May 1980, Los Angeles.
Northwestern University Traffic Institute Seminars on Police Deadly Force, Evanston IL, May 1979; May 1980; April 1980; New Orleans, January 1980; Orlando FL, December 1980.
Interfaith Council National Conference on Criminal Justice, New York, October 1979.
U.S. Department of Justice/Urban League National Conference on Police Deadly Force, Silver Spring MD, December 1979.
Police Executive Research Forum, Annual Meeting, Denver, February 1980.
Long Island University, C.W. Post Center, Twenty-fifth Anniversary, "Law Enforcement Day," Brookville NY, March 1980.
University of Cincinnati Symposium on Litigation Against the Police, Cincinnati, April 1980.
Center for Community Change, National Seminar on Community Leadership, Berkeley Springs WV, May 1980.
National Criminal Justice Forum, Columbus OH, June 1980.
National Association for the Advancement of Colored People, Annual Convention, Miami Beach, June 1980.

United States House of Representatives Committee on the District
 of Columbia, Hearings on Urban Violence, June 1980.
 Philadelphia City Council, Hearings on the Administration of the
 Philadelphia Police Department, October 1980; January 1993.
 University of Nebraska - Omaha, National Symposium on Police Use
 of Force, Omaha NE, November 1980.
 Delaware Police Chiefs' Council, Seminar on Police Use of Deadly
 Force, Dover DL, November 1980.
 National Conference of Christians and Jews, Symposium on Police
 Use of Deadly Force, San Jose CA, December 1980.
 American Academy for Professional Law Enforcement, Symposium on
 Police Use of Deadly Force, Philadelphia, November 1980.
 National College of District Attorneys, Experienced Prosecutors
 Course, Hilton Head SC, January 1981.
 Valencia Community College, Seminar on Police Use of Deadly
 Force, Orlando FL, January 1981.
 National Bar Association, Half Year Legislative Conference,
 Washington DC, April 1981.
 U.S. Department of Justice, Community Relations Service,
 Conference on Police and the Community, Washington DC, April
 1981.
 NAACP Legal Defense Fund, Inc., Lawyers' Training Institute,
 Warrenton VA, May 1981.
 Colorado District Attorneys' Council, Annual Conference, Aspen
 CO, June 1981.
 Massachusetts Criminal Justice Training Council, Seminar on
 Police Deadly Force, Boston MA, June 1981.
 FBI National Academy, National Executive Institute, Quantico VA,
 June 1981.
 FBI National Academy Associates, Annual Regional Meeting,
 Nashville TN, July 1981.
 FBI National Academy, Law Enforcement Executive Development
 Seminar, Quantico VA, August 1981; February 1982; January
 1983; July 1983; April 1989.
 NAACP Southeast Region Leadership Meeting, Atlanta GA, August
 1981.
 Harvard University Law School Civil Rights-Civil Liberties Law
Review Symposium on Criminal Justice Administration,
 Cambridge MA, October 1981.
 Michigan Civil Rights Department Hearings on Police Brutality,
 Detroit MI, October 1981.
 Washington Center for Learning Alternatives, Washington DC,
 October 1981.
 NAACP Los Angeles Branch Annual Meeting, Long Beach CA, December
 1981.
 Broward Community College, Ft. Lauderdale FL, Seminar on Police
 Deadly Force, January 1982.
 Old Dominion University, Symposium on Ethics in Criminal Justice,
 Norfolk VA, April 1982.
 Rutgers University School of Law, Symposium on Racial Violence in
 America, Newark NJ, April 1982.

Chicago Police Department, Command Staff Lecture Series, October 1982.

University of California-Berkeley, School of Law, Center for Study of Law and Society, October 1982.

District of Columbia League of Republican Women, November 1982.

FBI National Academy, Distinguished Lecturer Series, Quantico VA, January 1983.

Roosevelt Center for American Policy Studies, Washington DC, April 1983.

United States House of Representatives, Subcommittee on Criminal Justice, Hearings on the Exclusionary Rule and Fourth Amendment Legislation, April 1983.

U.S. Conference of Mayors, Annual Meeting, Denver CO, June 1983.

United States House of Representatives, Committee on the Judiciary, Subcommittee on Criminal Justice, Hearings on Alleged Brutality in the New York City Police Department, Brooklyn NY, November 1983.

University of Virginia, School of Law, Seminar on Criminal Law, Charlottesville VA, January 1984.

Clergy and Citizens Against Police Abuse, Hearings on Police Accountability, Boston MA, June 1984.

Roosevelt Center for American Policy Studies, "The American Debate," (syndicated radio and television show, debated US Attorney for District of Columbia on the exclusionary rule, Washington DC, July 1984).

National Black Police Association, Annual Meeting, Oakland CA, August 1984.

United States Conference of Mayors, Mayors Leadership Institute, Tampa FL, December 1984; Tucson AZ, April 1986.

University of Wisconsin - Milwaukee, Symposium on Guns and Violence, April 1985.

National Institute of Municipal Law Officers, Seminar on Section 1983 Litigation, Washington DC, April 1985.

United States Conference of Mayors, Annual Meeting, Anchorage AK, June 1985.

Police Misconduct Lawyers' Referral Service, Los Angeles CA, June 1985.

Niagara University, Seminar of Police Use of Deadly Force, Buffalo NY, November 1985.

Command Staff, Orlando (FL) Police Department, March 1986.

Indiana University, Bloomington IN, April 1986.

Central Florida Crime Commission, Orlando, April 1986.

University of Louisville, Southern Police Institute, March 1987; November 1987; April 1988; October 1988; April 1989; October 1989; April 1990.

National Lawyers' Guild, Annual Meeting, Washington DC, May 1987.

Southern Florida Community Council, Annual Meeting, Miami, June 1987.

Florida Institute of Law Enforcement, Seminar on Police Deadly Force, St. Petersburg FL, February 1988.

United States House of Representatives, Subcommittee on Civil and Constitutional Rights, Hearings on Affirmative Action and

Equal Employment Opportunity in the Federal Bureau of
 Investigation, March 1988; Hearings on Police Brutality,
 March 1991.
 Drug Policy Foundation, Annual Conference, Bethesda MD,
 October 1988.
 University of Alabama, Department of Criminal Justice,
 Annual Visiting Scholar Lecture, Tuscaloosa, March
 1989.
 University of Louisville, School of Justice Administration Alumni
 Association Banquet, April 1989.
 Washington Journalism Center, May 1989.
 Jersey City State College, Symposium on Firearms and
 Violence, Keynote Speaker, October 1989
 United States House of Representatives, Committee on the
 Judiciary, Subcommittee on Crime, Hearings on Proposed
 Police Corps, November 1989.
 Eastern Kentucky University, School of Police Studies,
 April 1990.
 Indiana University of Pennsylvania, Seminar on AIDS,
 April 1990.
 Florida Department of Law Enforcement, Executive
 Development Program, Tallahassee, June 1990;
 Fort Lauderdale, September 1990.
 District of Columbia, City Council, November 1990.
 United States House of Representatives, Committee on the
 Judiciary, Subcommittee on Civil Rights, Hearings on Police
 Brutality, March 1991.
 U.S. Conference of Mayors, Police Violence, April 1991.
 Penn State University, Student Association, Police Violence,
 April 1991.
 National Association of Transit Police Chiefs, Police Violence,
 April 1991.
 Americans for Effective Law Enforcement, Police Accountability,
 May 1991.
 Reston Youth Summit, Keynote Speaker, June 1991.
 University of Louisville, Southern Police Institute, Alumni
 Association, Annual Meeting, Greensboro NC, June 1991; Miami
 FL, July 1992.
 Reston Philosophers' Club, Reston VA, August 1991.
 Montgomery County (MD) Grand Jury, August 1991, testimony re:
 police deadly force.
 Sam Houston State University, Criminal Justice Center, Huntsville
 TX, Beto Distinguished Visiting Lecture, November 1991.
 United States House of Representatives, General Accounting
 Office, January 1992.
 Sam Houston State University, Law Enforcement Management
 Institute, February 1992.
 Phi Beta Kappa of Washington DC, February 1992.
 University of Texas - Dallas, Southwestern Law Enforcement
 Institute, March 1992.
 University of Maryland, School of Public Affairs, Crime and
 Justice in Washington, March 1992.

Association of Trial Lawyers of America, Washington DC, July 1992.
 C.W. Post College of Long Island University, December 1992.
 State University of New York at Stony Brook, January 1993.
 Investigative Reporters' Association, Los Angeles, February 1993.
 Northeast Association of Criminal Justice Sciences, Newport RI, June 1993.
 Montgomery County, MD, State's Attorney, July 1993.
 Pennsylvania State University, September 1993.
 Indiana University of Pennsylvania, October 1993.
 American Bar Association, National Summit on Crime and Violence, Keynote Speaker, Washington DC, January 1994.
 New Jersey Criminal Justice Educators' Association, May 1994.
 FBI Academy, International Programs, Lectures to Foreign Police Officials, October 1994 (Hungary); January 1995 (Argentina); May 1995 (Jordan).
 Practising Law Institute, Program on Police Civil Liability, New York, October 1994; October 1995.
 Committee for an Effective Crime Policy, Washington DC, December 1994.
 Virginia Commonwealth Attorneys' Association, Richmond, April 1995.
 United States Civil Rights Commission, Hearings on Racism in Policing, Washington DC, October 1995.
 United States Senate, Committee on the Judiciary, Hearings on the Conduct of the FBI and the ATF at Waco, Washington DC, October 1995.
 Mercer County College, West Windsor NJ, November 1995.
 Harvard University Law School, Symposium on "Police, Lawyers, and the Truth," Cambridge MA, November 1995.
 American Society of Criminology, Plenary Session on Effects of O.J. Simpson Case, Boston, November 1995.
 Pennsylvania State University, Police Executive Development Program, Horsham PA, December 1995; December 1996.
 Philadelphia Bar Association, Moderator of Panel "Police Misconduct and the Role of Special Commissions," Philadelphia, March 1996.
 Rutgers University, School of Criminal Justice, "Race and the Police," Newark NJ, April 1996.
 Temple University Downtown Club, "Who Polices the Police?," Philadelphia, April 1996.
 New South Wales Police Association, Bi-Ennial Meeting, Wollongong, NSW, Australia, May 1996.
 Royal Commission to Investigate Police Corruption in the New South Wales Police Service, Sydney, Australia, May 1996.
 Rutgers University, School of Law, Camden NJ, September 1996.
 American Society for Public Administration, Northeastern Regional Meeting, Princeton NJ, October 1996.
 New Hampshire Police Accreditation Coalition, Lebanon NH, February 1997.
 National Association of Travel Executives, New York, April 1997.

United States Senate Committee on the Judiciary, Hearings on Drug Related Corruption of Law Enforcement at the United States Borders, May 1997.

Old Dominion University, Norfolk VA, May 1997.

John Jay College of Criminal Justice, NYC, Keynote Speaker, International Conference on Community Policing, June 1997.

National Coalition on Police Accountability, Annual Meeting, Philadelphia, August 1997.

Many national and local radio and television appearances and interviews (eg., CBS "Evening News"; "Sunday Morning," "Up to the Minute;" "Nightwatch;" "48 Hours;" "Face the Nation." ABC "World News Tonight," "Nightline;" "Good Morning, America;" "This Week with David Brinkley;" NBC "Dateline;" NBC "National News;" NBC "First Camera;" NPR "All Things Considered," "Morning Edition;" "Talk of the Nation;" "Radio Times;" PBS, "McNeil-Lehrer News Hour;" CNN "Headline News;" "Larry King Live;" "Both Sides with Jesse Jackson;" Voice of America; BIZNET "Ask Washington."

Articles in Professional Journals and Periodicals:

1. "There Are Students and There Are Students," Spring 3100 Magazine, March-April 1978.
2. "The Big Picture," Spring 3100 Magazine, May- June 1978.
3. "Deadly Force," FBI Law Enforcement Bulletin, December 1979.
Reprinted in:
Los Angeles Times, Sunday, January 13, 1980.
John Kaplan and Jerome Skolnick, Criminal Justice: Cases and Materials, second, third, fourth editions, Mineola NY: Foundation Press, 1982, 1986, 1990.
Leonard Territo, ed., Police Civil Liability, Columbia MD: Hanrow Press, 1984.
4. "Administrative Interventions upon Police Shooting Discretion: An Empirical Examination," Journal of Criminal Justice, Winter 1979.
Reprinted in:
Fyfe, ed., Readings on Police Use of Deadly Force.
Steven G. Brandl and David E. Barlow, eds.,
Classics in Policing Cincinnati: Anderson Publishing, 1996.
5. "Geographic Correlates of Police Shooting A Microanalysis," Journal of Research in Crime and Delinquency, January 1980.

6. "Always Prepared: Police Off-Duty Guns," The Annals of the American Academy of Political and Social Science, November 1980.
 Reprinted in:
 Fyfe, ed., Readings on Police Use of Deadly Force. Daniel B. Kennedy and Robert J. Homant. eds., Police and Law Enforcement, volume 3, New York: AMS Press, 1984.
 Abraham S. Blumberg, ed., The Ambivalent Force, New York: Holt, Rinehart and Winston, 1985.
7. "The Cops and the Courts," American Bar Association Update, Winter 1981.
8. "Observations on Police Deadly Force," Crime and Delinquency, July 1981.
 Reprinted in:
 Fyfe, ed., Readings on Police Use of Deadly Force. Robert G. Culbertson, ed., Order Under Law, second edition, Prospect Heights IL: Waveland Press, 1984; third edition, 1988; fourth edition, 1992.
9. "Who Shoots? A Look at Officer Race and Police Use of Deadly Force," Journal of Police Science and Administration, December 1981.
10. "Blind Justice: Police Shootings in Memphis," Journal of Criminal Law and Criminology, Summer 1982.
 Reprinted in:
 Neil Alan Weiner, Margaret A. Zahn, and Rita J. Sagi, eds., Violence: Patterns, Causes, Public Policy New York: Harcourt Brace Jovanich, 1990.
11. "The New Quandary over Searches and Anonymous Tips," Law Enforcement News, July 11, 1983.
12. "When Police Seek to Reduce Their Authority," Law Enforcement News, January 21, 1985.
13. (With Steven L. Winter) "Tennessee v Garner: The Fleeing Felon Rule and the Fourth Amendment," Search and Seizure Law Reporter, September 1985.
14. (With Mark Blumberg) "A More Valid Test of the Justifiability of Police Actions," American Journal of Police, Fall 1985.
15. "Garner: The Issue Not Addressed," XIV:3 New York University Review of Law and Social Change, 1986.

16. "Police Use of Deadly Force: Research and Reform," Justice Quarterly (5:2, June 1988).
Reprinted in:
Chris Eskridge, ed., Criminal Justice: Issues and Problems, Prospect Height IL: Waveland Press, 1988.
George Cole, ed., Criminal Justice: Law and Politics, 6th edition, Monterey CA: Brooks-Cole, 1992).
Robert D. Crutchfield, George S. Bridges, and Joseph G. Weis, eds., Crime - Volume III -- Criminal Justice, Newbury Park CA: Pineforge Press, 1995.
17. "The Police-Citizen Violence Reduction Project," FBI Law Enforcement Bulletin 5:18, May 1989.
18. "We Need More Educated Police Officers," Law Enforcement News, December 15, 1989.
19. (with Jeffery T. Walker) "Garner Plus Five Years: An Examination of Supreme Court Intervention into Police Discretion and Legislative Prerogatives, American Journal of Criminal Justice, Spring 1990.
20. "Gains on the Problem of Police Brutality," The Public Perspective, July/August 1991.
21. "Let's Send Cops to College," Focus, (Monthly Magazine of Joint Center for Political and Economic Studies), August 1992.
22. "Response to Mastrofski and Uchida," Journal of Research in Crime and Delinquency, August 1993.
23. "Put Police Back on the Street," American Bar Association Journal, May 1994.
24. "Police Observational Research: Demeanor and Substance," Journal of Research in Crime and Delinquency, August 1996.
26. (with Jeanne M. Flavin and David I. Klinger), "Differential Police Response to Male on Female Spousal Violence," Criminology, August 1997.
26. "In Defense of Law Enforcement Accreditation," American Journal of Police, forthcoming.
27. (with Richard Berk and Alec Campbell), "Deployment of Violence: Los Angeles Police Canine Units," under review by Journal of Quantitative Criminology following revise and resubmit recommendation.
28. "Good Judgment? A Police Department as Defendant," in preparation.
29. (with David I. Klinger and Edem Avakame), "Mobilizing the Law: The Police and Felony Assault," in preparation.
30. (with Richard Berk and Alec Campbell), "Hollywood Bites: A Descriptive Analysis of the Use of Police Dogs in Los Angeles," in preparation.

Articles in Criminal Law Bulletin Enforcement Workshop Series:

1. "In Search of the Bad Faith Search," Criminal Law Bulletin, May/June 1982.
2. "Roadblocks and Roving Stops," Criminal Law Bulletin, July/August 1982.
3. "Ross: Making the Policeman's Lot a Happier One," Criminal Law Bulletin, September/October 1982.
4. "Controlling Police Deadly Force Through Local Law," Criminal Law Bulletin, November/December 1982.
5. "The Los Angeles Chokehold Controversy," Criminal Law Bulletin, January/February 1983.
6. "Detective McFadden Goes Electronic," Criminal Law Bulletin, March/April 1983.
7. "The NIJ Study of the Exclusionary Rule," Criminal Law Bulletin, May/June 1983.

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8. "What is 'Representation'? When Does It Matter?", Criminal Law Bulletin, July/August 1983.
9. "Arrests on Reasonable Suspicion," Criminal Law Bulletin, September/October 1983.
10. "Fleeing Felons and the Fourth Amendment," Criminal Law Bulletin, November/December 1983.
11. "Oregon v Bradshaw: What's Happening Here?", Criminal Law Bulletin, March/April 1984.
12. "Oliver v United States: Legitimate Police Illegality," Criminal Law Bulletin, September/October 1984.
13. "The Expert Witness in Suits Against Police (Part I)," Criminal Law Bulletin, May/June 1985.

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Patrick Anderson and L. Thomas Winfree, eds., Expert Witnesses, Albany NY: State University of New York Press, 1987.

Practising Law Institute, Section 1983 Civil Rights Litigation and Attorneys' Fees, 1994, Litigation Course Handbook H-511 (New York: Practising Law Institute, 1994).

14. "The Expert Witness in Suits Against Police (Part II)," Criminal Law Bulletin, November/December 1985.

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15. "The Supreme Court's New Rules for Police Deadly Force," Criminal Law Bulletin, January/February 1986.

Book Chapters:

1. "Reducing the Use of Deadly Force: The New York City Experience," in United States Department of Justice, Community Relations Service, Police Use of Deadly Force: What Police and Communities Can Do About It, Washington, DC: USGPO, 1979.
2. "Regulating Police Practices," in United States Civil Rights Commission, Police Practices and the Preservation of Civil Rights, Washington, DC: USGPO, 1979.
3. "Race and Extreme Police-Citizen Violence," in R. L. McNeely and Carl E. Pope, eds., Race, Crime, and Criminal Justice: An Anthology, Beverly Hills, CA: Sage Publications, 1981.
Reprinted in Fyfe, ed., Readings on Police Use of Deadly Force.
4. "Foundations of American Police Authority," in Joseph Grau, ed., Criminal and Civil Investigation Handbook, New York, McGraw-Hill, 1981.
Reprinted in second edition, 1993.
5. "Toward a Typology of Police Shootings," in James J. Fyfe, ed., Contemporary Issues in Law Enforcement, Beverly Hills, CA: Sage Publications, 1981.
6. "A Model State Law on Police Use of Deadly Force, With Commentary," in National Association for the Advancement of Colored People, Police Citizen Violence: An Organizing Guide for Community Leaders, New York: NAACP, 1983.
7. "A Model Local Ordinance on Police Use of Deadly Force, With Commentary," in National Association for the Advancement of Colored People, Police Citizen Violence: An Organizing Guide for Community Leaders, New York: NAACP, 1983.
8. "A Model Police Department Policy on Police Use of Deadly Force, With Commentary," in National Association for the Advancement of Colored People, Police Citizen Violence: An Organizing Guide for Community Leaders, New York: NAACP, 1983.
9. "Police Dilemmas in Processing Elderly Offenders," in Evelyn S. Newman, Donald J. Newman, and Mindy Gewirtz, eds., Elderly Criminals, New York: Oelgeschlager, Gunn & Hain, 1984.
10. "Reviewing Citizens' Complaints Against Police," in James J. Fyfe, ed., Police Management Today: Issues and Cases, Washington DC: International City Management Association, 1985.
11. "Integrity in Justice Institutions," in Robert Cleary, ed., The Role of Government in the United States, Lanham MD: University Press, 1985.

12. "The Split-Second Syndrome and Other Determinants of Police Violence," in Anne T. Campbell and John J. Gibbs, Violent Transactions, Oxford: Basil Blackwell, 1986.
 Reprinted in:
 Geoffrey Alpert and Roger Dunham, eds., Policing Urban America, Prospect Height IL: Waveland Press, first edition, 1989; second edition, 1993; third edition, 1997.
 James Inciardi, Introduction to Criminal Justice, third edition (New York: Harcourt, Brace, Jovanovich, 1993).
13. "Police Shooting Environment and License," in Travis Hirschi and Joseph Scott, eds., Controversial Issues in Criminal Justice, Beverly Hills, CA: Sage Publications, 1988.
14. "Deadly Force," in William C. Bailey, ed., Encyclopedia of Police Science, Houston TX: Garland Publishing Co., 1989.
15. "Controlling Police Vehicle Pursuits," in James J. Fyfe, ed., Police Practices in the 90s: Key Management Issues, Washington DC: International City Management Association, 1989.
16. "Good Policing," in Brian Forst, ed., The Socioeconomics of Crime and Justice (Armonk, New York: M.E. Sharpe, 1993).
 Reprinted in:
 Stan Stojkovic, John Klofas, and David Kalinich, eds., The Administration and Management of Criminal Justice Organizations, 2nd ed. (Prospect Heights IL: Waveland Press, 1994).
 Geoffrey Alpert and Roger Dunham, eds., Policing Urban America, Prospect Height IL: Waveland Press, first edition, 1989; second edition, 1993; third edition, 1997.
17. "Cops and Robbers in Academe: Editing Justice Quarterly," in James J. Fyfe and Rita J. Simon, eds., Editors as Gatekeepers: Getting Published in the Social Sciences (Boston: Rowman and Littlefield, 1994).
18. "Training Police to Minimize Excessive Use of Force," in Hans Toch and William Geller eds., And Justice for All (Washington DC: Police Executive Research Forum, 1995).
 Reprinted in Geller and Toch, Police Violence (New Haven: Yale University Press, 1996).
19. "Did the Police Do the Right Thing? Where to Find Out," in Practising Law Institute, Section 1983 Civil Rights Litigation and Attorneys' Fees, 1995, Litigation Course Handbook (New York: Practising Law Institute, 1995).
20. "Structuring Police Discretion," in John Kleinig, ed., Handled with Discretion: Ethical Issues in Police Decision Making (Boston: Rowman and Littlefield, 1996).
21. (with Robert Kane), "Police Brutality," in Ronald Gottesman and Mauricio Mazon, eds., Encyclopedia of Violence in the United States (New York: Scribner and Sons, in progress).

22. (with Robert Kane), "Police Use of Force," in Ronald Gottesman and Mauricio Mazon, eds., Encyclopedia of Violence in the United States (New York: Scribner and Sons, in progress).

Books:

1. editor, Contemporary Issues in Law Enforcement, Beverly Hills, CA: Sage Publications, 1981.
2. editor, Readings on Police Use of Deadly Force, Washington, DC: Police Foundation, 1982.
3. editor, Police Management Today: Issues and Case Studies, International City Management Association, 1985.
4. editor, Police Practices in the 90s: Key Management Issues, Washington DC: International City Management Association, 1989.
5. (with Jerome H. Skolnick), Above the Law: Police and the Excessive Use of Force (New York: Free Press, 1993; paperback edition, 1994).
Sections reprinted in:
Los Angeles Times, April 1, 1993.
Yale Kamisar, Wayne R. LaFave, and Jerold H. Israel, Modern Criminal Procedure, eighth edition (St. Paul MN: West Publishing, 1994).
Paul A. Winters, ed., Policing the Police (San Diego: Greenhaven Press, 1995).
Margaret Paris and Andrew Taslitz, Constitutional Criminal Procedure, Mineola NY: Foundation Press, 1997).
6. editor, (with Rita J. Simon) Editors as Gatekeepers: Getting Published in the Social Sciences (Boston: Rowman and Littlefield, 1994).
7. (with Jack R. Greene, William F. Walsh, O.W. Wilson, and Roy McLaren) Police Administration, fifth edition (New York: McGraw-Hill, 1996).

Monographs:

1. (with Craig D. Uchida and Lawrence W. Sherman), Police Shootings and the Prosecutor in Los Angeles County: An Evaluation of Operation Rollout, Washington, DC: Police Foundation, 1981.
2. Police Personnel Practices - 1982, Baseline Data Reports, Vol. 15 No. 1, Washington, DC: International City Management Association, January 1983.
3. Police Personnel Practices - 1986, Baseline Data Reports, Vol. 18, No. 6, Washington DC: International City Management Association, November/December 1986.
Reprinted in:
Municipal Yearbook - 1986, Washington DC: International City Management Association, 1987.

Book Reviews:

1. (with Patrick V. Murphy) Yale Kamisar, Police Interrogations and Confessions, Journal of Criminal Law and Criminology, Summer 1983.
2. "Testing the Limits of Law Enforcement", an essay review of Hans Zeisel, The Limits of Law Enforcement, University of Michigan Law Review, February 1984.
3. Michael T. Charles, Policing the Streets, Contemporary Psychology, July 1988.
4. William Walsh and Edwin Donovan, The Supervision of Police Personnel: A Performance Based Approach, FBI Law Enforcement Bulletin, September 1991.
5. Eve S. Buzawa and Carl G. Buzawa, eds., Domestic Violence: The Changing Criminal Justice Response, and Lawrence W. Sherman, Policing Domestic Violence, Contemporary Sociology, March 1994.
6. Willie L. Williams, with Bruce B. Henderson, Taking Back Our Streets: Fighting Crime in America (New York: A Lisa Drew Book/Scribner, 1996), Philadelphia Inquirer, June 9, 1996.

Professional Presentations and Papers Read:

1. "Pretrial Publicity: A Consideration of the Issues," National Symposium on Crime and the Media, John Jay College of Criminal Justice, New York, NY, May 1973.
2. "The Impact of Direct Organizational Interventions Upon Police Shooting Discretion," Annual Meeting of the American Society of Criminology, Atlanta, GA, November 1977.
3. "Police Deadly Force in New York City: Some Implications for Police and Community Action," National Conference of Human Rights Workers, Nashville, TN, October 1978.
4. "Race and Extreme Police-Citizen Violence," Annual Meeting of the Academy of Criminal Justice Sciences, Cincinnati, OH, March 1979.
5. "Officer Race and Police Shooting," Annual Meeting of the American Society of Criminology, Philadelphia, PA, November 1979.
6. "Toward a Typology of Police Shootings," Annual Meeting of the Academy of Criminal Justice Sciences, Oklahoma City, OK, March 1980.
7. "Race and the Police: An Early Report on A Change Effort," Annual Meeting of the American Society of Criminology, San Francisco, CA, November 1980.
8. "Blind Justice: Police Shootings in Memphis," Annual Meeting of the Academy of Criminal Justice Sciences, Philadelphia, PA, March 1981.
9. "Police Homicides," Annual Meeting of the Western Society of Criminology, Newport Beach, CA, February 1982.
10. "Choosing to Kill: Ethics in Police Deadly Force," Old Dominion University Symposium on Ethics in Criminal Justice, Norfolk, VA, April 1982.

11. "Statement on the Exclusionary Rule," U.S. House of Representatives, Subcommittee on Criminal Justice, April 1983.
12. "Mayors and the State of American Policing," Annual Meeting of the U.S. Conference of Mayors, Denver, CO, June 1983.
13. "Police Shootings and Organizational License," Annual Meeting of the American Society of Criminology, Denver, CO, November 1983.
14. "Section 1983 Civil Rights Cases: What Has to be Demonstrated by the Expert for the Plaintiff to Recover Damages?," Annual Meeting of the American Society of Criminology, Denver, CO, November 1983.
15. "Police Educators as Police Trainers," Annual Meeting of the Academy of Criminal Justice Sciences, Chicago, IL, March 1984.
16. "Garner v Memphis: Police Shootings as Seizures," Annual Meeting of the American Society of Criminology, Cincinnati, OH, November 1984.
17. "Social Scientists as Expert Witnesses in Police Brutality Cases," Annual Meeting of the American Society of Criminology, Cincinnati, OH, November 1984.
18. (With Geoffrey Alpert) "Police Deadly Force: The Miami Experience," Annual Meeting of the Academy of Criminal Justice Science, Las Vegas NV, April 1985.
19. "Two Decades of Research on Police Deadly Force," Annual Meeting of the Academy of Criminal Justice Sciences, Orlando FL, March 1986.
20. "Reducing Police-Citizen Violence: The Metro-Dade Project," Annual Meeting of the American Society of Criminology, Atlanta GA, October 1986.
21. "The Metro-Dade Police/Citizen Violence Reduction Project: Summary and Recommendations," Annual Meeting of the American Society of Criminology, Montreal, November 1987.
22. "Statement on Affirmative Action and Equal Employment Opportunity in Law Enforcement," U.S. House of Representatives, Subcommittee on Civil and Constitutional Rights, Hearings on Affirmative Action and Equal Employment Opportunity in the Federal Bureau of Investigation, March 1988.
23. "Who Gets Tickets? Police Discretion in Routine Traffic Stops," Annual Meeting of the American Society of Criminology, Chicago, November 1988.
24. "Statement on Police Education and Proposed Police Corps," U.S. House of Representatives, Committee on the Judiciary, Subcommittee on Crime, Hearings on Proposed Police Corps, November 2, 1989.
25. "Statement on Police Wiretapping," U.S. House of Representatives, Committee on the Judiciary, Subcommittee on Courts, Hearings on Police Wiretapping, December 18, 1989.

26. (with Candace McCoy) "Who Sues the Sheriff?" Annual Meeting of the Academy of Criminal Justice Sciences, Denver, March 1990.
27. "AIDS and the Police," Annual Meeting of the American Society of Criminology, Baltimore, November 1990.
28. (with Jeanne M. Flavin) "Differential Police Processing of Assault Complaints," Annual Meeting of the Academy of Criminal Justice Sciences, Nashville, March 1991.
29. (with Jeanne Flavin) "Police Arrest Decisions and Domestic Violence," Law and Society Association, Amsterdam, June 1991.
30. "Police-Citizen Interaction at Routine Traffic Stops," Annual Meeting of the Law and Society Association, June 1991.
31. "Unnecessary Force and Outright Violence," Annual Meeting of the Law and Society Association, Philadelphia, June 1992.
32. "Good Policing," Annual Meeting of the Academy of Criminal Justice Sciences, Kansas City, March 1993.
33. "Training to Reduce Police-Citizen Violence," Annual Meeting of the Academy of Criminal Justice Sciences, Kansas City, March 1995.
34. "Structuring Police Discretion," John Jay College of Criminal Justice, National Symposium on Criminal Justice Ethics, May 1995.
35. "Statement on the Philadelphia Police Advisory Commission," Pennsylvania House of Representatives, Philadelphia, July 1995.
36. "Statement on the Waco Incident," U.S. Senate Judiciary Committee, October 1995.
37. "Maryanski v. Philadelphia: A Report on Police Custom, Practice, and Policy," Annual Meeting of the Academy of Criminal Justice Sciences, Las Vegas, March 1996.
38. "Lawsuits against Police: Some Effects," Annual Meeting of the American Society of Criminology, Chicago, November 1996.
39. "When Cops are on Trial: Police Expert Consultants and Witnesses," Advanced Criminal Law seminar, National Association of Criminal Defense Lawyers, Aspen CO, February 1997.
40. "Statement on Narcotics Corruption on the Mexican Border," U.S. Senate Caucus on International Narcotics Control, May 1997.

Consultant Papers and Research Reports:

1. "Dispatching One Man Radio Patrol Units to 'Family Dispute Calls' Without Assistance," New York City Police Department, November, 1976.
2. "Race and Armed Confrontation Between Police Officers," New York City Police Department, March, 1977.
3. (With Robert Houlihan and Ralph Bledsoe) "A Proposal for a New York City Police Department Executive Development Program," New York City Police Department, February, 1978.

4. "Police Patrol Research: State of the Art," Police Foundation, August, 1979.
6. "Philadelphia Police Shootings 1975-1979: A System Model Analysis," presented to U.S. Department of Justice, Civil Rights Division, March, 1980.
7. "Police Killings in Memphis," presented to the NAACP Legal Defense Fund, June, 1980.
8. "The Metro-Dade Police/Citizen Violence Reduction Project," presented to the Metro-Dade Police Department, March 1988.
9. (with others) "Financing the Nation's Capital: Report of the District of Columbia Commission on Budget and Financial Priorities," November 1990.
10. (With Frank A. Bolz and Mario Selvaggi) "Report of the Hostage Situation Review Committee," New York City Police Department, May 1993.
11. (with others) "The State of the Police," Report of the American Society of Criminology Task Force on the Police, March 1995.
Reprinted in The Criminologist, November 1995.
12. (with John Goldkamp and Michael White), "The Richmond, California, Police Strategic Homicide Initiative," U.S. Department of Justice, Bureau of Justice Assistance, July 1997.
13. (with others), "Report of the New York City Police Disciplinary Review Task Force," in progress.

Articles in Newspapers and Popular Periodicals:

1. "Don't Loosen Curbs on Cop Searches," Washington Post, Sunday, February 27, 1983.
Reprinted in:
Atlanta Journal-Constitution, Sunday, March 6, 1983. Deseret News, (Salt Lake City, UT), Saturday, March 5, 1983.
2. "For Police, Ignorance of the Law Is No Excuse," Washington Post, Saturday, April 30, 1983.
3. "Vigilante, Holster Your Gun," Washington Post, Sunday, January 6, 1985.
4. "Lesson of Philly: Plan, Don't Bomb," Miami Herald, Sunday, May 19, 1985.
5. "Should the Miranda Decision Be Overruled?," The American Forum, Gannett Syndicate, February 1986 (Pro-Con debate versus United States Attorney General Edwin Meese).
6. "Police! Don't Move!," Washington Post, Sunday, December 20, 1987.
7. "Police-citizen violence is not Metro's fault," Miami Herald, Friday, August 4, 1988.
8. "Lack of Skills Leads to Violence," Los Angeles Times, Tuesday, January 30, 1990.
9. (with Patrick V. Murphy), "D.C. Police: Trim the Fat," Washington Post, Tuesday, November 27, 1990.

10. (with Patrick V. Murphy), "D.C. Police: Trim the Fat (Cont'd.)," Washington Post, Monday, December 24, 1990.
11. "Use a Gun, Do Federal Time," New York Times, Friday, January 4, 1991.
12. "Why Crime Won't Stop?" Washington Post (Outlook), March 14, 1991. Reprinted in Atlanta Constitution, Atlantic City Press, Dallas Times-Herald, Honolulu Star-Bulletin, Houston Post, Miami Herald, Milwaukee Tribune, Montgomery Advertiser, San Antonio Star, Sacramento Bee, San Jose Mercury, Washington Post National Weekly, Wilmington Sunday News-Journal; Newsweek School Resources Unit, Winter 1992.
13. "LAPD: Confident in Brutality," Los Angeles Times, March 21, 1991. Reprinted in Houston Chronicle, Milwaukee Journal.
14. "Two and Five Don't Add Up," Washington Post (Close to Home), May 26, 1991.
15. "Punishing Cops for Misconduct," Atlanta Journal and Constitution, Sunday, May 3, 1992.
16. (with Jerome H. Skolnick) "Will They Do the Right Thing?," Los Angeles Times, March 3, 1993.
17. (with Jerome Skolnick) "A Case for Federal Prosecution," Los Angeles Times, April 18, 1993.
18. (with Jerome Skolnick) "Chokehold Defenders Crying Wolf," Los Angeles Times, May 6, 1993.
19. "Why Police Need Civilian Review Boards," Philadelphia Inquirer, May 10, 1993.
20. "A Police Test the Department Failed," Philadelphia Inquirer, September 7, 1995.
21. "When the Chief is a Chief in Name Only," Los Angeles Times, February 4, 1997.

Letters to the Editor:

1. "Not-So-Trigger-Happy New York City Police Officers," New York Times, December 26, 1979.
2. "Reaction to Jordan and Dominelli," Nation's Cities Weekly, January 26, 1981.
3. "Fyfe's 'Hunch' on Off-Duty Guns," New York Times, April 11, 1981.
4. "Correcting the Record," America, March 13, 1982.
5. "Response to 'The Politics of Crime'," Atlantic Monthly, November, 1982.
6. "Fleeing Felon Law Challenged," Clay Today (Orange Park, FL), September 13, 1983.
7. "Police Have Cut Back on Use of Guns," Newsday, August 11, 1985.

Training Programs:

1. (With others) "Police Students' Police Science Guide," New York City Police Department, 1973 (second edition, 1974).

2. "Avoiding Reflexive Response," Three hour multi-media training program presented to 22,000 New York City police officers, 1975.
3. "Supervision and Management," three-day program for Pennsylvania Chief Deputy Sheriffs, Allentown, March 1994.
4. "Reviewing Citizens' Complaints," three-day program for Philadelphia Police Advisory Commission, 1994.
5. "Reducing Police-Citizen Violence," two-day program for St. Petersburg Police Department, 1994.

Professional Memberships:

Academy of Criminal Justice Sciences (member, Organizational Priorities Committee, 1982; Awards Committee, Program Committee, 1985; Executive Counsellor, Police Section, 1990-1992; Vice-Chair, Police Section, 1992-1994; Academic Program Review Committee, 1991-present).

American Academy of Professional Law Enforcement

American Society of Criminology (member, Student Awards Committee, 1983-1984; Program Committee, 1987, 1990; Public Policy Committee, 1994-present).

International Association of Chiefs of Police

John Jay College Alumni Association

Police Executive Research Forum

S.U.N.Y. at Albany Alumni Association

Courses Taught:

Undergraduate:

Introduction to Criminal Justice

Introduction to Systems of Justice

Introduction to Problems of Justice

Policing in America

Police Administration I

Police Administration II

Police Patrol Function

Police Personnel Administration

Contemporary Issues in Law Enforcement

Civil Disorder

Organized Crime

History and Philosophy of Criminology

Graduate:

Graduate Survey: Processes of Justice

Graduate Survey: Theories of Justice

The Police and the Community

Seminar: Management and Policy Issues in Law Enforcement

Seminar: Contemporary Literature in Law Enforcement

Theoretical Bases of Law Enforcement

The Police and the Political System

Police Authority and Accountability

University Service:

American University

Chair, School of Justice Personnel Committee, 1979-80.
School of Justice Curriculum Committee, member 1979-80,
Chair, 1980-81, 1986-87
School of Justice Representative to College of Public
and International Affairs Management Task Force,
1980-81
School of Justice Applications and Awards Committee,
1980-81, 1982-83, 1984-85
School of Justice Rank and Tenure Committee, 1981-82
Chair, School of Justice Dean Search Committee, 1981-82
Chair, School of Justice Applications and Awards
Committee, 1981-82, 1986-87
University Conduct Council Review Board, 1981-82
Chair, School of Justice Rank and Tenure Committee,
1982-83, 1987-88
Chair, School of Justice Teaching Council, 1983-84
Chair, Subcommittee on the Future of the College of
Public and International Affairs, 1987
College of Public and International Affairs, Committee
on Detail, 1987
Chair, Department of Justice, Law and Society, 1987-89
University Senate Graduate Studies Committee, 1989-90
School of Public Affairs, Rank and Tenure Committee,
1990-92
Departmental Curriculum Committee, 1990-92
Departmental Program Review Committee, 1991-92.

Temple University

Department Graduate Studies Committee, (member 1992-
1995; chair, 1995-present)
Department Personnel Committee, 1992-present
College of Arts and Sciences Tenure Committee (member
1993-1995; chair 1995-present)
Department Search Committee, 1995-present.

References: Available on Request