

**POLICE ADVISORY COUNCIL BALLOT**

**Openings:** Eleven (11) full terms – 3 terms ending 12/03/2022, 4 terms ending 12/03/2023 and 4 terms ending 12/03/2024 (City Residency Required)

**Applications:** Seventeen (17) Applications

**PLEASE INITIAL YOUR SELECTION AND INDICATE WHICH TERM LENGTH**

| NAME OF APPLICANT                           | Comm. Simmons | Comm. Ward | Comm. Arreola | Comm. Hayes-Santos | Comm. Johnson | Comm. Saco | Mayor Poe |
|---|---------------|------------|---------------|--------------------|---------------|------------|-----------|
| Uretha Bostic<br>(also applied for SHIP)    |               |            |               |                    |               |            |           |
| Danielle Chanzas                            |               |            |               |                    |               |            |           |
| Robert Cohen<br>(member, former PAC)        |               |            |               |                    |               |            |           |
| Jeremy Davis                                |               |            |               |                    |               |            |           |
| Norbert Dunkel<br>(member, former PAC)      |               |            |               |                    |               |            |           |
| Evelyn Foxx<br>(member GCRAAB)              |               |            |               |                    |               |            |           |
| Milford Griner                              |               |            |               |                    |               |            |           |
| Colin Hines                                 |               |            |               |                    |               |            |           |
| Wayne Kemp<br>(also applied to GHRB)        |               |            |               |                    |               |            |           |
| Jeanna Mastrodicasa<br>(member, former PAC) |               |            |               |                    |               |            |           |

**VOTING WILL TAKE PLACE AT THE 12/3 COMMISSION MEETING**

**Continued on back →**

|   |  |  |  |  |  |  |  |
|---|--|--|--|--|--|--|--|
| Sheila Payne                                |  |  |  |  |  |  |  |
| Michael Perkins                             |  |  |  |  |  |  |  |
| Duncan Purves                               |  |  |  |  |  |  |  |
| Tara Richardson                             |  |  |  |  |  |  |  |
| Gilbert Rodriguez                           |  |  |  |  |  |  |  |
| Marie Small<br>(member GHRB and<br>CACCD)   |  |  |  |  |  |  |  |
| READVERTISE<br>FOR ADDITIONAL<br>APPLICANTS |  |  |  |  |  |  |  |

**VOTING WILL TAKE PLACE AT THE 12/3 COMMISSION MEETING**



City of Gainesville  
**Police Advisory Council**

## Board Details


The city commission shall appoint eleven members to the council. It is desired that the members be reflective of the racial, age, socio-economic and geographic diversity of the city. All members' permanent residence shall be within the municipal corporate limits of the City of Gainesville, Florida. Current employees of the city's police department are not eligible to serve on the council.

Each member shall be appointed to a 4-year term. However, to establish staggered terms, 3 initial appointees shall be appointed to a 2-year term, 4 initial appointees shall be appointed to a 3-year term and 4 initial appointees shall be appointed to a 4-year term.

It is the intent of the city commission to create, empower, staff, and fund a police advisory council whose purpose is to study the city's police department, gather information, receive community input concerning public safety issues and law enforcement needs and concerns, and make policy recommendations to the city regarding all aspects of the delivery of public safety services with the goal of maintaining a safe city that enjoys a strong, positive and trusting relationship between the community and the city police department.

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## Overview

 **Size** 11 Seats

 **Term Length** 4 Years

 **Term Limit** N/A

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## Additional

### Advisory Board Website

<http://www.cityofgainesville.org/ClerkOfTheCommission/AdvisoryBoardsCommittees.aspx>

### Agendas and Minutes are located

<https://gainesville.legistar.com/Calendar.aspx>

### Ordinance

ORDINANCE NO. 200056

## Profile

View current Advisory Board and Committee openings [online](#).

|                |            |                |              |             |
|----------------|------------|----------------|--------------|-------------|
| Prefix         | Uretha     | Middle Initial | Bostic       | Suffix      |
|                | First Name |                | Last Name    |             |
| [Redacted]     |            |                |              |             |
| Email Address  |            |                |              |             |
| [Redacted]     |            |                | [Redacted]   |             |
| Street Address |            |                | Suite or Apt |             |
| [Redacted]     |            |                | [Redacted]   | [Redacted]  |
| City           |            |                | State        | Postal Code |

In what city district do you live? To find your district visit: <https://tinyurl.com/yxd2kvwn> \*

[Redacted]

|               |                 |
|---------------|-----------------|
| [Redacted]    | [Redacted]      |
| Primary Phone | Alternate Phone |

### Primary Phone Type

Home

### Alternate Phone Type

None Selected

|                           |                      |
|---------------------------|----------------------|
| Department of Agriculture | Workforce Operations |
| Employer                  | Job Title            |

### Which Boards would you like to apply for?

Police Advisory Council, SHIP - Affordable Housing Advisory Committee

PLEASE NOTE: You may only apply for two (2) City Advisory Boards/Committees each application cycle. A person may only be appointed to two (2) City Advisory Boards/Committees.

Question applies to SHIP - Affordable Housing Advisory Committee

**Do you represent one or more of the following categories: \***

- citizen who is actively engaged as an advocate for low-income persons in connection with affordable housing
- citizen who actively serves on the city plan board

Question applies to Police Advisory Council

The Police Advisory Council has 11 openings with staggered terms: 3 terms end in 2 years, 4 terms end in 3 years and 4 terms end in 4 years. City Residency Required

Question applies to SHIP - Affordable Housing Advisory Committee

The SHIP - Affordable Housing Advisory Committee has 2 openings for full terms ending 7/1/2022. City Residency Required

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**Do you claim any exemption to public record disclosure pursuant to FLA. STAT. Section 119?**

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Yes  No

**If yes, please submit a detailed explanation of exemption.**

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I serve the federal government in the capacity of a leading HR official. Current and former human resource, labor relations or employee labor relations directors, assistant directors, managers, or assistant managers of any local government agency or water management district whose duties include hiring and firing employees, labor contract negotiation, administration or personnel-related duties and former member of the Armed Forces of the United States.

Question applies to SHIP - Affordable Housing Advisory Committee

If appointed to the City of Gainesville's SHIP Affordable Housing Advisory Committee, I will attempt to accomplish the following objectives:

1. Represent and work for the benefit of both my specific constituency and the entire community;
2. Serve the entire two-year term;
3. If unable to complete a term, provide the City with a written letter of resignation;
4. Attend monthly meetings, either in-person or virtually;
5. Notify staff in advance, if unable to attend a meeting;
6. Arrive at meetings on-time and stay until the end of the meeting (usually 60-90 minutes);
7. Review backup materials provided by staff and/or other AHAC Members;
8. Thoughtfully complete evaluation forms, if asked to evaluate development proposals;
9. Participate in the development of all AHAC recommendations; and
10. Participate in presenting written and or verbal recommendations to the City Commission, including occasionally attending City Commission Meetings.

Question applies to SHIP - Affordable Housing Advisory Committee

**Yes or No; I agree with the above statement:**

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Yes  No

Consistent with Section 2-247 of the City Code, board and committee members can be removed from the board or committee for poor attendance.

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## Interests & Experiences

Question applies to SHIP - Affordable Housing Advisory Committee

**Why are you interested in serving on the SHIP - Affordable Housing Advisory Committee?**

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I would like to contribute to blending community/town growth and gaps in affordable housing, which may ensure basic housing needs are met for people in general.

Question applies to Police Advisory Council

**Why are you interested in serving on the Police Advisory Council?**

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I am interested in assisting my local community with the ongoing (provocative policing, issues of fear/violence, race relations disparities, mental health identification) and changing (proactive/engaging policing) relationship between the police and their community; in hopes of identifying local priorities, problem solving, providing feedback and assisting with accountability of officers and communities alike.

Question applies to SHIP - Affordable Housing Advisory Committee

**How many terms have you served on this board or committee previously?**

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0

Question applies to SHIP - Affordable Housing Advisory Committee

**How many years have you served on the State Housing Initiatives Partnership?**

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0

Members of all City of Gainesville Advisory Boards and Committees must only serve two (2) consecutive terms, except for the City Plan Board, Development Review Board and Historic Preservation Board. Members of the State Housing Initiatives Partnership must only serve three (3) terms.

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Upload a Resume

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Please upload a file

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## Demographics

### Ethnicity

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Other

### Gender

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Female

### Are you a City of Gainesville Employee?

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Yes  No

### Are you a City of Gainesville Intern?

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Yes  No

### Are you currently on a City Advisory Board/Committee?

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Yes  No

### If yes, which Advisory Board/Committee?

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(2017-2020) Development Review Board

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**Profile**View current Advisory Board and Committee openings [online](#).

|        |            |                |           |        |         |       |
|--------|------------|----------------|-----------|--------|---------|-------|
| _____  | Danielle   | _____          | M         | _____  | Chanzas | _____ |
| Prefix | First Name | Middle Initial | Last Name | Suffix |         |       |

daniitheactivist@gmail.com  
Email Address

|                |                             |       |
|----------------|-----------------------------|-------|
| _____          | 127 SE 16th Avenue Apt.S304 | _____ |
| Street Address | Suite or Apt                |       |

|       |             |             |    |       |       |
|-------|-------------|-------------|----|-------|-------|
| _____ | Gainesville | _____       | FL | _____ | 32601 |
| City  | State       | Postal Code |    |       |       |

In what city district do you live? To find your district visit: <https://tinyurl.com/yxd2kvwn> \*

District 4

|               |                        |       |
|---------------|------------------------|-------|
| _____         | Mobile: (954) 980-0130 | _____ |
| Primary Phone | Alternate Phone        |       |

**Primary Phone Type**

Cell

**Alternate Phone Type**

None Selected

|          |                             |       |           |
|----------|-----------------------------|-------|-----------|
| _____    | Florida Immigrant Coalition | _____ | Organizer |
| Employer | Job Title                   |       |           |

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**Which Boards would you like to apply for?**

Police Advisory Council: Submitted

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Question applies to Police Advisory Council

The Police Advisory Council has 11 openings with staggered terms: 3 terms end in 2 years, 4 terms end in 3 years and 4 terms end in 4 years. City Residency Required

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**Do you claim any exemption to public record disclosure pursuant to FLA. STAT. Section 119?**

Yes  No

**If yes, please submit a detailed explanation of exemption.**

---

Consistent with Section 2-247 of the City Code, board and committee members can be removed from the board or committee for poor attendance.

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## **Interests & Experiences**

Question applies to Police Advisory Council

**Why are you interested in serving on the Police Advisory Council?**

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I love the city of Gainesville. I think in order to keep our community thriving we must demand accountability from our law enforcement, and ensure they are operating to the highest standards and not abusing power.

Danielle M Chanzas

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[Danielle Chanzas Resume Bio .pdf](#)

Upload a Resume

Please upload a file

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## Demographics

### Ethnicity

Hispanic

### Political Party

Prefer Not to Say

### Gender

Female

### Sexual Orientation

Prefer not to say

01/30/1993

Date of Birth

### Are you a City of Gainesville Employee?

Yes  No

### Are you a City of Gainesville Intern?

Yes  No

### Are you currently on a City Advisory Board/Committee?

Yes  No

### If yes, which Advisory Board/Committee?

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# Danielle Chanzas - Rebel with a Cause



Panagioti Tsolkas, 38, cups his phone to the receiver of a megaphone Monday while Danielle Chanzas, 26, holds it up so prisoners inside the jail can hear. Tsolkas, an organizer for Fight Toxic Prisons had called the parents of Gerald Bell, who is in jail for drug-related charges, so they could announce his bail would be posted.



Danielle Chanzas, a 26-year-old organizer with the Legal Empowerment and Advocacy Hub, reads aloud the name of every prisoner currently held within Alachua County Jail Monday. Protesters yelled and played on drums and other instruments after each name was called. Chanzas' boyfriend was held in Alachua County Jail from October 2018 to May 2019 and she says this motivated her to stand up against the injustice she saw in the prison system. "People are innocent until proven guilty and cash bail takes away that presumption of innocence and so by posting bail for people today we are restoring that presumption of innocence. We are reuniting families."

## Favorite Quote/ Words to Live By

I am no longer accepting the things I cannot change. I am changing the things I cannot accept. - Angela Davis

*Danielle Chanzas is a Community Organizer who works to build power in black and brown communities in an effort to ensure that everyone in the community not only has access to opportunities and resources, but that they are also empowered to demand change when their needs are not being met.*

*After a decade of activism, Danielle believes that boots-on-the-ground, grassroots organizing is THE BEST way we can drive change, and shape our communities - and our world - into the one we wish to see.*

*Danielle has worked on a variety of issues, including climate change, housing, gentrification, legal empowerment, voting rights, and prison abolition. Her organizing efforts have helped to save a man 40 years prison time, to prevent a major developer from further gentrifying a historically black neighborhood, to restore voting rights to 1.4 million voters and much more.*

*A self-proclaimed champion of justice, Danielle's endless advocacy for those most vulnerable in her community has seen her both published and quoted on numerous occasions in the local paper as she continues to speak out against the injustice she sees.*

*Danielle attended the University of Florida where she studied Sustainability Studies and Journalism.*

## Published Work

[Rising Seas](#)

[State of Emergency](#)

[Energy Burden](#)

## Quoted Work

[Organizers fight to bring dad home](#)

[Why Gainesville faces some of the highest utility rates in the state](#)

[City Commission repeals plastic ban, raises GRU rates](#)

[Residents talk about wages, housing and utility costs](#)

# Danielle Chanzas

## Community Organizer

954-980-0130

danitheactivist@gmail.com

4808 N.W. 82nd Road  
Gainesville, FL 32653

**Proven outcomes** in community organizing to challenge systems of oppression and the status quo.

**Demonstrated leadership in managing and motivating** staff and interns to achieve critical strategic goals.

**Relationship building skills** and experience working collaboratively with coalition and community partners

### PROFESSIONAL EXPERIENCE

**Embedded Organizer** July 2019 - Present  
**Field Manager** April 2018 - October 2018

**Florida Immigrant Coalition, Gainesville, FL**

Work to drive forward a civic engagement and voter registration campaign that builds power in black and brown communities.

- Execute extensive local outreach and organize volunteers
- Build canvassing strategy by identifying hot spots and strategic neighborhoods to work in
- Manage data collection of volunteer team's voter registration and outreach work in the field.
- Organize key strategic events for Voter Registration outreach, in coordination with strategic partners and community allies.

**Community Justice Organizer** June 2019 - December 2019  
**River Phoenix for Peacebuilding, Gainesville, FL**

Work with local residents to identify, resist, and repair injustice in their community.

- Empower residents with the capacity, tools, resources, and relationships to shift power dynamics that exist within their communities that perpetuate and cause injustice.
- Organize events within the local neighborhood that promote discussion about the issues most affecting residents.

**Campus Organizer** October 2018 - May 2019

**PIRG Campus Action, Seattle, Wa**

Worked with and trained students how to be effective grassroots organizers. Did strategic planning with students to run multiple campaigns on their college campuses.

- Recruited hundreds of volunteers to help run campaigns.
- Organized news events and rallies, and generated grassroots support to win campaigns

### EDUCATION

**University of Florida** May 2018  
**Sustainability Studies**

### SKILLS

Fluent Spanish Speaker  
Strategic Planning  
Social Media Strategizing  
Adobe InDesign  
Adobe Photoshop  
Google G-Suite  
Squarespace  
Microsoft Office Suite

### HIGHLIGHTS

**Worked** to register 35,000 new Florida voters for the 2018 midterm elections, and currently working to register 70,000 new Florida voters ahead of the 2020 General Election. **(FLIC)**

**Organized** back to school event that provided 100 young black boys and girls with free haircuts & hairstyles. **(RPCP)**

**Helped** students collect over 2,000 petitions in a one month period to advance environmental initiatives at the University of Washington. **(PIRG)**

## **PROFESSIONAL EXPERIENCE**

### **Communications Manager**

#### **We Are Neutral, Gainesville, FL, 2015 - 2018**

Worked with businesses to help them understand the impact of their annual carbon emissions, while helping them to decrease those emissions.

- Calculated carbon emissions
- Managed all communications with clients and helped them convey their efforts in sustainability to the community.
- Designed a formal intern program that allowed organization to expand operations and increase efficacy.
- Built relationships with residents and businesses through the creation of the Neutral Neighbors program, which incentivized residents to offset their carbon footprint and drove business to partners.
- Initiated consistent communication across all social media platforms and through newsletter for the first time in organization's history, expanding audience and increasing support.

## **ACTIVISM**

### **Legal Empowerment and Advocacy Hub (LEAH)**

Lead Organizer. Work with families supporting their loved ones as they navigate through the criminal (in)justice system. Working to transform the landscape of power in the court system.

### **Gainesville Alliance for Equitable Development (GAED)**

Actively work to protect Gainesville's historic black neighborhoods, fight against gentrification, and promote development without displacement in under served communities.

### **Dream Defenders**

Member of the State Attorney subcommittee. Working to understand the candidates in the state attorney's race (8th Judicial Circuit), and identify which, if any, are committed to decreasing the prison population.

### **Fight Toxic Prisons (FTP)**

Participated in the 2019 Fight Toxic Prisons Convergence, engaging with activists around the country about prison abolition.

### **Incarcerated Workers Organizing Committee (IWOC)**

Support prisoners inside the Florida Department of Corrections through writing letters of support and participating in national collective actions.



## **HIGHLIGHTS**

**Worked** with clients such as Bonnaroo Music and Arts Festival and The Florida Gators to develop sustainability messaging strategy for social media. **(WAN)**

**Saved** boyfriend from 40 years prison time through courtroom advocacy and organizing. **(LEAH)**

**Canvassed** to pass Amendment 4 to restore voting rights to over a million disenfranchised Floridians during the 2018 midterm elections. **(FLIC)**

**Led** a rally at the Alachua County Jail as part of a demonstration to end cash bail, and bailed out 5 people, for the accompanying Father's Day Bailout. **(FTP)**

**Created** a social media campaign to turnout Hispanic voters in Broward County, Florida.

**Trained** with Al Gore's Climate Reality Project, learning strategic climate change communication.



## Profile

View current Advisory Board and Committee openings [online](#).

\_\_\_\_\_  
Prefix      **Robert**      \_\_\_\_\_  
First Name

\_\_\_\_\_  
Middle Initial      **S**      \_\_\_\_\_  
Last Name

\_\_\_\_\_  
Suffix

**bobcohen@ivs.edu**  
\_\_\_\_\_  
Email Address

**1515 NW 7TH PLACE**  
\_\_\_\_\_  
Street Address

\_\_\_\_\_  
Suite or Apt

**Gainesville**  
\_\_\_\_\_  
City

**FL**  
\_\_\_\_\_  
State

**32603**  
\_\_\_\_\_  
Postal Code

**In what city district do you live? To find your district visit: <https://tinyurl.com/yxd2kvwn> \***

District 4

**Mobile: (352) 514-5251**  
\_\_\_\_\_  
Primary Phone

\_\_\_\_\_  
Alternate Phone

### Primary Phone Type

Cell

### Alternate Phone Type

None Selected

**ACRM, LLC**  
\_\_\_\_\_  
Employer

**Partner**  
\_\_\_\_\_  
Job Title

### Which Boards would you like to apply for?

None Selected

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Question applies to Police Advisory Council

The Police Advisory Council has 11 openings with staggered terms: 3 terms end in 2 years, 4 terms end in 3 years and 4 terms end in 4 years. City Residency Required

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**Do you claim any exemption to public record disclosure pursuant to FLA. STAT. Section 119?**

Yes  No

**If yes, please submit a detailed explanation of exemption.**

---

Consistent with Section 2-247 of the City Code, board and committee members can be removed from the board or committee for poor attendance.

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## **Interests & Experiences**

Question applies to Police Advisory Council

**Why are you interested in serving on the Police Advisory Council?**

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I have been actively involved in Reichert House and other projects and concerns for our East Gainesville Communities. My son is Federal DEA agent so I am aware of police concerns. I am a Court Certified Mediator and a Certified Ombudsman having decades of experience in conflict resolution. I understand deeply the tensions which may arise between GPD and various communities and I am well aware of the tensions which may arise within GPD. I have serviced on the current Council since inception. If the Commission prefers new blood I fully understand. I am just offering my availability to continue serving and I shall be content with the wisdom of the Commission on choosing members.

Robert S Cohen

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[Resume\\_Robert\\_S\\_Cohen\\_April\\_2019.docx](#)

Upload a Resume

\_\_\_\_\_  
Please upload a file

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## Demographics

### Ethnicity

Caucasian/Non-Hispanic

### Gender

Male

### Are you a City of Gainesville Employee?

Yes  No

### Are you a City of Gainesville Intern?

Yes  No

### Are you currently on a City Advisory Board/Committee?

Yes  No

### If yes, which Advisory Board/Committee?

Police Advisory Council



# RESUME

## Robert S. Cohen

### **OFFICE**

Robert S. Cohen, P.G.  
1515 NW 7<sup>th</sup> Place  
Gainesville, Florida 32603  
(352) 514-5251  
Facsimile (352) 376-7532  
Email bobcohen@ivs.edu

### **POSITION**

2008 – Present: *Partner ACRM, LLC*, Gainesville, Florida. Provide environmental support to multiple state governments on cost recovery for Leaking Underground Storage Tank Trust Funds. Our team has recovered over \$150,000,000 for our state clients.

2003 – Present: *Mediator*. Provide mediation services for the Florida Agriculture Mediation Service, Eighth Judicial Circuit, private clients, religious communities, and the Gainesville Police Department. Performed over 300 mediations varying from small claims court cases to complex multi-day commercial/environmental mediations.

### **PREVIOUS POSITIONS**

1996 – 2008: *Environmental Consultant - Robert S. Cohen, P.G.*, Gainesville, Florida. Provide environmental risk management, policy analysis and land-use advice for a major convenience store chain. Other clients have included: Gainesville Regional Utilities, U.S. Environmental Protection Agency, Florida Department of Environmental Protection, California Department of Environmental Protection, Oklahoma Corporation Commission and confidential clients.

1990-1996: *Vice President Environmental Consulting & Technology*, Gainesville, Florida. Procured and managed major state remediation contract. Served as company lobbyist for state legislative issues.

1988-1990: *Environmental Geologist* with GeoSolutions, Inc., Gainesville, Florida.

1980-1988: *Vice President Shongum Oil and Gas Company*, Mt. Easton, Ohio. Managed oil and gas exploration program in the Appalachian Basin. Supervised the drilling of over 300 exploratory and development oil and natural gas wells.

1975-1980: *Exploration Geologist* with Conoco Oil Company, Houston, Texas.

### **EDUCATION**

M.S. Geology                      1975 Rutgers University, Newark, New Jersey

B.S. Chemistry                    1971, Rensselaer Polytechnic Institute, Troy, New York

## **RESEARCH AND PUBLICATIONS**

### **A. Book**

1. *Perfect Questions/Perfect Answers, A Peace Corps Worker in India*, Los Angeles: BBT, 1973, with A. C. Bhaktivedanta Swami. Reprinted in 40 languages.

### **B. Journals**

1. "Field Determination of Sodium And Potassium In Feldspars by Ion-Selective Electrodes" *Chemical Geology* v. 15 May 1975, p. 217-222, with J. Puffer.
2. "m-Benzene disulfonic acid (BDS) as a Superior Accompanying Acid For Routine Silicate Rock Analysis," *Chemical Geology* v. 16, December 1975 p. 307-309 with J. Puffer and P. Hemmes.
3. "Fraud and Abuse – The Audit Tool," *LUSTLine* Bulletin 31, March 1999, New England Interstate Water Pollution Control Commission, with Cindy Williams.
4. "Swamped in Free Product? Rise Above It With Pay-For-Performance," *LUSTLine* Bulletin 32, June 1999, New England Interstate Water Pollution Control Commission, with William H. Foskett and Dana Hayworth.
5. "Combating Cleanup Fund Fraud and Abuse PFP-Style," *LUSTLine* Bulletin 34, November 2001, New England Interstate Water Pollution Control Commission, with William H. Foskett.
6. "The Win-Win Scenario: the PFP Public/Private Partnership," *LUSTLine* Bulletin 39, February 2000, New England Interstate Water Pollution Control Commission, with William H. Foskett.
7. "Pay for Performance: Does It Work? The Data," *LUSTLine* Bulletin 42, October 2002, New England Interstate Water Pollution Control Commission.
8. "When RBCA is Not RBCA/PFP: CA's Cleanup Goal Metric," *LUSTLine* Bulletin 43, March 2003, New England Interstate Water Pollution Control Commission with David Charter, George Cook and Kevin Graves.

### **C. Workshop Presentations**

1. "Re-engineering the Florida LUST Fund" presented to the Department of Environmental Protection *Petroleum Efficiency Task Force*" November 1993.
2. "Pay For Performance Two Day Workshop" presented on behalf of the U.S. Environmental Protection Agency, Office of Underground Storage Tanks" in twelve states from 1999-2002.
3. "Deadlock in the Flock, Should Mediation Be Introduced in Religious Institutions?" Presented at 13<sup>th</sup> Annual Conference for Mediators and Arbitrators. Sponsored by Dispute Resolution Center of the Florida Supreme Court, August 2004, with Carl Woodham and Carolyn Bissonnette.

## ***SPECIAL PROFESSIONAL ACTIVITIES***

### ***A. Expert Testimony***

- Oklahoma Department of Administrative Affairs
- Florida Senate Natural Resources Committee
- Florida House Environmental Sub-committee

### ***B. Mediation Training***

- ISKCONResolve 40 hour Pastoral and Basic Mediation Skills, September 2002.
- Florida Dispute Resolution Center County Mediation Training Program, February 2003.
- Florida Academy of Professional Mediators Advanced Caucus Training February 2004.
- Florida Dispute Resolution Center Circuit Court Mediation Training
- 60 Credits of Continuing Mediation Education.

## ***PROFESSIONAL MEMBERSHIPS/LICENSE/CERTIFICATION***

- Florida Department of Professional Regulation Certified Professional Geologist #30
- Florida Supreme Court Certified County and Circuit Court Mediator #16253

## ***COMMUNITY SERVICE –***

2005-2008: Advisor to the GPD on Proposed Community Mediation Center

2005-2007: Board of Directors Citizens for Responsible Growth

2004 – 2011: Member City of Gainesville Plan Board

2003 – 2012: Chair, Friends of the Center for Studies of Hindu Traditions at UF

2003 – 2006: Volunteer County Court Mediator for the Eighth Judicial Circuit, Florida

2003 – 2006: Instructor on Conflict Resolution Gainesville Florida Police Department, Florida

2002 – Present: Pastoral Mediator for ISKCONResolve

2002 – Present: Member Gainesville Police Black on Black Crime Task Force

1988 – Present: Board of Directors of Krishna House

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**Profile**View current Advisory Board and Committee openings [online](#).

Dr. Jeremy Davis  
Prefix First Name Middle Initial Last Name Suffix

jeremy.davis.816@gmail.com  
Email Address

920 NW 8th Place   
Street Address Suite or Apt

Gainesville FL 32601  
City State Postal Code

In what city district do you live? To find your district visit: <https://tinyurl.com/yxd2kvwn> \*

District 4

Home: (845) 282-5859   
Primary Phone Alternate Phone

**Primary Phone Type**

None Selected

**Alternate Phone Type**

None Selected

University of Florida Postdoctoral Associate  
Employer Job Title

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**Which Boards would you like to apply for?**

Police Advisory Council: Submitted

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Yes  No

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## **Interests & Experiences**

Question applies to Police Advisory Council

**Why are you interested in serving on the Police Advisory Council?**

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I am an academic philosopher with research interests in questions relating to policing and other related institutions. I have always aimed to find ways of connecting my academic interests with the real world, and this would be a great opportunity to do so. I'm very interested in working alongside officers and other citizens of Gainesville to ensure our law enforcement is upholding the highest standards of professionalism, accountability, and justice.

Dr. Jeremy Davis

Members of all City of Gainesville Advisory Boards and Committees must only serve two (2) consecutive terms, except for the City Plan Board, Development Review Board and Historic Preservation Board. Members of the State Housing Initiatives Partnership must only serve three (3) terms.

[CVJVD1.pdf](#)

Upload a Resume

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## Demographics

### Ethnicity

Caucasian/Non-Hispanic

### Gender

Male

### Are you a City of Gainesville Employee?

Yes  No

### Are you a City of Gainesville Intern?

Yes  No

### Are you currently on a City Advisory Board/Committee?

Yes  No

### If yes, which Advisory Board/Committee?

---

# Jeremy V. Davis

🏠 University of Florida  
Department of Philosophy  
330 Griffin-Floyd Hall  
Gainesville, FL 32611

✉ jeremydavis@ufl.edu  
<http://www.jeremyvdavis.com>  
*Citizenship: U.S.A.*

## Employment

---

- 2020 – University of Florida (Gainesville, FL)  
Postdoctoral Associate, Department of Philosophy  
Project: Predictive Policing, Algorithms, and Public Trust
- Summer 2020 Naval Postgraduate School (Monterey, CA)  
Department of Defense Analysis, Per-Course Instructor  
Course: "Critical Thinking and Ethical Decision-Making"
- 2018 – 2020 United States Military Academy at West Point (West Point, NY)  
Visiting Assistant Professor of Philosophy, Department of English and Philosophy

## Education

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- 2012 – 2019 Ph.D, Philosophy, *University of Toronto*  
Dissertation: *National Partiality & War*  
Supervisor: Thomas Hurka; Readers: Arthur Ripstein & Julia Nefsky
- 2007 – 2011 B.A. (Honors), Philosophy, *University of Missouri*  
Thesis: *Targeted Killing as Preventing Unjust Harms*; Supervisor: Peter Vallentyne  
Honors: Summa Cum Laude; Honors College; Phi Beta Kappa  
Minors: Political Science; French

## Research

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Areas of Specialization: Ethics, Political Philosophy, Bioethics

Areas of Competence: Philosophy of Law, General Applied Ethics

## Publications

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- Articles *forthcoming*, “Value Promotion as a Goal of Medicine”  
(Peer-Reviewed) *Journal of Medical Ethics*
- (2020) “Boycotts, Expressive Acts, and Withdrawal of Support”  
*Business Ethics Journal Review* 8 (3)
- forthcoming*, “Toward a Collectivist National Defense”  
*Philosophia*
- forthcoming*, “The Case for an Autonomy-Centered View of Physician-Assisted Death”  
(with Eric Mathison)  
*Journal of Bioethical Inquiry*
- (2017) “Is There a Right to the Death of the Fetus?” (with Eric Mathison)  
*Bioethics* 31 (3) (doi:10.1111/bioe.12331)
- Book Reviews *The Ethics of Preventive War*, Deen K. Chatterjee (ed.)  
Dialogue, Canadian Philosophical Review, 54:3, pp. 565-66

## Honors & Awards

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- Honourable Mention, David Savan Dissertation Prize 2018-19  
*University of Toronto Department of Philosophy Award for Best Dissertation in Previous Year*
- Centre for Ethics Doctoral Fellowship, 2017-18 (University-wide)
- Martha Lile Love Excellence in Teaching Award, 2016  
*Departmental award for course design and execution (PHL 271: Law and Morality)*
- Halbert Network Fellowship, 2016-  
*Hebrew University; Topic: “Collective and Temporally Extended Rights and Wrongs”*
- School of Graduate Studies Travel Grant, 2013
- Connaught International Student Fellowship 2012 – 2017
- US State Dept. Critical Language Scholarship (South Korea), *Summer, 2011*
- Undergraduate Research Mentorship Program, 2009

## Presentations

---

- Talks “Toward a Value-Centered Account of the Goals of Medicine”  
University of Buffalo, May 2020 – *Canceled due to COVID-19*
- “National Heritage, National Partiality, and War”  
Heritage and War Conference  
Loyola University of New Orleans, March 2020 – *Canceled due to COVID-19*



Talks  
(cont'd) “Grief and Acceptance”  
APA Pacific  
Vancouver, BC, April 2019

“Requests and Refusals: The Case for Consistency”  
APPE Annual Conference  
Baltimore, MD, March 2019

“Necessity and the Problem of Future Costs”  
Halbert Network Fellowship Meeting  
Jerusalem, Israel, February 2019

“A Conversation on Medical Ethics in Wartime”  
with CPT Elizabeth Lazzari  
West Point, NY, February 2019

“An Autonomy-Centred Argument for Physician-Assisted Death” (with Eric Mathison)  
York University, April 2018

“The Algebra of Partiality”  
“Ethics at Noon”, Centre for Ethics  
University of Toronto, March 2018

“National Partiality’s Scope Restrictions”  
Stockholm Centre for the Ethics of War Reading Retreat  
Canberra, AUS, November 2017

“Toward a Collectivist National Defense”  
MANCEPT Workshop on Collectivism in War  
Manchester, UK, September 2017

“National Partiality’s Scope Restrictions”  
Halbert Network Fellowship Meeting  
Hebrew University, Jerusalem, June 2017

“National Partiality’s Scope Restrictions”  
Canadian Philosophical Association Meeting  
Toronto, ON, May 2017

“Sibling Partiality”  
American Philosophical Association, Central Division Meeting  
Kansas City, MO, March 2017

“National Partiality’s Scope Restrictions”  
Conference on Cosmopolitanism and Patriotism  
University of Lyon III, October 2016

“Toward a Non-Reductionist National Defense”  
Stockholm Centre for the Ethics of War Reading Retreat  
Bergamo, Italy, September 2015

“A Right to the Death of the Fetus?” (with Eric Mathison)  
Ryerson University Philosophy Conference  
Toronto, ON, February 2015

“Self-Defense and the Value of a Fair Fight”  
Canadian Philosophical Association Congress  
Brock University, May 2014

“Morality or Politics?: Kutz on Political Permissibility”  
IV Meetings on Ethics & Political Philosophy  
University of Minho, Portugal, May 2013

Invited Q&A Session on Public Philosophy & Podcasting  
University of Toronto, Jackman Scholars-In-Residence, May 2018

Guest Debater: “War and Terrorism”  
University of Toronto, Mississauga Philosophy Club, April 2018

“Selecting in Favor of Disabilities”  
University of Toronto, PHL 384: Ethics, Genetics, & Reproduction, April 2016

Guest Debater: “Surveillance & Privacy”  
University of Toronto, Mississauga Philosophy Club, November 2015

Guest Debater: “The Ethics of Eating Animals”  
University of Toronto, Scarborough, Intro. to Ethics, March 2014

Comments Jessica Wolfendale, “Proportionality, Risks, and Benefits in War”  
Ethics of War and Peace Conference  
Villanova, PA, March 2019

Saba Bazargan, “Proportionality, Risks, and Benefits in War”  
Oxford Ethics and Law of Armed Conflict Workshop  
Florence, Italy, September 2016

Victor Kumar, “Do Psychopaths Falsify Internalism or Lack Responsibility?”  
Canadian Philosophical Association Congress  
Brock University, May 2014

## Teaching

---

Instructor *Naval Postgraduate School*

DA4710: Critical Thinking and Ethical Decision-Making (Summer 2020)

*West Point*

PY321: Topics in Ethics: Bioethics (Winter 2020)

PY201: Philosophy and Ethical Reasoning (4x, Fall 2018; 4x, Winter 2019, 4x, Fall 2019)

*U of Toronto*

PHL382: Death & Dying (Summer 2017)

PHL271: Law & Morality (Summer 2016)

*\*Awarded the Martha Lile Love Excellence in Teaching Award*

*([www.philosophy.utoronto.ca/news/jeremy-davis-wins-2016-martha-lile-love-teaching-award](http://www.philosophy.utoronto.ca/news/jeremy-davis-wins-2016-martha-lile-love-teaching-award))*

T.A. Lead TA: Philosophy Essay Clinic (Fall 2017)

PHL101: Introduction to Philosophical Problems (Fall 2017)

PHL275/A11: Intro. to Ethics (Winter 2015, Fall 2015, Fall 2016, Winter 2017)

PHL265: Intro. to Political Philosophy (Fall 2013, Fall 2014, Fall 2016)

PHL281: Bioethics (Summer 2014)

PHL271: Law and Morality (Winter 2014)

Research Arthur Ripstein (research assistant) (Winter 2015)

Yitzhak Benbaji (proofreading and commentary on manuscripts) (Fall 2013)

## Professional Service & Affiliations

---

West Point Co-Coach, Ethics Bowl Team, 2018–

U. of Toronto Graduate Executive Committee, 2015–2016

Organizer, Philosophers for Peace, 2013–2017

Chapter Organizer, Minorities and Philosophy, 2013–2015

Graduate Associate, Centre for Ethics, 2012–present

Referee, Graduate Conference Committee, 2013, 2014, 2015

Profession Curriculum Committee for Ethics Training, Naval Community College, 2020–

Judge, APPE Ethics Bowl National Championship, March 2019

Referee, *Dialogue* (2x); *Bioethics*; *Southwest Philosophy Review*

Other Clinical Ethics Roundtable, Alberta Health Services (Southern Region), 2020–

Affiliations Canadian Philosophical Association, 2014–present

American Philosophical Association, 2014–present

## References

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### **Thomas Hurka**

Jackman Distinguished Chair in Philosophical Studies  
University of Toronto  
tom.hurka@utoronto.ca  
416-978-2056

### **Julia Nefsky**

Assistant Professor  
University of Toronto  
julia.nefsky@utoronto.ca  
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### **Helen Frowe**

Professor of Practical Philosophy  
Director, Stockholm Centre for the Ethics of War & Peace  
Stockholm University  
helen.frowe@philosophy.su.se

### **Arthur Ripstein**

University Professor, Law & Philosophy  
University of Toronto  
arthur.ripstein@utoronto.ca  
416-978-0735

### **Richard Schoonhoven** (teaching reference)

Associate Professor  
United States Military Academy  
richard.schoonhoven@westpoint.edu  
845-938-2058

### **Yitzhak Benbaji**

Professor of Philosophy  
Tel-Aviv University  
ybenbaji@post.tau.ac.il

## Dissertation Abstract: *War & National Partiality*

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Most people believe that nations are permitted to give some preference to their members, especially in wartime. That is, if a nation must decide between harming some number of its own, or harming the same (or even a slightly higher) number of individuals on the other side, then it is permissible and perhaps even obligatory to prefer their own. While this view is popular among non-philosophers, most philosophers writing on the ethics of war tacitly deny it. Indeed, most philosophers endorse a broadly cosmopolitan approach, which holds roughly that nationality is morally irrelevant: one cannot prefer one's co-nationals over outsiders merely on the basis of shared nationality. In my dissertation, I argue that, contra the cosmopolitan, national partiality is indeed a morally relevant factor that shapes what co-nationals are permitted to do. This fact, I argue, has important implications for the ethics of war: whereas the default assumption has been that the criteria on entry to war and combat within war have been taken to apply impartially, I argue that partiality alters certain of these conditions—most notably, the conditions concerning proportionality and non-combatant immunity. Ultimately, my view shows that the predominant cosmopolitan framework is mistaken; however, my conclusions stop well short of one common form of nationalism, according to which our co-nationals receive lexical priority. As I argue, the importance of the co-national relationship must be balanced against other weighty impartialist considerations.

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**Profile**

View current Advisory Board and Committee openings [online](#).

Mr. Norbert W. Dunkel  
Prefix First Name Middle Initial Last Name Suffix

norbdunkel@outlook.com  
Email Address

3519 NW 27th Street, Gainesville, FL 32605  
Street Address Suite or Apt

Gainesville FL 32605  
City State Postal Code

In what city district do you live? To find your district visit: <https://tinyurl.com/yxd2kvwn> \*

District 2

Mobile: (352) 284-3959 Home: (352) 373-5618  
Primary Phone Alternate Phone

**Primary Phone Type**

Cell

**Alternate Phone Type**

Home

Retired  
Employer Job Title

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**Which Boards would you like to apply for?**

Police Advisory Council: Submitted

PLEASE NOTE: You may only apply for two (2) City Advisory Boards/Committees each application cycle. A person may only be appointed to two (2) City Advisory Boards/Committees.

Question applies to Police Advisory Council

The Police Advisory Council has 11 openings with staggered terms: 3 terms end in 2 years, 4 terms end in 3 years and 4 terms end in 4 years. City Residency Required

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**Do you claim any exemption to public record disclosure pursuant to FLA. STAT. Section 119?**

Yes  No

**If yes, please submit a detailed explanation of exemption.**

---

Consistent with Section 2-247 of the City Code, board and committee members can be removed from the board or committee for poor attendance.

---

**Interests & Experiences**

## Why are you interested in serving on the Police Advisory Council?

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I have served on the Police Advisory Council since its inception in August, 2010. I have twice served as Council Chairperson. I chaired the subcommittee that developed recommendations for the Reducing Racial and Ethnic Disparity (RED) Report. I drafted the report which was approved by the full Council. I presented the report to the City Commission on two separate occasions who then voted unanimously to support the recommendations. I later presented the report to the City's General Policy Committee on August 25, 2016 to provide an update on the status of the recommendation. The City's General Policy Committee voted unanimously to support the report and recommendations. I am comfortable with my knowledge of GPD's organizational structure, purpose, services, and programs. I look forward to continuing to advance the relationship of GPD and the Gainesville community. I have attached a copy of the full RED report and accompanying correspondence with the City Manager.

Members of all City of Gainesville Advisory Boards and Committees must only serve two (2) consecutive terms, except for the City Plan Board, Development Review Board and Historic Preservation Board. Members of the State Housing Initiatives Partnership must only serve three (3) terms.

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## Demographics

### Ethnicity

---

Caucasian/Non-Hispanic

### Political Party

---

Republican

### Gender

---

Male

### Sexual Orientation

---

Straight/Heterosexual

11/27/1956

Date of Birth

Mr. Norbert W. Dunkel

**Are you a City of Gainesville Employee?**

---

Yes  No

**Are you a City of Gainesville Intern?**

---

Yes  No

**Are you currently on a City Advisory Board/Committee?**

---

Yes  No

**If yes, which Advisory Board/Committee?**

---

Police Advisory Council



## Norbert W. Dunkel

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 Gainesville, FL 32605  
 352-373-5618 (h)  
 352-284-3959 (c)  
 norbdunkel@outlook.com

### PROFESSIONAL EXPERIENCE

|   |                                |
|---|--------------------------------|
| Associate Vice President and COO for Student Affairs<br>University of Florida | 2011 – 2019<br>Gainesville, FL |
|---|--------------------------------|

Responsible for the budget development and management of financial services for all student affairs departments totaling over \$110 million. Funds include auxiliary, fee, state appropriations, and gifts. Responsible for the direct oversight of departments including the Department of Recreational Sports, J. Wayne Reitz Union, GatorWell Health Promotion Services, the Office for Youth Conference Services, the Office of Off-Campus Life, the Department of Housing and Residence Education, Student Activities and Involvement (including Sorority and Fraternity Affairs), and Student Government Finance. Responsible for the oversight of 1800 full and part-time employees with operational auxiliary budgets over \$76 million annually. These auxiliaries are responsible for 170 facilities encompassing 4 million square feet. Provided oversight for the Division of Student Affairs sustainability planning. Member of the Student Affairs Vice President's Council to provide coordinated services and programs for a campus population of over 54,000 undergraduate, graduate, and professional school students. Served as Deputy Title IX Director for Student Affairs. Completed over \$350 million in new construction and renovation. Instituted a new business plan across 13 student affairs departments. Adjunct faculty appointment in Student Personnel and Higher Education.

|   |   |
|---|---|
| Assistant Vice President and Director of Housing and Residence Education<br>Director of Housing and Residence Education<br>University of Florida, Department of Housing and Residence Education | 2008 - 2011<br>2000-2007<br>Gainesville, FL |
|---|---|

Responsible for the overall leadership of a comprehensive housing operation including the offices of residence life and education, maintenance services (including new building construction and renovation), custodial services, business services, network services, marketing and public relations, computer support services, administrative services, training services, and payroll and personnel. The Department of Housing and Residence Education provides accommodations for 7,568 single students in 38 residence halls and 1200 students and their families in 980 apartments (totaling 165 buildings). The Department employs approximately 320 full-time and 420 part-time staff and has an annual operating budget of \$45 million. Responsible for guiding the Department's vision and master planning. Responsible for actively collaborating as a member of the Student Affairs Vice President's Council to provide a quality student development program for a campus population of 52,000 undergraduate and graduate students. Provides coordination and oversight to the Division of Student Affairs Sustainability Plan. Adjunct faculty appointment in the Department of Educational Administration and Policy.

|  |   |
|--|---|
| Associate Director of Housing for Staff and Student Development<br>Assistant Director of Housing for Staff & Student Development<br>University of Florida, Division of Housing | 1992 - 2000<br>1988-1992<br>Gainesville, FL |
|--|---|

Assume primary responsibility for planning, administering, and encouraging student development and residence life practices. Plan and implement the recruitment, selection, and training of 185 para-professional, 30 pre-professional, and professional staffs. Responsible for all staff training programs in a system housing 7,000 single students and 2,500 family members. Member of the Division of Housing design team for the \$20 million Hall 2000 project. Division of Housing representative to construction management monthly update meetings. Member

preliminary planning and design team for the \$25 million new Hume Hall architectural program. Responsible for the professional and staff development of graduate and professional (A&P) staff. Responsible for the development of a comprehensive crisis management and natural disaster program for the Division of Housing. Oversee the residence life components of judicial, staff selection, education, security, and research. Coordinate legal public record requests, interrogatories, and depositions. Manage the Staff and Student Development Department while supervising the Staff and Student Development Specialist, the Coordinator of Residential Judicial Programs, the Security Coordinator, and two Senior Secretaries. Responsible to ensure and promote the educational mission of the University within the Division of Housing through training and development programs with staff and students. Advise the Inter-Residence Hall Association (IRHA).

|  |               |
|--|---------------|
| Associate Director of Student Housing                    | 1986 – 1988   |
| Assistant Director of Student Housing                    | 1985 - 1986   |
| South Dakota State University, Office of Student Housing | Brookings, SD |

Chief residence life officer reporting to the Director of Student Housing. Primarily responsible for the recruitment, employment, training, and supervision of the Office Supervisor and Senior Secretary, three full-time area coordinators, seven graduate hall directors, and 112 resident assistants in a system housing 3,000 residents. Developed a \$1 million operations, residence life, conference, and short term housing budget for the Director. Coordinated the residence life judicial system; managed the contract release and on-line assignment processes while installing a new IBM S-36; administered the summer conference and short term housing programs; coordinated input from resource persons; and advised the Inter-Residence Hall Council (IRHC).

|  |                 |
|--|-----------------|
| Residence Hall Coordinator (Shull Hall)              | Cedar Falls, IA |
| University of Northern Iowa, Department of Residence | 1981-1985       |

Responsible for the administration of a male residence hall of over 400 students. Provided counseling, discipline, and programming to residents to complement their academic experience. Supervised and trained RA staff and 24-hour student desk and mailroom staff. Advised hall government. Provided academic advising to 60 undeclared students. Advised two graduate practicum students.

|  |                 |
|--|-----------------|
| Conference Housing Coordinator                       | Cedar Falls, IA |
| University of Northern Iowa, Department of Residence | 1984 (summer)   |

Responsible for the supervision of 6 secretaries and 25 student staff in 6 halls. Scheduled accommodations, meeting rooms, linen, and check-in/out for 6,000 conferees in 33 conferences.

## **GRADUATE EMPLOYMENT EXPERIENCES**

|  |                |
|--|----------------|
| Head Resident (Brown Hall)                                     | Carbondale, IL |
| Southern Illinois University at Carbondale, University Housing | 1980-1981      |

Provided supervision and in-service training for student staff in a male hall of 120. Advised student government. Conducted personal and disciplinary counseling.

|  |                |
|--|----------------|
| Hall Coordinator (600 Freeman Hall)                            | Carbondale, IL |
| Off-Campus Housing, Southern Illinois University at Carbondale | 1979-1980      |

Coordinated selection and training of student staff in a private, co-educational hall of 260. Supervised full-time business manager, secretary, maintenance, custodial, and food service personnel. Advised student government. Selected and scheduled hall mailroom and night security.

|  |                |
|--|----------------|
| Practicum  | Carbondale, IL |
| Admissions and Records, Southern Illinois University at Carbondale | 1979-1980      |

Assistant to the Director for Minority Student Enrollment. Developed files for prospective students regarding financial aid, housing, and class registration.

## EDUCATION

M.S.Ed. Higher Education, College of Education, Southern Illinois University, Carbondale, Illinois, August, 1983

B.S., Geology, College of Science, Southern Illinois University, Carbondale, Illinois, August, 1979

## EDITING/REVIEWING

Reviewer, 2011, *International Journal of Sustainability in Higher Education*.

Commissioned Reviewer, 2011, *Lessons Learned: How to Avoid the Biggest Mistakes Made by College Resident Assistants*, 2<sup>nd</sup> Ed., Published by Routledge.

Commissioned Reviewer, 2006, *Residence Hall Director Briefs*, Published by Chronicle Guidance Publications.

Commissioned Reviewer, 2006, *Lessons Learned: How to Avoid the Biggest Mistakes Made by College Resident Assistants*, Published by Routledge.

Editor, *Chronicle Guidance Brief*, 2002, A publication for students and job seekers to make career decisions. Published by Chronicle Guidance Publications, Moravia, New York.

Advisory Board Member, *Student Housing Management*, 2001 – 2002, A legal publication for housing professionals, Published by Brownstone Publishers, New York City, New York.

Editor, *The Journal of College and University Student Housing*, 1995-1997. A journal for ACUHO-I.

Co-Editor, (1994) Special Topics Issue, Staff and Professional Development in Student Affairs. *The College Student Affairs Journal*, 14(1).

Editorial Board Member, *The Journal of College and University Student Housing*, 1991-1994.

Associate Editor, *The College Student Affairs Journal*, 1993-1996. A journal for the Southern Association for College Student Affairs.

Founding Co-Editor, *Florida Perspective*, 1991-1993. A journal for the Division of Student Affairs at the University of Florida.

Reviewer, *The College Student Affairs Journal*, 1990-1993. A journal for the Southern Association for College Student Affairs.

## BOOKS AND MONOGRAPHS

Zdziarski, E.L., Dunkel, N.W., & Rollo, J.M. (2021). *Campus crisis management*. (2<sup>nd</sup> Ed.). Routledge.

Dunkel, N.W. (2019). *Don's Strength: Anthony Jeremiah Hezekiah Poffenberger Diefenthaler*. Minneapolis, MN: A Flair for Writing.

Dunkel, N.W., Schuh, J.H., & Chrystal-Green, N. (2014). *Advising student groups and organizations* (2<sup>nd</sup> ed.). San Francisco: Jossey-Bass.

Coleman, J., & Dunkel, N.W. (2014). *60 years of residence hall leadership: NACURH, Inc.* Columbus, OH: NACURH.

Dunkel, N.W., Baumann, J., & Associates (2013). *Campus housing management*, (Volumes 1-6). Columbus, OH: ACUHO-I.

Zdziarski, E.L., Dunkel, N.W., & Rollo, J. M. (2007) *Campus crisis management: A comprehensive guide to planning, prevention, response, and recovery*. San Francisco: Jossey-Bass.

- Dunkel, N.W., & Baumann, J.A. (2006). *The 21<sup>st</sup> Century Project: A Reading Compendium*. Columbus, OH: ACUHO-I.
- Dunkel, N.W., Spencer, C.L., & Associates (2006). *Advice for Advisers: Empowering Your Residence Hall Association* (3<sup>rd</sup> ed.). Columbus, OH: ACUHO-I.
- McCuskey, B., & Dunkel, N.W. (2006). *Foundations: Strategies for the future of collegiate housing*. Columbus, OH: ACUHO-I.
- Coleman, J., & Dunkel, N.W. (2004). *50 years of residence hall leadership: NACURH, Inc.* Gainesville, FL: NACURH.
- Dunkel, N.W., & Grimm, J.C. (2003). *Campus housing construction*. Columbus, OH: ACUHO-I.
- Dunkel, N.W., & Jahr, P. (Eds.). (2000). *Peak experiences*. Columbus, OH: ACUHO-I.
- Grimm, J.C., & Dunkel, N.W. (1999). *Housing construction and renovation* [Monograph]. Columbus, OH: ACUHO-I.
- Dunkel, N.W., & Schuh, J.H. (1998). *Advising student groups and organizations*. San Francisco: Jossey-Bass.
- Dunkel, N.W., Spencer, C.L., & Associates (1998). *Advice for advisers: The development of a residence hall association* (2nd ed.). Columbus, OH: ACUHO-I.
- Dunkel, N. W., & Spencer, C. (Eds.). (1993). *Advice for advisors: The development of an effective residence hall association*. Columbus, Ohio: ACUHO-I.

## CHAPTERS AND ARTICLES

- Dunkel, N.W. (2018). Housing and residential life. In M. E. David and M. J. Amey (Eds.). *The SAGE Encyclopedia of Higher Education*. Thousand Oaks, CA: SAGE.
- Dunkel, N.W., & Schreiber, P.J. (2018, reprint). Competency development of housing professionals. *The Journal of College and University Student Housing*, 44(2), 98-107. Original work published 1992.
- Dunkel, N.W., & Chrystal-Green, N. (2017). Advising student organizations. In J. H. Schuh, S. R. Jones, and V. Torres (Eds.) (6<sup>th</sup> Ed.). *Student Services: A Handbook for the Profession*. San Francisco, CA: Jossey-Bass.
- Zhang, Y., & Dunkel, N.W. (2016). *How much do students learn in campus housing?* 2016 International Conference on Education, Management, and Applied Social Science (EMASS2016). Beijing, China.
- Dunn, M., & Dunkel, N.W. (2013). Competency development of southern Africa housing officers. *Journal of Student Affairs in Africa*, 1(1), 67-76.
- Dunkel, N.W., & Deninger, L. (2012). Sustainable campus housing: Building a better place. In J. Martin, J.E. Samels, and Associates (Eds.). *The sustainable university: Green goals and new challenges for higher education leaders*. Baltimore, MD: Johns Hopkins.
- Zhang, Y., & Dunkel, N.W. (2011). College student goal orientation and learning outcomes. *Proceedings of the 2011 International Conference on Higher Education, Shanghai, China*. London, United Kingdom: London Science Publishing Limited.
- Dunkel, N.W. (2011). Foreword. *Inter-Residence Hall Association History*. Gainesville, FL: Housing and Residence Education.
- Zhang, Y., Dunkel, N.W., & Liu Li, Zhu Lili (2010). Student academic and social experiences in China and in the U.S. *Proceedings of the 2010 International Conference on Higher Education, Beijing, China*. London, United Kingdom: London Science Publishing Limited.
- Torres-Antonini, M., & Dunkel, N.W. (April/May, 2009). Green residence halls are here: Current trends in sustainable campus housing. *The Journal of College and University Campus Housing*, 36(1), pp. 10-23.

- Belch, H.A., Wilson, M.E., & Dunkel, N. (2009). Cultures of success: Recruiting and retaining new live-in residence life professionals. *The Journal of College Student Development*, 27(2), pp. 176 - 193.
- Dunkel, N.W., & Schneider - Carodine, M.K. (2008). Leadership development and advising first year student leaders. In B. Zeller (Ed.) (3<sup>rd</sup> Ed.). *Residence Life Programs and the New Student Experience*. Columbia, SC: The National Resource Center for the First Year Experience & Student in Transition and ACUHO-I.
- Torres-Antonini, M., & Dunkel, N.W. (2007). Living green: Sustainable directions for residential learning communities. In *Proceedings of VII Annual Greening of the Campus Conference*. Muncie, IN: Bowling Green State University.
- Dunkel, N.W., & Stump, L.J. (2007). Working with emergency personnel and outside agencies. In E.L. Zdziarski, N.W. Dunkel, & J.M. Rollo (Eds.), *Campus crisis management: A comprehensive guide to planning, prevention, response, and recovery*. San Francisco: Jossey-Bass.
- Zdziarski, E.L., Rollo, J.M., & Dunkel, N.W. (2007). The crisis matrix. In E.L. Zdziarski, N.W. Dunkel, & J.M. Rollo (Eds.), *Campus crisis management: A comprehensive guide to planning, prevention, response, and recovery*. San Francisco: Jossey-Bass.
- Zdziarski, E.L., Dunkel, N.W., & Rollo, J.M. (2007). Where do we go from here? In E.L. Zdziarski, N.W. Dunkel, & J.M. Rollo (Eds.), *Campus crisis management: A comprehensive guide to planning, prevention, response, and recovery*. San Francisco: Jossey-Bass.
- Dunkel, N.W., & Mian, A. (2005, April). The lowdown and slowdown on downloading. *ACUHO-I Talking Stick*, 22(6), pp. 30-48.
- Dunkel, N.W. (2004, February). The responsibilities of advising a student organization. *NetResults*. At <http://www.naspa.org>
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- Dunkel, N.W., & Gray, F. (2003). *Construction resources*. In N. W. Dunkel & J.C. Grimm (Eds.), *Campus housing construction*. Columbus, OH: ACUHO-I.
- Dunkel, N.W., Grimm, J.C., & Ponikvar, J. (2003). *Construction design team*. In N.W. Dunkel & J.C. Grimm (Eds.), *Campus housing construction*. Columbus, OH: ACUHO-I.
- Dunkel, N. W., & Hudson, M. (2002). Interviewing: Tips to success [CD Rom]. *Top ten recruitment tools*. Columbus, OH: ACUHO-I.
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- Dunkel, N.W., Griffin, W., & Probert, B. (1998). Development of coordinated mental health counseling resources in time of disaster. *NASPA Journal*, 35(2), 147-156.
- Schreiber, P.J., Dunkel, N.W., & Jahr, P. (1994). Competency based developmental programs. *The College Student Affairs Journal*, 14(1).
- Howard-Hamilton, M., Dunkel, N. W., & Pitts, J. (1994). A comparison of residence hall environments with contrasting visitation policies. *The Journal of College and University Student Housing*, 24(2).
- Dunkel, N. W. (1992). Milieu Management Programs. In J. C. Grimm & R. Mosier (Eds.) *Facility Management*, [Monograph]. Columbus, OH: ACUHO-I, 62-70.
- Dunkel, N. W., & Schreiber, P. J. (1992). Competency development of housing professionals. *The Journal of College and University Student Housing*, 22(2), 19-23.

Dunkel, N. W., & Pitts, J. (1991). Promoting students interested in careers in student affairs practice--a panel presentation. *Journal of College Student Development, 32*(5), 468-469.

Scott, J., Fukuyama, M., Dunkel, N. W., & Griffin, W. (1992). The trauma response team: Preparing staff to respond to student death. *NASPA Journal, 29*(3), 230-237.

Bray, K., Dunkel, N. W., & Wofford, A. (1991). T.R.A.C.K.: A guide to career planning for residence life staff. *Journal of Career Planning and Employment, 51*(2), 26-28.

Dunkel, N. W., Garcia, P., & Israel, B. (1989). Conference intrinsics: The benefits not realized. *ACED Advisor, 1*(1), 15-19.

## NON-REFEREED PUBLICATIONS

Heasley, C., Lengowski, F.W., Haapala, K., & Dunkel, N.W. (2015, November/December). Completing the Loop, What factors should campus housing leaders consider as they strive to prove the link between hall design and student success. *Talking Stick, 33*(2), pp. 36-47. (Received article of the year award.)

Jordan, M.C., & Dunkel, N.W. (2012, May/June). Looking at things a whole new way. *Talking Stick, 29*(5), pp. 44-53.

Dunkel, N.W., & Jackson, T. (2009, May/June). A global view. *Talking Stick, 26*(5), p. 36-45.

Dunkel, N.W. (2008). *Peer to peer (P2P) file sharing*. Invited written testimony submitted to the U.S. Department of Education for the Higher Education Act, Washington, DC.

Dunkel, N.W. (2007). *Comprehensive versus split housing organizational structures*. Columbus, OH: ACUHO-I.

Dunkel, N.W., Rooney, J., Ellett, T., & Burton, T. (2006). *Campus housing guidelines for pandemic planning*. Columbus, OH: ACUHO-I.

Dunkel, N.W., & Bird, R. (2005). *Hearing Before The Subcommittee on Courts, the Internet, and Intellectual Property of the Committee of the Judiciary House of Representatives*. Serial No. 109-56, pp. 43-50, Washington, D.C.: U.S. Government Printing Office.

Traxler, S., & Dunkel, N.W. (2005, April). Vision. *Talking Stick, 22*(6), p. 5.

Dunkel, N.W., Schreiber, P.J., & Felice, C. (2005, March). Preparing housing professionals: The James C. Grimm National Housing Training Institute, *ACUHO-I Talking Stick, 22*(5), pp. 38-39.

Dunkel, N.W., & Bird, R. (2004, May, 6). *Hearing Before The Subcommittee on Commerce, Trade, and Consumer Protection of the Committee on Energy and Commerce House of Representatives*. Serial No. 108-90, pp. 47-53, Washington, D.C.: U.S. Government Printing Office.

Dunkel, N.W. (2004). Network abuse [On-line]. Available: *ResLife.com*.

Dunkel, N.W., & Bird, R. (2003). *Case study for the Joint Committee of the Higher Education and Entertainment Communities: Development and deployment of ICARUS*. Gainesville, FL: Author.

Dunkel, N.W. (2003). A bibliography on advising student organizations. *American Student Government Association*. At [www.asgaonline.com](http://www.asgaonline.com).

Dunkel, N.W. (2003, October). Peer-to-peer (P2P) file sharing. *ACUHO-I Talking Stick, 21*(2), pp. 6-7.

Dunkel, N.W., & Cunningham, E. (2003). *Unauthorized peer-to-peer file sharing*. Columbus, OH: ACUHO-I.

Dunkel, N.W. (2001). Honors residential college at Hume Hall. *Student Affairs Update, 26*(2). Gainesville, FL: Division of Student Affairs.

Dunkel, N. W. (2000). Selecting a graduate program for student affairs preparation [On-line], Available: *ResLife.com*.

Wertz, L., & Dunkel, N.W. (1999, December). *ACUHO-I/EBI RA Benchmarking Study*. Gainesville, FL: Division of Housing.

- Dunkel, N.W. (1997, March). *Quality evaluation 1997*. Gainesville, FL: Division of Housing.
- Dunkel, N.W. (1996, September). Dr. Samuel Bettances. *ACUHO-I Talking Stick*, p.15.
- Dunkel, N. W. (1995). National Housing Training Institute celebrates five years. *Student Affairs Update*, 20(3), pp. 4-5.
- Dunkel, N. W. (1995). *Report of the division of housing: Internal/external review*. Gainesville, FL: University of Florida, Division of Housing.
- Dunkel, N. W. (1994, September). Dr. Franklyn Jennifer. *ACUHO-I Talking Stick*, p.22.
- Dunkel, N. W. (1993, October). The Horror of Serial Killings. *ACUHO-I Talking Stick*, p. 12-13.
- Dunkel, N. W. (1993). *Student Development Revitalization*. Gainesville, FL: Division of Housing.
- Dunkel, N. W. (1993, Spring). Student Involvement in the Division of Housing. *Student Affairs Update*, 18(2).
- Dunkel, N.W. (1991, October). Professional development: Specialized training institutes and drive-in workshops. *SACSA Newsletter*. p. 5.
- Dunkel, N. W. (1990, November). Institutes benefit from interns. *ACUHO-I Talking Stick*. p. 19.
- Dunkel, N.W. (1990, October). *Crisis management: A self-assessment for university housing professionals*. Paper presented at Conference of Suicide Prevention: The College Environment, Tampa Bay, FL.
- Dunkel, N. W. (1990, October). Group dynamics. *The Resourceful Leader*.
- Blansett, S., Dunkel, N.W., & Grimm, J. (1990, Spring/Summer). The Division of Housing: Introduction to the 1990's. *Student Affairs Update*.
- Dunkel, N. W. (1990, April). Culture development: Strategies for leadership. *SACSA Newsletter*. p. 5.
- Dunkel, N.W., & Walter, P. (1989, June). A review of student development philosophies and their application to housing functions. *SEAHO Report*. pp. 10-12.
- Bray, K., & Dunkel, N. W. (1989, June). Student staff career awareness. *SEAHO Report*. pp. 24-25.
- Bray, K., Dunkel, N.W., & Wofford, A. (1989). *TRACK: Training and raising awareness in career knowledge*. Unpublished Division of Housing manual.
- Dunkel, N. W. (1989). *The Keys*. Unpublished divisional programming resource book.
- Below, S., & Dunkel, N.W. (1988, June). Entry-Level: The buck starts here, #3: Investing. *ACUHO-I Talking Stick*. pp. 21-22.
- Dunkel, N.W. (1988, February). Entry-Level: The buck starts here, #2: Personal record keeping and budgeting. *ACUHO-I Talking Stick*. p. 23.
- Dunkel, N.W. (1988, Winter). Abstract: The professional residence hall staff compensation study of fiscal Year '87. *UMR-ACUHO News*. p. 8.
- Dunkel, N.W. (1987, November). Entry-Level: The buck starts here, credit and credit rating, #1. *ACUHO-I Talking Stick*. p. 15.
- Dunkel, N.W. (1987, Summer). Response to the Carnegie commission report: Housing officers must establish a student development plan. *UMR-ACUHO News*. pp. 8-9.
- Dunkel, N.W. (1987). 1986 regional conference operations study. *Registrations*. pp. 2-3.
- Dunkel, N. W. (1987, Summer). 1986 regional conference operations study: An abstract. *UMR-ACUHO News*. p. 6.

Dunkel, N. W. (1985). *The Advantage*. Unpublished departmental programming resource book.

Dunkel, N.W. (1984). *Predictability of racial attitudes and general attitudes of freshmen at Southern Illinois University at Carbondale*. Unpublished manuscript.

Dunkel, N.W. (1983). *Racial attitudes of freshmen at Southern Illinois University at Carbondale during the fall of 1980*. Unpublished master's thesis, Southern Illinois University, Carbondale, IL.

## PROFESSIONAL INVOLVEMENT

|              |                                 |  |
|--------------|---------------------------------|--|
| 2011 - 2014  | Co-Director<br>Co-Founder       | ACUHO-I SAC Southern Africa Roelf Visser Student Housing Training Institute  |
| 2012         | Member                          | ACUHO-I Public Private Partnership Task Force  |
| 2011         | Task Force Member               | ACUHO-I Professional Body of Knowledge   |
| 2009 – 2010  | Chairperson<br>Chairperson      | ACUHO-I Nominations Committee<br>ACUHO-I Award Committee   |
| 2008 - 2009  | Executive Board                 | ACUHO-I President  |
| 2007 - 2008  | Executive Board                 | ACUHO-I President-Elect  |
| 2006 - 2007  | Executive Board                 | ACUHO-I Vice President   |
| 2006         | Executive Board                 | ACUHO-I Publications Coordinator (2 <sup>nd</sup> year).   |
| 2006         | Co-Director                     | ACUHO-I CHO Institute Planning Committee   |
| 2006         | Task Force Member               | ACUHO-I Research Task Force (3 <sup>rd</sup> year)   |
| 2006         | Chairperson                     | ACUHO-I Committee to Develop the Campus Housing Guidelines for Pandemic Planning                                   |
| 2004-5, 2001 | Committee Member                | SEAHO Nominations and Elections Committee  |
| 2004         | Representative                  | ACUHO-I Representative to Joint Committee of Higher Education and Entertainment Communities (2 <sup>nd</sup> year) |
| 2004         | Co-Director                     | SEAHO Regional Entry Level Institute Planning Committee  |
| 2004         | Committee Member                | SEAHO Strategic Planning Committee (2 <sup>nd</sup> year)  |
| 2003         | Chairperson                     | ACUHO-I Media Board (6 <sup>th</sup> year)   |
| 2003         | Committee Member<br>Chairperson | ACUHO-I Publications Review Committee (9 <sup>th</sup> year)<br>(1997-2000)  |
| 2000         | Co-Director<br>Co-Founder       | ACUHO-I James C. Grimm National Housing Training Institute (10 <sup>th</sup> year)                                 |
| 2000         | Executive Board                 | ACUHO-I Publications Coordinator (3 <sup>rd</sup> year)  |
| 2000         | Committee Member<br>Editor      | ACUHO-I Journal Board (8 <sup>th</sup> year)<br>(Editor, 1995-1997)  |
| 1999         | Co-Director                     | First Annual ACUHO-I Leadership Assembly   |



|              |                                  |   |
|--------------|----------------------------------|---|
| 1998         | Committee Member                 | ACUHO-I Research and Information Committee (4th year)                           |
| 1995         | Board Member<br>Committee Chair  | SACSA Foundation<br>SACSA Foundation Development Committee                      |
| 1995<br>1995 | Committee Member<br>Chair        | SACSA Program Committee<br>SACSA Idea Exchange Committee                        |
| 1994         | Committee Member                 | SACSA Research Committee (2nd year)   |
| 1994         | Committee Member                 | SACSA Professional Preparation and Standards Committee                          |
| 1994         | Adviser                          | Florida Association of Residence Halls (3rd year)                               |
| 1993         | Member                           | Phi Delta Kappa (4th year)  |
| 1992         | Committee Member,<br>Chairperson | SACSA Professional Development Committee (3rd year)                             |
| 1991         | Chairperson                      | SACSA Publications Sub-committee  |
| 1988         | Committee Member                 | UMR-ACUHO Research and Information Committee (3rd year)                         |
| 1988         | Committee Member                 | ACUHO-I Conference Services Committee on Ways, Means, and Directions (2nd year) |
| 1985         | Committee Member                 | ACUHO-I Research and Information Committee (2nd year)                           |

### **INSTITUTIONAL CONSULTATIONS and PROGRAM REVIEWS**

|      |   |
|------|---|
| 2014 | United Arab Emirates University (Student Affairs Review)                            |
| 2014 | Crown College (Consultant with DLR Architects on Housing Construction)              |
| 2013 | University of Georgia (External Housing Review)                                     |
| 2012 | Lynn University (External Housing Review)   |
| 2011 | University of West Florida (External Housing Review)                                |
| 2011 | Ryerson University (External Housing Review)  |
| 2011 | Northwestern University (External Housing Review)                                   |
| 2011 | College of Saint Benedict (Consultant with DLR Architects for Housing Construction) |
| 2008 | Texas Tech University (External Housing Review)                                     |
| 2008 | University of Illinois at Springfield (External Housing Review)                     |
| 2007 | Southern Oregon University (External Housing and Food Service Review)               |
| 2006 | University of Texas at San Antonio (External Housing and Food Service Review)       |
| 2006 | Mississippi University for Women (External Housing Review)                          |
| 2005 | University of Memphis (Housing Master Plan).  |

- 2003 Colorado State University, Fort Collins, Colorado (New Construction, Advising, Crisis Management).
- 2003 Eastern Kentucky University, Richmond, Kentucky (Facilities, Advising).
- 2001 University of Maryland, College Park, Maryland (Keynote, Advising).
- 1999 Central Michigan University, Mt. Pleasant, Michigan (Hall Governance).
- 1999 ACUHO-I Annual Conference. Vancouver, British Columbia (Construction and Renovation).
- 1999 Palm Beach Community College. West Palm Beach, Florida (External Review of Facilities, Staffing).
- 1999 University of Scranton, Scranton, Pennsylvania (Hall Governance).
- 1998 Texas A&M University. College Station, Texas (Advising, Organization).
- 1998 Central Florida Community College. Ocala, Florida (Facilities, Assessment).
- 1996 Catholic University of America. Washington, D.C (Hall Governance).
- 1995 University of Arkansas, Fayetteville, Arkansas (Advising, Organization).
- 1990 University of North Florida, Jacksonville, Florida (Leadership).

## **FEDERAL OR STATE TESTIMONY AND CONSULTATIONS**

- 2009 - 2010 Expert Witness, Hendersen v. State, et. al., Maricopa County Superior Court, Arizona.
- 2008 “Peer to Peer (P2P) File Sharing.” Invited written testimony submitted to the U.S. Department of Education on the Higher Education Opportunity Act.
- 2008 “Peer to Peer File Sharing.” Witness Testimony before the California State Assembly Committee on Higher Education. Sacramento, California.
- 2008 “Campus Safety Summit.” Invited participant by the National School Safety Center and the Office of Community Oriented Policing Services, Washington, DC.
- 2006 “Workshop on Technologies for Managing Content on Campus Networks.” Testimony before the Joint Committee of the Higher Education and the Entertainment Communities, Washington, DC.
- 2005 P2P File Sharing.” Witness Testimony before the US House of Representatives Subcommittee on Courts, the Internet, and Intellectual Property. Washington, D.C.
- 2004 “ICARUS and P2P File Sharing.” Witness Testimony before the US House of Representatives Subcommittee on Commerce, Trade, and Consumer Protection. Washington, D.C.

## **PROFESSIONAL PRESENTATIONS**

- 2019 “God Made Police Officers and Staff.” Gainesville Police Department Promotion Ceremony. Gainesville, Florida.
- 2018 “Campus Crisis Management.” UF Graduate Medical Education Seminar Series. College of Medicine. Gainesville, Florida.
- 2017 “The Impact of Campus Housing on Student Retention.” Accepted as poster session at the NASPA Annual Conference, San Antonio, Texas.
- 2015 “Exploring the Connection Between Building Design, Student Experience, and Psychosocial Development” and “Tour 2015’s Hottest Housing” and “My Favorite Student Best – ACUHO-I/APPA Housing Facilities Conference: Involving All Housing Staff.” ACUHO-I Annual Conference and Exposition, Orlando, Florida.

- 2015 “Campus Housing and P3s.” Presentation to ACUHO-I Executive Board. Go-To-Meeting. Columbus, OH.
- 2015 “Transitions and Change.” Presentation to the ACUHO-I Central Office Directors. Columbus, OH.
- 2015 “Campus Housing and P3s.” Keynote for the ASI/MacGray Annual Board and Sales Meeting. Orlando, FL.
- 2014 “Advising Student Organizations.” ACPA e-series webinar.
- 2014 “The Institutional and Developer Perspectives of Student Housing.” Opening keynote for the Interface On-Campus Housing Conference, Orlando, FL.
- 2014 “Facilities Management: Involving All Housing Staff.” ACUHO-I/APPA Facilities Conference, Kansas City, MO. Selected as Conference Best Program.
- 2014 “Pillars of the Profession.” ACUHO-I Annual Conference and Exposition, Washington, DC.
- 2013 “The Future of Campus Housing.” Panel presentation for the Interface ON-Campus Student Housing Conference, Orlando, FL.
- 2013 “Searches of Student Housing: Legal and Practical Issues.” State University System Crisis Conference, Orlando, Florida.
- 2012 “Auxiliary Operations and Mentoring.” Student Affairs Live on-line weekly broadcast.
- 2012 “The INSPIREation for an Entrepreneurial Living Learning Community.” ACUHO-I LLP Conference, Albuquerque, New Mexico.
- 2012 “Bleeding Edge Networking and Branding for Housing Officers” and “By The Book: Lessons Learned While Editing *Campus Housing Management*,” ACUHO-I Annual Conference and Exposition, Anaheim, CA.
- 2012 “Facilities Management,” Student Housing Training Institute, University of Stellenbosch, South Africa.
- 2011 “University-Developer-Community Partnerships for Housing and Research: The Continuum and Innovation District in Gainesville, Florida.” CUMU Annual Conference, Indianapolis, Indiana.
- 2011 “Facilities Management” and “Crisis Management in Higher Education.” Student Housing Training Institute, University of Stellenbosch and University of Pretoria, South Africa.
- 2010 “A New Approach to Professional Development.” Keynote for the UMR-ACUHO Conference, Minneapolis, Minnesota.
- 2010 “Together We Can Make a Difference.” Keynote for the ACUHO-I/APPA Facilities Conference, Charlotte, North Carolina.
- 2010 “Hip and Sage.” ACUHO-I Annual Conference and Exposition, Austin, Texas.
- 2010 “Advanced Writers Panel.” NASPA Pre-Conference Workshop, Chicago, Illinois.
- 2009 “Planning, Response, and Recovery to a Natural Disaster: A Housing Perspective.” ACUHO-I Business Operations Conference, Columbus, Ohio.
- 2009 “It Takes a Village: The Global Housing Summit in Hong Kong.” SEAHO Conference, Birmingham, Alabama.
- 2009 “Trends in Campus Housing.” Keynote at the Hong Kong Student Affairs Dinner, Global Housing Summit, Hong Kong, China.
- 2008 “Tuning Your Personal Skills: A Panel Presentation.” UMR-ACUHO Conference, Kansas City, Kansas.
- 2008 “Campus Crisis Management.” Keynote at the NACA Conference, St. Louis, Missouri.

- 2008 “In Student’s Eyes: A Camera Project and Cost Reduction and Revenue Enhancement Project 2007.” SEAHO 43<sup>rd</sup> Annual Conference, Savannah, Georgia.
- 2007 “Housing Crisis Management.” A webinar for ACUHO-I, Columbus, Ohio.
- 2007 “A New Framework for Campus Crisis Management: A Housing Perspective.” ACUTA Conference, Minneapolis, MN.
- 2007 “Living Green: Sustainable Directions for Residential Learning Communities.” Greening of the Campus Conference, Muncie, IN.
- 2007 “ACUHO-I Governance Structure” and “New Considerations for Campus Housing Crisis Management,” ACUHO-I Annual Conference and Exposition, Seattle, WA.
- 2007 “Disaster Recovery and Business Continuity – Panel Presentation.” CHEMA, New Orleans, Louisiana.
- 2007 “A New Framework for Campus Crisis Management” and “Cultures of Engagement, Opportunity, and Professionalism.” NASPA/ACPA Joint Conference, Orlando, Florida.
- 2006 “Fully Staffed: Strategies for Recruiting and Retaining Staff.” ACUHO-I 58<sup>th</sup> Annual Conference and Exposition, Atlanta, Georgia.
- 2005 “Fill Every Bucket & Increase Productivity & Effectiveness.” ACUHO-I/APPA Housing Facilities Workshop, Salt Lake City, Utah.
- 2005 “Discover Positive Strategies and Successfully Navigate Work and Life.” ACUHO-I 57<sup>th</sup> Annual Conference, Milwaukee, Wisconsin.
- 2005 “Managing Sorority, Fraternity, and Other Quasi-Owned Housing.” National Association of College and University Attorneys. Orlando, Florida.
- 2005 “Tips for CHO Success.” SEAHO 40<sup>th</sup> Annual Conference. Jacksonville, Florida.
- 2004 “Construction and Renovation.” ACUHO-I/APPA Housing Facilities Workshop, Tampa, Florida.
- 2004 “Campus Housing Crisis Management.” SEAHO Regional Entry Level Institute at the University of Mississippi, Oxford, Mississippi.
- 2004 “SEAHO Strategic Plan” SEAHO 39<sup>th</sup> Annual Conference, Hilton Head, South Carolina.
- 2003 “Peer-To-Peer (P2P) File Sharing.” Penn State University System. Using tele-conferencing from Gainesville, Florida.
- 2003 “Peer-To-Peer (P2P) File Sharing.” Joint Committee of Higher Education and Entertainment Communities. Washington, D.C. using Omnimeet from Gainesville, Florida.
- 2003 “Crisis in Recruiting and Retention - ACUHO-I’s Response.” ACUHO-I 55<sup>th</sup> Annual Conference, Las Vegas, Nevada. Invited program session.
- 2003 “The Benefits of Being Involved in a Student Organization.” Keynote address for The Institute for Student Leadership. Tampa, Florida.
- 2002 “Campus Housing Crisis Management.” Faculty member for National Housing Training Institute. College Park, Maryland.
- 2002 “The Adventure of a Lifetime.” Keynote address for SAACURH Conference, Gainesville, Florida.
- 2002 “The Benefits of Involvement.” Keynote address for the Santa Fe Community College Student Government Annual Awards Banquet. Gainesville, Florida.

- 2001 “Housing Trends.” Invited panelist for the Society for College and University Planning (SCUP). Audio stream at <http://222.scup.org/radio/show1.htm>.
- 2001 “Adviser’s Institute.” Invited feature speaker for the National Association for Campus Activities Conference 2001, Nashville, Tennessee.
- 2001 “Adviser’s Institute.” Invited workshop facilitator for the ART of Leadership Conference , Gainesville, Florida.
- 2000 “ART Institute: Legal Issues for Advisers.” NACURH 47<sup>th</sup> Annual Conference. Boulder, Colorado.
- 1999 “Adviser’s Symposium.” Keynote address for the Georgia Fall Leadership Conference 1999. Atlanta, Georgia.
- 1999 “Critical Issues in Housing Associated with Crises in Residential Facilities.” Invited panelist at the Institute of Crises in Higher Education. Gainesville, Florida.
- 1999 “Working With Student Organizations.” Art of Leadership Conference. University of Florida. Gainesville, Florida.
- 1999 “ART Institute: Legal Issues for Advisers.” NACURH 46<sup>th</sup> Annual Conference. LaCrosse, Wisconsin.
- 1998 “Advising Hall Governance: Considerations and Information.” ACUHO-I 50th Annual Conference. Charlotte, North Carolina.
- 1998 “Legal Issues for Advisers.” “Advisers as an Information Resource Person.” NACURH 45th Annual Conference. The University of Nebraska-Lincoln. Lincoln, Nebraska.
- 1998 “The A.R.T. Institute of SAACURH and SEAHO: Legal Issues for Advisers.” SEAHO Annual Conference. Savannah, Georgia.
- 1997 “ART Institute: Adviser as an Information Resource Person,” “ART Institute: Legal Issues.” SAACURH Annual Conference. Georgia Institute of Technology. Atlanta, Georgia.
- 1997 “The Adviser’s Palette: The Role of Supervisor and Adviser.” Florida State University Housing Staff. Tallahassee, Florida.
- 1997 “The Professional Edge: Research, Presentation, and Publication.” Hardee Center for Women in Higher Education. Tallahassee, Florida.
- 1997 “Are You On a Collision Course,” “Mentoring: The Discovery of a Hidden Role.” NACURH 44th Annual Conference. Muncie, Indiana.
- 1997 “Transferring the RA Experience to a Career.” Invited Keynote Address. Georgia Resident Assistant Saturday Seminar. Valdosta, Georgia.
- 1997 “Advising versus Supervising Students: Understanding the Approach.” NACA Winter Workshop. Gainesville, Florida.
- 1997 “The Professional You.” Women’s Leadership Conference. Gainesville, Florida.
- 1996 “ACUHO-I College: Supervision,” “Writing for Publication.” ACUHO-I 48th Annual Conference. Providence, Rhode Island.
- 1996 "RHA Risk Management and Responsibilities," "A National Study Review of RHA Advisor Responsibilities." SAACURH No Frills Conference. Tallahassee, Florida.
- 1996 "The Professional You." Women's Leadership Conference, Kappa Kappa Gamma, and Engineering Leadership Forum. Gainesville, Florida.

- 1995 "ACUHO-I College: Renewing Residence Life," "Writing for Publication." ACUHO-I 47th Annual Conference. Las Cruces, New Mexico.
- 1995 "Residential Governance: Elements to Understanding," "Themes to Understanding RHA Success." Invited speaker. 25th Annual MACUHO Conference. State College, Pennsylvania.
- 1995 "The Art/Work of Being an Advisor: Balancing It All." SAACURH Annual Conference. Virginia Tech. Blacksburg, Virginia.
- 1995 "The Student Learning Imperative: Innovation and Integration," SACSA 46th Annual Conference. Daytona Beach, Florida.
- 1995 "The Professional You." Women's Leadership Conference, Engineering Leadership Forum, and Minority Business Society. Gainesville, FL.
- 1994 "Faculty and Practitioners: A Discussion of Mutual and Conflicting Needs," and "Writing for Publication." SACSA 45<sup>th</sup> Annual Conference. Nashville, Tennessee.
- 1994 "25 Steps to Get Ahead." Delta Sigma Pi. University of Florida. Gainesville, FL.
- 1994 "What I Want To Be When I Grow Up!" Women's Leadership Conference. University of Florida. Gainesville, Florida.
- 1994 "Pin a Job on the Map." Florida Association of Residence Halls. Camp Keystone. Keystone Heights, Florida.
- 1994 "Ethical Decision Making." Order of Omega. Ocala, Florida.
- 1993 "The Psychosocial Development of Women in Residence Halls: A Comparative Analysis of Environments with Contrasting Visitation Policies," and "Writing for Publication - Panel Presentation." SACSA 44th Annual Conference. Greenville, South Carolina.
- 1993 "So Your Students Want to Host?" - Panel Presentation, and "The Support Solar System." SAACURH Annual Conference. University of Alabama. Tuscaloosa, Alabama.
- 1993 "Successful Residence Hall Government Associations: Applying Findings From A National Study of Select Hall Government Structures" - Panel Presentation. ACUHO-I College. The Ohio State University. Columbus, Ohio.
- 1993 "Competency Development for Housing Professionals." Institute in Student Development. Appalachian State University. Boone, North Carolina.
- 1993 "Show Your Best Self." Women's Leadership Conference. University of Florida. Gainesville, Florida.
- 1993 "Careers in Housing Luncheon" - Panel Presentation, and "How Well Do You Read Blueprints?". NACURH 40th Annual Conference. University of South Carolina. Columbia, South Carolina.
- 1993 "Advice for Advisors: Motivation, Money, and Maintenance." Florida Association of Residence Halls. Florida State University. Tallahassee, Florida.
- 1992 "On Campus Safety and Security." Florida Department of Law Enforcement for the State Attorney General. St. Augustine, Florida.
- 1992 "Advisor's Roundtable with the Board." Florida Association of Residence Halls. University of Central Florida. Orlando, Florida.
- 1992 "Motivation and Working with Students." Florida Advisor's Seminar. Gainesville, Florida.
- 1991 "Ethical Leadership." Leadership Development Class, University of Florida. Gainesville, Florida.

- 1991 "Leadership: Understanding the Right Power," and "In Search of the Dollar." NACURH 38th Annual Conference. Arizona State University. Tempe, Arizona.
- 1991 "Budgets," and "Theories and Management." The National Executive Housekeepers Association, Florida Crown Chapter. Gainesville, Florida.
- 1990 "Continuing Professional Education in Housing: Is There a Place?" ACUHO-I 42nd Annual Conference. The University of Georgia. Athens, Georgia.
- 1990 "Suicide Prevention: The College Environment, Crisis Management in Housing." University of South Florida. Tampa Bay, Florida.
- 1990 "Training and Raising Awareness in Career Knowledge: A One Year Follow-up." SACSA 41st Annual Conference. Savannah, Georgia.
- 1990 "Organization and Management." The National Executive Housekeepers Association, Florida Crown Chapter. Gainesville, Florida.
- 1990 "Training and Raising Awareness in Career Knowledge." ACUHO-I 42nd Annual Conference. The University of Georgia. Athens, Georgia.
- 1990 "Motivation Can Be Contagious," and "Everything You Learned From Kindergarten." NACURH 37th Annual Conference. Southwest Missouri State University. Springfield, Missouri.
- 1989 "TRACK: Training and Raising Awareness in Career Knowledge." SACSA 40th Annual Conference, November, 1989. Tampa Bay, Florida.
- 1989 "Dealing With Student Deaths: A Training Model for Staff," and "TRACK: Training and Raising Awareness in Career Knowledge." NASPA Region III, November, 1989. Tampa Bay, Florida.
- 1989 "Money, Money Everywhere, But Can't Seem To Find Where." SAACURH Annual Conference, October, 1989. (Rated one of the top ten sessions) and "Everything You Learned From Kindergarten" and "Motivation Can Be Contagious" (rated one of the top ten sessions). Roanoke, Virginia.
- 1989 "Student Discipline: Not a Necessary Institutional Evil," ACUHO-I 41st Annual Conference, 1989. (Regional Best Program). Western Illinois University. Macomb, Illinois.
- 1989 "A Bang for the Buck: Budgets and Fundraising" and "Aliens: Trying to Make Contact." NACURH 36th Annual Conference, May, 1989. University of Northern Colorado. Greeley, Colorado.
- 1989 "Budgets: The Complete Perspective." The National Executive Housekeepers Association, Florida Crown Chapter, May, 1989. Gainesville, Florida.
- 1989 "Student Discipline: Not a Necessary Institutional Evil," SEAHO 25th Annual Conference, February, 1989. (Rated one of the top two programs). Lexington, Kentucky.
- 1988 "Aliens: Trying to Make Contact," (Inter-Organizational Communications), SAACURH Annual Conference, October, 1988. (Rated one of the top ten sessions). Florida State University. Tallahassee, Florida.
- 1988 "Personal Finance," Florida RA Seminar (FRAS), October, 1988. University of North Florida. Jacksonville, Florida.
- 1987 "Personal Finance: The Buck Starts Here," UMR-ACUHO 18th Annual Conference, November 1987. (Rated one of the top ten sessions). Kansas City, Missouri.
- 1987 "Marketing Your Institution - Benefits of Conference Activities," ACUHO-I 12th Annual Conference Services Workshop, 1987. University of South Carolina. Columbia, South Carolina.
- 1987 "Personal Finance," ACUHO-I 12th Annual Conference Services Workshop, 1987. University of South Carolina. Columbia, South Carolina.

- 1986 "Money: Knowledge or Afterthought?" UMR-ACUHO 17th Annual Conference, November, 1986. (Rated one of the top ten sessions). Lacrosse, Wisconsin.
- 1984 "Utilizing Area Media Resources." Iowa Assembly, American Heart Association, 1984. Des Moines, Iowa.
- 1983 "Opportunity for Academic Pursuit - Quiet Lifestyle" and "Needs Assessment for the Professional Hall Coordinator" and "Establishing and Maintaining an Escort System and Night Patrol." ACUHO-I 35th Annual National Conference, 1983. Seattle, Washington.
- 1983 "Successes in Public Relations." Public Relations Panel, Iowa Assembly, American Heart Association, 1983. Des Moines, Iowa.

## RESEARCH AND GRANTS

- 2007 Entry-Level Resident Director Position Work Group, Commissioned Research Study, Team Member. Awarded a \$50,000.00 grant (4th year).
- 2005 Principal Administrator of \$75,000.00 University of Florida, Office of Technology and Licensing, grant to develop the Icarus software (2<sup>nd</sup> year).
- 2000 Administered the ACUHO-I/EBI RA Benchmarking Study.
- 1999 Administered the Division of Housing 1988-1999 Residence Hall Surveys.
- 1996 Developed and co-administered a national study on Residence Hall Association advisor responsibilities (SEAHO Grant Recipient).
- 1994 Administered the SRES Validation Instrument at the University of Florida for Dr. Roger Winston, University of Georgia.
- 1993 Administered the "Student Development Task and Lifestyle Inventory" as part of a \$600.00 SACSA Research Grant of two female residence floors.
- 1990 Developed and administered the national "Competency Development" study of chief housing officers.
- 1990 Administered the Osipow, Carney, Winer, Yanico, and Koschier, "Career Decision Scale" of student staff and area government representatives.
- 1989 Administered the C. Robert Pace, "College Student Experiences Questionnaire (CSEQ)". Pilot Study for Student Affairs Task Force on Research to a select number of resident students.
- 1989 Developed and administered the "Student Satisfaction of Present Living Options" Survey of residence students.
- 1988 Developed and administered the regional "Sexually Transmitted Diseases (STDs)" study to institutions in UMR-ACUHO.
- 1988 Developed the SDSU Student Housing "1988 Quality of Residence Hall Life" assessment.
- 1987 Developed and administered the "1987 National Conference Intrinsic" study to institutions operating conferences.
- 1987 Developed and administered the "Regional Professional Residence Hall Staff Compensation Survey of Fiscal Year '87" to institutions in UMR-ACUHO.
- 1986 Developed and administered the "Regional Institutions Conference Operations" study to institutions in UMR-ACUHO.



- 1984 Co-Developed and administered a "Quiet Lifestyle Housing Survey Following One Semester of Implementation" at the University of Northern Iowa.
- 1983 Co-Developed and administered a "National Needs Assessment for the Hall Director Position" to select institutions in ACUHO-I.

## UNIVERSITY SERVICE

- 2019 Division of Student Affairs Financial Advisory Committee (Chairperson)(3rd year)
- 2019 Division of Student Affairs Title IX Committee (Chairperson)(3rd year)
- 2019 University of Florida Title IX Committee (4rd year)
- 2019 University of Florida CFO Advisory Council (8th year)
- 2019 University of Florida Superior Accomplishment Awards Committee (17th year).
- 2019 University of Florida Food Service Advisory Committee (19th year).
- 2019 University of Florida Land Use and Facilities Planning Committee (17th year).
- 2017 Baby Gator Child Development and Research Center Advisory Board – Chair 2012 - 2017 (10<sup>th</sup> year)
- 2017 University of Florida Gator Dining Service Planning Committee (17<sup>th</sup> year).
- 2016 University of Florida Campus Student Housing Committee (17<sup>th</sup> year).
- 2015 University Village Apartments, Inc. Board of Directors, Secretary (16<sup>th</sup> year)
- 2015 University of Florida Master Plan Steering Committee (2<sup>nd</sup> year)
- 2014 Coordinating Committee Member, University of Florida Crisis Response Team (25th year).
- 2012 University of Florida Emergency Operations Team (9<sup>th</sup> year).
- 2011 University of Florida JWRU Facilities Program Committee Chairperson
- 2010 University of Florida Counseling Resource Network (8<sup>th</sup> year).
- 2008 University of Florida Cost Reduction and Efficiency Task Force
- 2007 Mentor, J.W. Reitz Scholarship Program (11th year).
- 2006 University of Florida Master Plan Steering Committee (2<sup>nd</sup> year)
- 2006 University of Florida ITAC DI&A Committee (2<sup>nd</sup> year).
- 2006 Mentor, University of Florida Minority Mentor Program
- 2005 Chairperson, University of Florida Joint Enrollment Committee (4th year).
- 2004 University of Florida P2P File Sharing Committee (2<sup>nd</sup> year).
- 2002 University of Florida Living Off-Campus Task Force
- 2002 Chairperson, University of Florida Who's Who and Hall of Fame Review Committee
- 2001 Student Affairs Leadership Committee (2<sup>nd</sup> year)
- 2001 Student Activity Appeals Committee (13<sup>th</sup> year).

|      |  |
|------|--|
| 1998 | Campus Alcohol and Drug Resource Center Advisory Committee (10 <sup>th</sup> year).                      |
| 1995 | Chairperson, Division of Housing, Internal and External Review Process.                                  |
| 1995 | Member, Undergraduate Advisory Council (2 <sup>nd</sup> year).   |
| 1992 | Student Affairs Professional Development Committee (2 <sup>nd</sup> year).                               |
| 1992 | Chair, Student Affairs Superior Accomplishment Awards Committee (4 <sup>th</sup> year).                  |
| 1990 | Student Affairs Task Force on Research (2 <sup>nd</sup> year).   |
| 1989 | State Intergroup Relations Conference Organizing Committee.  |
| 1988 | Academic Advisor in the College of General Registration.   |
| 1988 | Health Service Council.  |
| 1987 | Advisor, Pub Advisory Council (2 <sup>nd</sup> year).  |
| 1985 | Elected Member - Professional and Scientific Council (3 <sup>rd</sup> year), University of Northern Iowa |
| 1985 | Founder, Shull Hall Escort Service (4 <sup>th</sup> year).   |
| 1985 | Member, Intercollegiate Athletic Advisory Council.   |
| 1981 | Member, Graduate Student Council.  |
| 1981 | Member, President's Committee on Naming Facilities.  |
| 1979 | Resident Assistant (2 <sup>nd</sup> year).   |

Additionally, chaired and served on numerous administrative (i.e., Vice President for Business Affairs, Vice President for Student Affairs, Chief of Police, Dean of Students (2), JWRU Executive Director, Director of Business Services, Director of Sustainability, etc.), faculty (SPHE faculty), and student leader search committees.

## TEACHING

|                            |  |
|----------------------------|--|
| 2010 – 2014,<br>2018, 2019 | EDH 6637, Crisis Management in Higher Education, three credit required graduate course   |
| 1995, 1997 -<br>2005, 2007 | SDS 7930, Advising Student Organizations, three credit elective graduate course          |
| 1986                       | SeEd 493, Special Topics in Residential Living, one credit required undergraduate course |

## COMMUNITY SERVICE

|      |  |  |
|------|--|--|
| 2020 | Member<br>Chairperson (2014 – 2015)<br>Vice Chairperson (2018 – 2019)<br>Chairperson (2019 – 2020) | Gainesville Police Department Advisory Council (10 <sup>th</sup> year)           |
| 2020 | Member   | Florida Paleontological Society and Tampa Bay Fossil Club (15 <sup>h</sup> year) |
| 2010 | Member   | NJROTC Booster Club (4 <sup>th</sup> year)                                       |
| 2002 | Asst. Den Leader   | Cub Scouts, Pack 511, Den 2 (3 <sup>rd</sup> year)                               |

|      |                                       |  |
|------|---------------------------------------|--|
|      | Unit Commissioner                     | North Florida Regional Council (3 <sup>rd</sup> year)  |
| 1998 | Member                                | Florida Track Club (9 <sup>th</sup> year)  |
| 1997 | President                             | Hidden Pines Homeowners Association (4 <sup>th</sup> year)   |
| 1997 | Member                                | Gainesville Marathon Group (8 <sup>th</sup> year)  |
| 1992 | President<br>Board of Directors       | Big Brothers/Big Sisters of Greater Gainesville (3 <sup>rd</sup> year)                             |
| 1988 | Member                                | Brookings Family Planning Advisory Board   |
| 1988 | Elected Member,<br>Board of Directors | Brookings Optimist Club (1988 Service Award Recipient)   |
| 1987 | Member                                | Convention Visitors Bureau Task Force on Tourism   |
| 1987 | Chairperson                           | Optimist Invitational Band Festival (2 <sup>nd</sup> year)   |
| 1985 | Member                                | Iowa Public Relations Advisory Committee for the American Heart Association (3 <sup>rd</sup> year) |
| 1985 | Founder/Adviser                       | Cedarloo Mountaineers (3 <sup>rd</sup> year)   |
| 1985 | Founder/Adviser                       | Governor's Run for Heart (4 <sup>th</sup> year)  |
| 1984 | President<br>Board of Directors       | Black Hawk County (Iowa) Heart Association   |
| 1983 | Chairperson                           | Black Hawk County Public Relations Committee for the American Heart Association                    |
| 1983 | Chairperson                           | Nominating Committee for the County Board of Directors for the American Heart Association          |
| 1980 | Member, Board of<br>Directors         | International Alumni Board of Directors for Southern Illinois University at Carbondale             |

## AWARDS AND RECOGNITION

|             |  |
|-------------|--|
| 2016        | University of Florida Student Government C. Arthur Sandeen Award                                   |
| 2016        | ACUHO-I Robert P. Cooke <i>Talking Stick</i> Article of the Year Award                             |
| 2014        | ACUHO-I Research and Publication Award   |
| 2012        | ACUHO-I Parthenon Award  |
| 2010        | NASPA International Education Knowledge Community Best Practices Award, Global Partnership Program |
| 2009 & 2007 | University of Florida Student Affairs Collaboration Award  |
| 2006        | Excellence in Teaching Award from The National Society of Leadership and Success                   |
| 2006        | James C. Grimm Opening Doors to Leadership Award, UF IRHA  |
| 2005        | ACUHO-I Presidential Service Award   |

|      |  |
|------|--|
| 2005 | University of Florida Student Government, James E. Scott, Memorial Award                 |
| 2004 | ACUHO-I James C. Grimm Leadership and Service Award                                      |
| 2004 | NACURH Kenneth Stoner Distinguished Service Award  |
| 2002 | Honorary Member, Golden Key International  |
| 2001 | ACUHO-I Research and Publication Award   |
| 2001 | ACUHO-I Foundation of Excellence Inductee  |
| 2000 | NHTI Recognition for 10 years as Co-Director, NHTI Alumni Association                    |
| 1999 | SAACURH Adviser of the Year Award  |
| 1999 | University of Florida Organization Adviser of the Year                                   |
| 1999 | University of Florida Student Affairs Outstanding Service and Leadership Award           |
| 1999 | SEAHO Charles W. Beene Memorial Award for Outstanding Service                            |
| 1998 | NHTI Norbert W. Dunkel and Pam Schreiber Scholarship Award (named in honor of directors) |
| 1996 | NACURH Daniel Hallenbeck Service Award   |
| 1995 | SAACURH Daniel Hallenbeck Lifetime Service Award   |
| 1993 | FARH Crystal Award for Service   |
| 1992 | FARH Norbert W. Dunkel Adviser of the Year Award (named in honor)                        |

## REFERENCES

Dr. David Parrott, Director for Title IX and ADA Compliance Programs, University of Louisville, Louisville, KY (former supervisor).

Dr. Mike Rollo, Vice President for Student Affairs, Florida Gulf Coast University, Ft. Myers, FL (former supervisor).

Dr. James F. Conneely, Vice President for Student Affairs, University of North Georgia, Price Memorial Building, Room 211, Dahlonega, GA 30597 (colleague).

Dr. John Schuh, N243 Logomarcino Hall, Iowa State University, Ames, IA 50011, 515-294-6393. (colleague and retired Distinguished Professor Emeritus).



**Gainesville Police Department**

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November 24, 2014

Mr. Russ Blackburn  
Gainesville City Manager  
PO Box 490  
Station 6  
Gainesville, FL 32627-0490

Dear Mr. Blackburn:

I am very pleased to share with you the Final Report of the Gainesville Policy Advisory Council (PAC) in response to your charge from January, 2014. The original charge of providing a "comprehensive review of our interactions with young Black males" was adjusted as the PAC learned of new initiatives across the country related to your charge. Your charge was adjusted to developing recommendations for decreasing Disproportionate Minority Contact (DMC). The PAC learned that DMC is an issue facing numerous communities across the country. DMC has recently been further adjusted to the more acceptable title of Racial and Ethnic Disparities (RED). Our attached report is reflective of this more contemporary terminology.

The PAC learned much during this past year as we researched, read reports, heard testimony, listened to audio blogs, and most of all, received information from Chief Jones. It was clear during the course of the year that communities across the country are struggling with this same issue. What the PAC discovered from our work was that Chief Jones is recognized as one of the national experts on this topic.

The Final Report provides background information, our approach to your charge, a schedule of our work, and recommendations. If you have any questions, the PAC would be pleased to respond accordingly.

While working on this project, the PAC has continued throughout this past year to hold meetings in different neighborhoods and hear from our citizens. Thank you for the opportunity to provide this Final Report.

Sincerely,

Norbert W. Dunkel  
Chairperson, GPD Advisory Council

cc: Chief Tony Jones, Gainesville Police Department  
GPD Advisory Council members

*OUR VISION: The City of Gainesville will set the standard of excellence for a top ten mid-sized American city; recognized nationally as an innovative provider of high-quality, cost-effective services.*

# **Racial and Ethnic Disparities**

## **Gainesville Police Department Advisory Council**

### **Final Report and Recommendations November 24, 2014**

On January 28, 2014 Russ Blackburn, Gainesville City Manager, sent an inter-office communication to Chief Tony Jones. This communication (Attachment A) identified a 2014 goal for the GPD Advisory Council (PAC). Mr. Blackburn challenged the PAC to provide a “comprehensive review of our interactions with young black males.” He asked the PAC to make recommendations on policy changes, training, and the use of technology.

The PAC scheduled time each month during their regular meetings to review materials provided to them; to receive presentations from different agencies and individuals; and to visit sites where programs are providing positive impact on the community. The PAC discovered early in this process that there existed a larger issue. The PAC expanded the scope to include all aspects of “Racial and Ethnic Disparities” (RED). This issue is greater than interactions with black males. It refers to “the disproportionate number of juvenile members of minority groups who come into contact with the juvenile justice system” (U.S. Department of Justice, Office of Juvenile Justice and Delinquency Prevention).

The PAC would like to recognize Chief Tony Jones. Throughout the many discussions, reviewing of materials, and receiving presentations, it is clear to PAC members that Chief Jones is a national leader on Racial and Ethnic Disparities. His participation as a member of the U.S. DMC 40 person think tank sponsored by the Cross Action Network, Models for Change Group in Washington, DC, has provided the PAC will a constant flow of information. We appreciate the work and participation of Chief Jones and his staff throughout the development of this report. It is also clear to the PAC that several current Gainesville initiatives will likely become best practices across the country.

In order for the PAC to develop recommendations, the members had to fully understand the data and underlying issues. The PAC scheduled the following meeting topics for 2014:

June 26, 2014                      Discussed and finalized the approach.

Prior to July meeting, watched the COPS Office Podcast Series on Building Community Trust. On April 4, 2014, the COPS Office hosted the “Strengthening the Relationship between Law Enforcement and Communities of Color.” This was a series of podcasts of five police chiefs

discussing what programs and services have been effective in decreasing what was then referred to as disproportionate minority contact (DMC).

|                    |  |
|--------------------|--|
| July 24, 2014      | Overview of the GPD DMC Grant. The PAC heard presentations and held discussion on the following five initiatives: <ul style="list-style-type: none"><li>• <i>You and the Law</i> philosophical training – community enforcement model with a juvenile focus; Youth Dialogue Meeting, with River Phoenix Center for Peacebuilding and GPD staff facilitating focus discussion groups; research was called for with pre-/post data.</li><li>• <i>Civil Citation State Program</i> – offers an alternative to arrest through the use of civil citation.</li><li>• <i>Sibling on Sibling Violence</i> – addresses decreasing the need for a charge of adolescent domestic violence for minor cases.</li><li>• <i>School to Prison Pipeline</i> – SROs arresting children on campus instead of school being proactive. Establishes a protocol to reduce arrests on campus by working with probation officers and the school’s dean for conduct.</li></ul> |
| August 21, 2014    | Presentation from the Children’s Law and Policy Center – they are evaluating GPD strategies associated with the GPD DMC Grant.   |
| September 25, 2014 | Chief Jones overview of participating in the U.S. DMC 40 person think tank sponsored by the Cross Action Network, Models for Change Group in Washington, DC.   |
| October 23, 2014   | Overview of findings from the GPD/juvenile and GPD/adult focus groups. Further discussion of Report.   |
| November 20, 2014  | Future work of GPD with PACE Center; Boys and Girls Clubs; GPD Reichert House; BOLD Program; Gainesville Parks and Recreation, and evening reporting centers. Develop final recommendations and evaluation strategies.   |
| December 1, 2014   | Submit Final Report to City Manager Russ Blackburn.  |
| TBD                | Present Final Report to the Gainesville City Commission.   |

Recommendations

1. Action: *Adding in-car and on-person video/audio camera technology*. In car cameras was recommended to Russ Blackburn in a letter from the PAC on March 17, 2014 (Attachment B). Russ Blackburn commented during the September 25, 2014 PAC Meeting that he is in full support of adding cameras to all cruisers and shared his thoughts about the positive value of officers wearing body cameras. The PAC recommends that all police cruisers possess in-car video/audio cameras and that all police officers possess body cameras. The use of this technology will aid citizens and police officers with evidence for any questionable interactions that occur between citizens and police officers. This technology also provides evidence during any arrests or high profile incidents involving police officers.
2. Action: *Increasing or stabilizing the Gainesville youth program funding*. This was recommended to Russ Blackburn in a letter from the PAC on June 10, 2014 (Attachment C).

Response: City Manager Russ Blackburn sent PAC Chairperson Norbert Dunkel a letter dated July 29, 2014 (Attachment D) that highlighted the Gainesville City Commission's actions to double the city's funding for the *Heat Wave Program* through Parks, Recreation, and Culture for the 2015 – 2016 budget. Additionally, the overall budget impact to Parks, Recreation, and Culture was minimal in a year that will see substantial budget implications for the city. This will insure that our ability to provide outstanding services to address the needs for at risk youth is of paramount importance.

Additional Response: Russ Blackburn commented during the September 25, 2014 PAC Meeting that over the course of the next two fiscal years he believes that funds will be available to increase programmatic support for youth programs. He supports these programs and understands the value and benefits realized from solid, accessible youth programs across the city.

3. Action: *To support the GPD grant received for initiatives to positively affect Disproportionate Minority Contact (Racial and Ethnic Disparities) in Gainesville*. The PAC believes that the following initiatives are best practices to be continued/used in Gainesville. These initiatives come from cities and programs throughout the United States as well as local initiatives. There is tremendous value to have the grant funding to pursue these initiatives, but there will reach a point where the grant funding expires. In order for specific programs to become part of community services, continued funding will need to be identified. Many of these initiatives begin to coordinate community efforts with a system of care for younger adults.



The grant initiatives include the following:

- A. *Youth Services Director* – creation of a new position in the summer 2014 of Youth Services Director. Capt. Will Halvosa has been identified for this position.
  - B. *School to Prison Pipeline* – to establish a new protocol with Alachua County Schools to reduce the number of student arrests for minor infractions by working with Judge Roundtree to develop an alternative approach. Research from 2012 – 2013 to 2013 – 2014 school years indicates a 31% drop in on-campus arrests across three individual schools (A. Quinn Jones School, Gainesville High School, and Horizon School) Additionally, research from 2011 – 2014 school years indicate a 75% drop in violation of probation arrests across three schools (A. Quinn Jones School, Gainesville High School, and Horizon School). These programs have clear, positive results in reducing incidents that likely would lead to potential future arrests.
  - C. *Sibling on Sibling Violence* – to reduce the arrests for “petty” domestic violence cases by providing officers with alternatives.
  - D. *Civil Citation Program* – to provide an alternative of a civil citation versus arrest for cases meeting an established criteria. This would send teenage students to teen court versus criminal court.
  - E. *You and the Law* - presentations to young adults and adults. Based upon the Philadelphia Police Department model, the program is designed to meet with separate sessions of young adults and police officers. The young adults (*Youth Dialogue Meetings*) would receive information on dealing with police officers and the police officers would receive information on dealing with young adults. Following these meetings the two groups come together for a collective session to openly discuss their conversations. Additional series of programs are also being discussed between older adults and police officers and students and police officers. Discussion with the University of Florida Police Department has been initiated for their involvement on the student and police officer dialogue meetings. Anecdotal information indicates very positive outcomes of these sessions. The PAC would recommend an on-going, formal, pre-post assessment of the participants of these sessions as well as a longitudinal outcomes study.
  - F. *Reporting Centers* – to investigate the potential to develop physical reporting centers where citizens on probation have a place to go in the evenings to socialize and receive educational information.
  - G. *Morning Center* – the development of a center as a place for students suspended from school to attend versus sending them home or finding them in violation of probation because they are not in school and therefore arrested.
4. To recommend enhanced training and expectations for GPD officers on the following:
- A. To continue to move towards a fully engaged collaborative/community policing technique. This approach provides a more strategic, focused approach to stopping

- citizens and moves away from stopping anyone walking to/from school, the store, and the like.
- B. To spend time walking neighborhoods on foot versus patrolling in a vehicle. This allows officers the time and opportunity to better acquaint themselves and build relationships with citizens, neighborhood leaders, church leaders, and the like.
  - C. To continue GPD officer participation in the *You and the Law (Youth Dialogue Meetings)* as part of required training, to humanize interactions between GPD officers and minority youth, reduce stereotyping, and promote communication and understanding.
  - D. To develop diversity training modules as part of the on-going GPD training. Consideration should be given to cross-cultural communication and cultural sensitivity training. These training sessions will allow for better understanding of the different cultures, languages, and customs of people in the Gainesville community.
5. The PAC would also like to extend its support to a recently accepted proposal submitted by Chief Jones to adjust the eligibility of applicants for police officer to include certified (bachelor's degree/academy graduates/passed state exam) and non-certified persons (bachelor's degree). This will expand the applicant pool while allowing GPD the opportunity to work with and train any selected non-certified officers.



## INTER-OFFICE COMMUNICATION

**DATE:** January 28, 2014  
**TO:** Chief Tony Jones  
**FROM:** Russ Blackburn, City Manager  
**SUBJECT:** 2014 Goal for the Police Advisory Council



On January 23<sup>rd</sup>, I met with the Police Advisory Council. My main purpose for meeting with the Council was to thank them for the hard work which they have invested in helping GPD to have a citizen voice which could give feedback to the department on policies and interactions with the community.

For 2014, I challenged the PAC to provide a comprehensive review of our interaction with young black males. I provided the example of the young black male who you and I recently met with who was pulled over two times in a week for very minor reasons and then released after the police officer determined that the individual had committed no crime. I requested that the PAC provide you and me with recommendations on how we can change the paradigm to gain greater community trust from young persons of color after interactions with law enforcement. Specifically, I asked the PAC to make recommendations on policy changes, training and the use of technology.

I have asked the PAC to work on this issue during 2014 and provide recommendations to me as soon as practical during the year. If I can provide clarification, please contact me.

*PLEASE PASS ON TO PAC CHAIR  
E. J. JONES*

Office of the City Manager  
P.O. Box 490, Station 6  
Gainesville, FL 32627-0490  
(352) 334-5010 – (352) 334-3119-fax



**Gainesville Police Department**

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March 17, 2014

Mr. Russ Blackburn  
Gainesville City Manager  
PO Box 490  
Station 6  
Gainesville, FL 32627-0490

Dear Mr. Blackburn:

I am writing on behalf of the Gainesville Police Department Advisory Council. The Council has recently received your charge to provide a comprehensive review of GPD's interaction with Black or African American citizens and we will discuss your charge in detail at our next Council meeting.

At the February 27, 2014 Council meeting, we received an excellent summary report from Lt. Schibuola regarding the internal affairs investigations from 2013. We were pleased to read that in 2013 there was a 15% decrease in citizen complaints from 2012 representing a continued decrease from 2011. Lt. Schibuola was able to address our numerous questions regarding statistics, definitions, complaint origin, and training. We also heard steps to be taken in 2014 to continue to improve upon the number of complaints received.

The Council spent time discussing and asking questions in detail regarding one of the steps recommended to be taken for continued improvement. The step stated, "Continued efforts to increase the number of video cameras in Patrol vehicles." It came as a surprise to Council members that all Patrol vehicles do not possess in-car video cameras, in fact, only 50% of the Patrol vehicles currently possess video cameras.

The Council has heard from citizens over the past two years who expressed their dissatisfaction with their contact with GPD officers. We heard from citizens who believed they were unjustly being selected to be pulled over by GPD due to their race or type of car. Many of the complaints filed that resulted in "not being sustained" were cases where the Patrol vehicle did not possess a video camera. It became one person's word against another.

The Council has also heard from officers that a camera improves the behavior of suspects and protects their interests. One officer told a Council member that he tells suspects that his rearview mirror is a video camera and their behavior improves! For the benefit of both officers and suspects the camera is critical equipment in the view of the Council.

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*OUR VISION: The City of Gainesville will set the standard of excellence for a top ten mid-sized American city; recognized nationally as an innovative provider of high-quality, cost-effective services.*

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The Council did not want to wait on this item to be included as a recommendation in the final report responding to your charge. The Council believes that video cameras should be included in the standard outfitting package when new Patrol vehicles are ordered and received. Given the number of citizen complaints that could be more definitely resolved through the use video evidence as well as the important issue of officers in the field needing additional evidence in cases, the Council recommends Patrol vehicle video cameras as part of the standard package.

The Council appreciates the cost involved yet we also understand that there are inexpensive retrofits which could meet the urgent need.

Council members would be pleased to provide you with additional information.

Respectfully,

Norbert W. Dunkel  
Chairperson, GPD Advisory Council

cc: Chief Tony Jones, GPD  
GPD Advisory Council members  
file



**Gainesville Police Department**

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| June 10, 2014

Mr. Russ Blackburn  
Gainesville City Manager  
PO Box 490  
Station 6  
Gainesville, FL 32627-0490

Dear Mr. Blackburn:

I am writing on behalf of the Gainesville Police Department Advisory Council. The Council has recently held discussions and heard from the Parks, Recreation, and Cultural Affairs Departmental staff upon the Council's invitation. The invitation stemmed from the Council meeting held at the Porter's Community Center in March.

Council members were concerned that it was Spring Break for the County Schools but the Center was not open for the children in the neighborhood. Clearly, if this Center and others were not open when children were out of school and had nowhere to go, they could potentially get into trouble. The Council then moved to receive a report from the Recreation Department on the status of the centers in the community.

The Council members heard at the May meeting from two Recreation Department program coordinators. These staff summarized and answered questions regarding the summer program offerings and center availability. Programs such as Summer Heatwave provided services in 2013 for 300 children and expect approximately 1000 in 2014; the Teen Lounge expects approximately 1000 children; Co-ed Basketball expects approximately 1000 children from June 16 – August 8; and the Pool Parties are scheduled for three dates (the most recent pool party had over 300 in attendance). Transportation from various neighborhoods is being arranged. Council members inquired as to why so few centers were open during the summer and it is, of course, resource driven. In the past, 10 – 12 centers were open providing services for significantly more youth.

The Council understands the tremendous need for summer, after-school, and break programs for students. We believe that the City of Gainesville should preserve or optimally, increase the funding level for these incredibly valuable programs. The opportunity for students to be involved in peer programs is a concern to our keeping students safe as well as crime prevention during these times.

Council members would be pleased to provide you with additional information.

Respectfully,

Norbert W. Dunkel  
Chairperson, GPD Advisory Council

cc: Chief Tony Jones, GPD  
GPD Advisory Council members  
Steve Phillips, Director, Parks, Recreation, and Cultural Affairs  
[file](#)

OUR VISION: *The City of Gainesville will set the standard of excellence for a top ten mid-sized American city; recognized nationally as an innovative provider of high-quality, cost-effective services.*



**Office of the City Manager**  
PO Box 490, Station 6  
Gainesville, FL 32627  
(352) 334-5010  
(352) 334-3119 (fax)  
[www.cityofgainesville.org](http://www.cityofgainesville.org)

July 29, 2014

Norbert W. Dunkel  
Chairperson, GPD Advisory Council  
PO Box 1250  
Gainesville, FL 32627

Dear Norb:

I want to begin by thanking you and all members of the Police Advisory Council for your efforts on behalf of our community. In June you wrote encouraging me on behalf of the City Commission to continue to increase our efforts to provide opportunities for at risk youth in our community. I wanted to give you an update on the City Commission's actions impacting the Parks, Recreation and Culture 2015/2016 budget. The Commission considered an option of doubling the funding available for the city's Heat Wave program and approved this increase in services unanimously. Although most departments experienced substantial funding reductions, this year the impact to Parks and Recreation was minimal. I recognize that Parks and Recreation services have been impacted during the last six budget years and that our ability to provide outstanding services to address the needs for at risk youth is of paramount importance.

Through my recommendations and the City Commission's actions, we will be maintaining all of our existing services to youth within our community. Our Parks and Recreation staff, as well as, other city departments is focused on opportunities to increase our level of service and to increase the effectiveness of our services.

Thank you for your efforts to highlight these needs and for your efforts on behalf of our community.

Sincerely,

Russ Blackburn  
City Manager

C: Paul Folkers, Assistant City Manager  
Tony Jones, Police Chief  
Steve Phillips, Parks/Recreation/Cultural Affairs Director

---

OUR VISION: *The City of Gainesville will set the standard of excellence for a top ten mid-sized American city; recognized nationally as an innovative provider of high-quality, cost-effective services.*

Submitted by GPD Advisory Council

Norbert W. Dunkel, Chairperson

Bob Cohen

Bruce Delaney

Juanita Miles-Hamilton

Jeanna Mastrodicasa

Jaquie Resnick

Albert White

Rosa Williams

November 24, 2014



## Profile

View current Advisory Board and Committee openings [online](#).

Mrs Evelyn Foxx 870701  
Prefix First Name Middle Initial Last Name Suffix

foxxe1948@gmail.com  
Email Address

959 SE 8th St  
Street Address Suite or Apt

Gainesville FL 32601  
City State Postal Code

In what city district do you live? To find your district visit: <https://tinyurl.com/yxd2kvwn> \*

District 5

Mobile: (352) 870-7013 Mobile: (352) 338-9908  
Primary Phone Alternate Phone

### Primary Phone Type

Cell

### Alternate Phone Type

None Selected

Retired  
Employer Job Title

### Which Boards would you like to apply for?

Police Advisory Council

PLEASE NOTE: You may only apply for two (2) City Advisory Boards/Committees each application cycle. A person may only be appointed to two (2) City Advisory Boards/Committees.

Question applies to Police Advisory Council

The Police Advisory Council has 11 openings with staggered terms: 3 terms end in 2 years, 4 terms end in 3 years and 4 terms end in 4 years. City Residency Required

---

**Do you claim any exemption to public record disclosure pursuant to FLA. STAT. Section 119?**

Yes  No

**If yes, please submit a detailed explanation of exemption.**

I live in the area that tje board serve and I am a community servant

Consistent with Section 2-247 of the City Code, board and committee members can be removed from the board or committee for poor attendance.

---

## **Interests & Experiences**

Question applies to Police Advisory Council

**Why are you interested in serving on the Police Advisory Council?**

As a civil servant, I am often called about issues concerning the Police Dept. I would like to learn more about the policies and procedures so that I can address issues when asked about them.

Members of all City of Gainesville Advisory Boards and Committees must only serve two (2) consecutive terms, except for the City Plan Board, Development Review Board and Historic Preservation Board. Members of the State Housing Initiatives Partnership must only serve three (3) terms.

---

Upload a Resume

---

Please upload a file

---

## Demographics

### Ethnicity

---

African American

### Gender

---

Female

### Are you a City of Gainesville Employee?

---

Yes  No

### Are you a City of Gainesville Intern?

---

Yes  No

### Are you currently on a City Advisory Board/Committee?

---

Yes  No

### If yes, which Advisory Board/Committee?

---

Police Review Board

---

**Profile**

View current Advisory Board and Committee openings [online](#).

\_\_\_\_\_ **Milford** \_\_\_\_\_ **L** \_\_\_\_\_ **Griner** \_\_\_\_\_  
Prefix First Name Middle Initial Last Name Suffix

**mlgriner@yahoo.com**  
Email Address

**2118 NE 15th Ter** \_\_\_\_\_  
Street Address Suite or Apt

**Gainesville** \_\_\_\_\_ **FL** \_\_\_\_\_ **32609**  
City State Postal Code

**In what city district do you live? To find your district visit: <https://tinyurl.com/yxd2kvwn> \***

District 1

**Mobile: (352) 665-4066** \_\_\_\_\_  
Primary Phone Alternate Phone

**Primary Phone Type**

Cell

**Alternate Phone Type**

None Selected

**Excelsior Defense Security** \_\_\_\_\_ **Security Officer** \_\_\_\_\_  
Employer Job Title

---

**Which Boards would you like to apply for?**

Police Advisory Council: Submitted

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Question applies to Police Advisory Council

The Police Advisory Council has 11 openings with staggered terms: 3 terms end in 2 years, 4 terms end in 3 years and 4 terms end in 4 years. City Residency Required

---

**Do you claim any exemption to public record disclosure pursuant to FLA. STAT. Section 119?**

Yes  No

**If yes, please submit a detailed explanation of exemption.**

---

Consistent with Section 2-247 of the City Code, board and committee members can be removed from the board or committee for poor attendance.

---

## **Interests & Experiences**

Question applies to Police Advisory Council

**Why are you interested in serving on the Police Advisory Council?**

---

Having had a 42 year career in police and security work, including as a police officer at Santa Fe College and the University of Florida, I believe that I can bring my total wealth of knowledge and experience to the Police Advisory Council.

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[Griner\\_Milford\\_Resume\\_and\\_Certificates.pdf](#)

Upload a Resume

---

Please upload a file

---

## Demographics

### Ethnicity

African American

### Gender

Male

### Are you a City of Gainesville Employee?

Yes  No

### Are you a City of Gainesville Intern?

Yes  No

### Are you currently on a City Advisory Board/Committee?

Yes  No

### If yes, which Advisory Board/Committee?

---

**Milford Lewis Griner**  
2118 N.E. 15<sup>th</sup> Terrace  
Gainesville, Florida 32609-8914  
(352) 665-4066  
[mlgriner@yahoo.com](mailto:mlgriner@yahoo.com)

*Experienced and professional security and police officer with 40 years of experience in residential, corporate and government security. I am very eager to apply my strong observation and communication skills, training and attention to details as a security officer with your organization.*

## **PROFESSIONAL EXPERIENCE:**

**OAK HAMMOCK AT THE UNIVERSITY OF FLORIDA** **Gainesville, Florida**  
*Security Officer/Chief of Security* *February 2004 - November 2017*

- a. Responsible for the security of the entire 134 acre property of Oak Hammock
- b. Monitored all incoming traffic at the security Gatehouse and issue passes
- c. Secured buildings and doors as outlined in the security post orders
- d. Generated and maintained the proper incident reports and other security-related forms, and inspected equipment or machinery to ensure operational use
- e. Monitored smoke and fire alarms, resident emergency pendants and cameras
- f. As Chief of Security from 2012 to 2017, oversaw the entire security department
- g. Managed the security team, including the officer scheduling in order to make sure that there was proper coverage around the clock on and around the property
- h. Oversaw the proper training of new security officer to ensure a professional and prompt response from an officer, especially in case of an emergency
- i. Maintained the annual security budget, and ensured that officers had the proper equipment and uniforms to carry out their duties, and present a professional appearance at all times

**DSI SECURITY SERVICES, INC** **Jacksonville, Florida**  
*Security Officer/Captain* *December 1999 - August 2000*

- a. Assigned Post: Florida Rock Cement Plant, Newberry, Florida. My duties while I was assigned to the Gatehouse included: logging in all vehicles entering the premises
- b. Issuing visitor passes as needed and maintain the visual security of the plant premises and the main road leading onto the premises
- c. Because of my work and job dedication, I was promoted to the rank of captain, and in

April, 2000, was chosen by the security agency as "Guard Of The Month"  
**VALOR SECURITY, INC** **Gainesville, Florida**  
*Security Officer* *August 1999 - September 1999*

- a. Assigned Post: The Oaks Mall, Gainesville, Florida. My duties included: interior and exterior patrol of mall property on foot and by marked security vehicle.
- b. Generated security incident reports as required and requested by supervisors and also by mall personnel
- c. Assisted local sworn police officers either assigned to the mall or dispatched due to disturbances or incidents of shoplifting

**UNIVERSITY OF FLORIDA POLICE DEPARTMENT** **Gainesville, Florida**  
*Police Officer* *September 1998 - June 1999*

- a. All aspects of police and basic law enforcement duties while on the main campus
- b. Foot and marked vehicle patrol of campus areas, housing units and the major streets surrounding the campus, being a visible and proactive officer to detect and prevent criminal and/or illegal activity
- c. Writing various incident reports, investigation of traffic accidents, issuing traffic citations as needed
- d. Locking and unlocking campus doors and buildings as required or requested
- e. The protection of campus and personal property, students, faculty and staff and Any and all outside visitors to the campus

**SANTA FE COMMUNITY COLLEGE** **Gainesville, Florida**  
*Security Officer (1978-1993)* *November 1978 - September 1998*  
*Police Officer (1993-1998)*

- a. Interior and exterior patrol of the main campus as well as the various smaller campuses
- b. Locking and unlocking of doors as required or requested by staff and faculty
- c. Provided protection of faculty, staff and visitors to all campuses
- d. As a sworn police officer, investigated criminal activity on the campuses and took the required law enforcement action as necessary
- e. Enforced the state traffic laws and issued traffic tickets as necessary or required
- f. I was twice decorated by the Chief of Police in 1997 for "Honorable Service" and "Exceptional Duty", and received very positive annual evaluations by my supervisors. I left the department in excellent standing, and with no disciplinary actions listed on my record, and have always been welcomed back onto the campus, and at my former department many times over the years.



STATE OF FLORIDA

*Bob Graham*

D. ROBERT GRAHAM  
GOVERNOR



*Patrick Gallagher*

G. PATRICK GALLAGHER, DIRECTOR  
STANDARDS AND TRAINING

*The Commission  
on Criminal Justice Standards And Training*

*Hereby awards the*

*Certificate of Compliance  
in Labor Enforcement*

*to*

MILFORD L. GRINER

MARCH 24, 1981

*For having fulfilled the requirements for character, education and training  
as prescribed in Chapter 943.14(2) of Florida Statutes of 1981 as amended*

02-35357



# Santa Fe Community College

GAINESVILLE, FLORIDA

## Law Enforcement Program

This is to Certify that

MILFORD LEWIS GRINER

has satisfactorily completed all requirements in

BASIC POLICE RECRUIT SCHOOL

and is hereby presented this

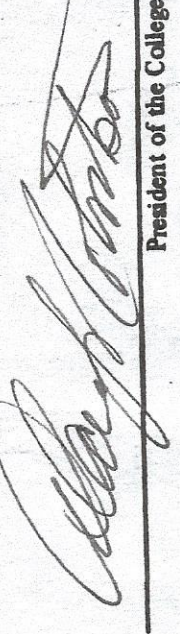
### Certificate

In WITNESS whereof we hereby affix our signatures

on this 23rd day of March 19 81



Coordinator of the Law Enforcement Training



President of the College

---

**Profile**View current Advisory Board and Committee openings [online](#).

|        |            |                |           |        |
|--------|------------|----------------|-----------|--------|
| _____  | Colin      | _____          | Hines     | _____  |
| Prefix | First Name | Middle Initial | Last Name | Suffix |

colinhines@gmail.com  
Email Address

1743 NW 7TH PLACE  
Street Address

\_\_\_\_\_  
Suite or Apt

Gainesville  
City

FL  
State

32603  
Postal Code

In what city district do you live? To find your district visit: <https://tinyurl.com/yxd2kvwn> \*

District 4

Mobile: (352) 642-2680  
Primary Phone

\_\_\_\_\_  
Alternate Phone

**Primary Phone Type**

Cell

**Alternate Phone Type**

None Selected

Tower Hill Insurance Group, LLC  
Employer

IT  
Job Title

---

**Which Boards would you like to apply for?**

Police Advisory Council: Submitted

PLEASE NOTE: You may only apply for two (2) City Advisory Boards/Committees each application cycle. A person may only be appointed to two (2) City Advisory Boards/Committees.

Question applies to Police Advisory Council

The Police Advisory Council has 11 openings with staggered terms: 3 terms end in 2 years, 4 terms end in 3 years and 4 terms end in 4 years. City Residency Required

---

**Do you claim any exemption to public record disclosure pursuant to FLA. STAT. Section 119?**

Yes  No

**If yes, please submit a detailed explanation of exemption.**

---

Consistent with Section 2-247 of the City Code, board and committee members can be removed from the board or committee for poor attendance.

---

## **Interests & Experiences**

Question applies to Police Advisory Council

**Why are you interested in serving on the Police Advisory Council?**

---

I believe I have a unique perspective when it comes law enforcement and serving the public trust. I've tried to upload a resume several times and it's failed. Please let me know if there's a place I can email it to.

Members of all City of Gainesville Advisory Boards and Committees must only serve two (2) consecutive terms, except for the City Plan Board, Development Review Board and Historic Preservation Board. Members of the State Housing Initiatives Partnership must only serve three (3) terms.

---

Upload a Resume

---

Please upload a file

---

## Demographics

### Ethnicity

Caucasian/Non-Hispanic

### Political Party

Republican

### Gender

Male

### Sexual Orientation

Straight/Heterosexual

10/15/1976

Date of Birth

### Are you a City of Gainesville Employee?

Yes  No

### Are you a City of Gainesville Intern?

Yes  No

### Are you currently on a City Advisory Board/Committee?

Yes  No

### If yes, which Advisory Board/Committee?

---

## Contact

4201 SW 21st Place  
Gainesville, FL 32607  
352-642-2680 (Mobile)  
colinhines@gmail.com

[www.linkedin.com/in/colin-hines-7b639138](http://www.linkedin.com/in/colin-hines-7b639138) (LinkedIn)

## Top Skills

Active Directory

Linux

Cisco Routing & Switching

## Certifications

MCSE - Microsoft Certified Systems Engineer

CCNA - Cisco Certified Network Associate

CISSP - Certified Information Systems Security Professional

MCNE - Master Certified Network Engineer

LPIC-1 - Linux Professional Institute Certification

# Colin Hines

Network Architect / Release Engineering  
Gainesville

## Summary

I'm a technology buff and a data nerd. I enjoy hooking new software and hardware up and making it do productive and interesting things. :)

---

## Experience

Tower Hill Insurance Group  
19 years 6 months

IT Manager  
May 2001 - Present (19 years 6 months)  
Gainesville, Florida Area

IT Manager  
August 2014 - Present (6 years 3 months)  
Management and oversight of Linux, Overnight processing, and Document Management Teams

IT Special Projects  
August 2011 - August 2014 (3 years 1 month)  
Gluing disparate technologies together for ease of use, security work and scripting on \*nix/Windows/Cisco for auditing.

Cloud enabling applications and streamlining build processes... git/gerrit/github/jenkins/hudson/maven/init.d scripts/lvs/ldirectord/corosync/...

Systems Administrator  
May 2001 - January 2007 (5 years 9 months)

McAfee EPO Administrator

Network Architecture Design and Implementation

Network Device Management & Performance Monitoring

VPN/Firewall Management

BGP/Autonomous System/DNS/Registrar/MailBagging Management

Login Script Architecture



## Seventh Compass, Inc

System Administrator

April 2009 - January 2020 (10 years 10 months)

Linux Sysadmin -- loadbalancing with HAProxy, sendmail, apache, lots of bash glue

## Digi-Net Technologies

Network Administrator

November 2010 - August 2011 (10 months)

DotCom release engineer/sysadmin/prototyper:

Duties included MongoDB/Redis/Hadoop/Log Analysis/Tomcat/MySQL/Jetty/Artifactory/Jenkins/Hubot/Storm... lots of very cool cutting edge stuff, running on SSDs!

## University of Florida

IT Expert

January 2007 - April 2009 (2 years 4 months)

Primarily Cisco Network and Linux administration

## Connexsys

Network Engineer

September 2000 - May 2001 (9 months)

Windows and SQL administration, Radware management, custom shell scripting glue

## Webtank, Inc.

Network Engineer (Consultant)

July 2000 - September 2000 (3 months)

Network documentation and stabilization, Arcserve planning and rollout, DNS implementation for Internet Services provider, mail server migration

## Homeside Lending

Network Engineer

April 1998 - September 1999 (1 year 6 months)

Automated software distribution package creation and rollout.

Network analysis

---

## Education

University of Florida

Computer Science, Computer Science · (1996 - 1997)

Terry Parker



---

**Profile**View current Advisory Board and Committee openings [online](#).

|        |            |                |           |        |
|--------|------------|----------------|-----------|--------|
| _____  | Wayne      | _____          | Kemp      | _____  |
| Prefix | First Name | Middle Initial | Last Name | Suffix |

\_\_\_\_\_

wmkemp13@gmail.com

Email Address

|                           |              |
|---------------------------|--------------|
| _____                     | _____        |
| 3633 NW 23rd Ter, Apt 202 |              |
| Street Address            | Suite or Apt |

|             |       |             |
|-------------|-------|-------------|
| _____       | FL    | _____       |
| Gainesville | State | 32605       |
| City        |       | Postal Code |

In what city district do you live? To find your district visit: <https://tinyurl.com/yxd2kvwn> \*

District 2

|                      |                 |
|----------------------|-----------------|
| _____                | _____           |
| Home: (352) 214-9957 |                 |
| Primary Phone        | Alternate Phone |

**Primary Phone Type**

None Selected

**Alternate Phone Type**

None Selected

|                       |                  |
|-----------------------|------------------|
| _____                 | _____            |
| Graduate Student - UF | Graduate Student |
| Employer              | Job Title        |

---

**Which Boards would you like to apply for?**

Gainesville Human Rights Board: Submitted  
Police Advisory Council: Submitted

PLEASE NOTE: You may only apply for two (2) City Advisory Boards/Committees each application cycle. A person may only be appointed to two (2) City Advisory Boards/Committees.

Question applies to Gainesville Human Rights Board

The Gainesville Human Rights Board has 1 student seat whose term ends on 9/30/2021. City Residency Required

Question applies to Police Advisory Council

The Police Advisory Council has 11 openings with staggered terms: 3 terms end in 2 years, 4 terms end in 3 years and 4 terms end in 4 years. City Residency Required

---

**Do you claim any exemption to public record disclosure pursuant to FLA. STAT. Section 119?**

Yes  No

**If yes, please submit a detailed explanation of exemption.**

---

Consistent with Section 2-247 of the City Code, board and committee members can be removed from the board or committee for poor attendance.

---

## **Interests & Experiences**

Question applies to Gainesville Human Rights Board

**Why are you interested in serving on the Gainesville Human Rights Board?**

---

I want to be able to help empower all people and make sure they have the opportunities that everyone else has. Being a part of this committee will allow me the opportunity to support those who have been treated unfairly. But my ultimate goal is to try to create a better place to live for everyone.

Question applies to Gainesville Human Rights Board

**How many terms have you served on this board or committee previously?**

---

0

Question applies to Police Advisory Council

**Why are you interested in serving on the Police Advisory Council?**

---

As a community, it will only serve us best if we have a strong relationship with the police force. They are here to keep us safe but that does not mean they should go without being held accountable either. I want to help make sure that our community does not have to worry about their safety in anyway while also maintaining trust in our local police department.

Members of all City of Gainesville Advisory Boards and Committees must only serve two (2) consecutive terms, except for the City Plan Board, Development Review Board and Historic Preservation Board. Members of the State Housing Initiatives Partnership must only serve three (3) terms.

Question applies to Gainesville Human Rights Board

**Are you applying for a student seat?**

---

Yes  No

[Kemp.Resume.pdf](#)

Upload a Resume

[Cover Letter -  
\\_Gainesville Advisory Committee.pdf](#)

Please upload a file

---

## Demographics

### Ethnicity

---

Caucasian/Non-Hispanic

### Gender

---

Male

**Are you a City of Gainesville Employee?**

---

Yes  No

**Are you a City of Gainesville Intern?**

---

Yes  No

**Are you currently on a City Advisory Board/Committee?**

---

Yes  No

**If yes, which Advisory Board/Committee?**

---

# Wayne M Kemp

3633 NW 23rd Terr 202, Gainesville, FL 32605 | (352) 214-9957 | [wmkemp13@gmail.com](mailto:wmkemp13@gmail.com) |  
<https://www.linkedin.com/in/wmkemp/>

## EDUCATION

**University of Florida**, College of Education **May 2022**  
*Master of Education*, Educational Leadership Gainesville, FL

**University of Florida**, College of Agricultural and Life Science **May 2017**  
*Bachelor of Science*, Family, Youth, and Community Science Gainesville, FL  
• Minor: Educational Studies

## WORK EXPERIENCE

**Aramark**, The University of Florida, Gainesville, FL **September 2014 – September 2020**  
*Food Service Director* **January 2020 – September 2020**

Manager of operations, responsible for developing and executing strategy to meet operating and financial goals.  
Oversaw operations of 7 Starbucks at the University of Florida totaling over \$7 million a year in revenue.

- Increased overall profit margins from 8% to 18%, generating \$700,000+ more in profit
- Led, mentored, and developed 1 Food Service Manager (multi-unit manager), 6 Store Managers, and 250+ employees
- Decreased employee turnover rate from a high of 65% down to 42% a semester
- Increased brand compliance scores of all locations from the low-80s to mid-90s
- Responsible for locations with the highest quality assurance, customer satisfaction, and profit margins

*Food Service Manager* **June 2017 – December 2019**

Managed store operations, drove financial success, and developed a team of strong managers.

Facilitated operations of 5 Starbucks at the University of Florida totaling \$5 million a year in revenue.

- Consolidated operational oversight of 5 Starbucks from multiple general managers to one brand manager
- Transformed 3 location's profit margin from net break even to an average 6% profit
- Led, mentored, and developed 4 Store Managers, and 150+ employees

## Major Projects

- Spearheaded the creation of Norman Hall Starbucks (02/2020), Law School Starbucks (02/2018) and Au Bon Pain (04/2017); with projected revenues of \$600,000+, \$200,000+ and \$800,000+, respectively
- Selected by Regional VP to improve dining experience at Rhodes College, Memphis, TN (11/2018), resulting in a 10-year contract renewal
- Nominated by District Manager to lead and assist in the preparation of the newly acquired account at the University of West Florida, Pensacola, FL (05/2018)
- Renovated and subsequently increased revenue by 15% of 3 locations: Reitz Union Starbucks (completed 01/2018, budget \$500,000), Hub Starbucks (08/2017, \$300,000), Library West Starbucks (08/2017, \$700,000)

## LEADERSHIP & INVOLVEMENT

**MentorUF at the Brown Center Leadership and Service**, Gainesville, FL **August 2013 – April 2017**

*Executive Director* **February 2015 – April 2017**

Enhanced the mentoring experience and improved the lives of over 500 UF students and 700 K-12 students at 13 Alachua County Public Schools.

- Co-founded MentorUF by combining Project MASCOT, Afterschool Gators, Motiv8, and Gator Teens into one mentoring organization
- Provided leadership and guidance to an executive board of 20, including development and goal planning
- Developed 12 training curriculum on various mentoring topics to prepare mentors
- Presented "Building Mentors, Building Leaders: Effects of a Mentoring Program on Mentors" - *Wayne Kemp et al.* to 150+ at the Mentoring Institute, University of New Mexico, Albuquerque, NM (10/2015)

## ADDITIONAL INFORMATION

*Undergraduate Teaching Assistant*, Introduction to Family, Youth, and Community Science **Spring 2016**

*Study Abroad*, UF in India: NGOs and Development **Summer 2015**

*StrengthsQuest Top 5*: Strategic, Command, Restorative, Relator, Responsibility

## Wayne M Kemp

3633 NW 23rd Terr 202, Gainesville, FL 32605 | (352) 214-9957 | [wmkemp13@gmail.com](mailto:wmkemp13@gmail.com) |  
<https://www.linkedin.com/in/wmkemp/>

11.20.2020

Gainesville City Commission  
Office of the Clerk  
City Hall, 200 E. University Ave  
Gainesville, FL  
352-334-5015

Dear Gainesville City Commission,

As a lifelong Gainesville area resident, I am excited to be consider for a Gainesville Advisory Board position. Along with my passion for the community and dedication to its citizens, my diverse background provides a unique perspective that would be valuable on a board that has to make challenging decisions. My main focus will be to help make Gainesville the best it can be for its citizens and build relationships within the community.

As part of my previous role at Aramark on the University of Florida campus, I acted as a buffer between the 1200 employees and the company. It was my responsibility to improve and maintain employee and employer relations. I assisted in settling disputes and advocated for the employees. My main priorities were to ensure that no one was mistreated, and maintain a professional, safe, and happy work environment.

I received my Bachelor's in Family, Youth, and Community Science, and this is where I was able to learn how important it was for the community to successfully interact and support each other. I was able to put this into practice as the Executive Director for MentorUF. I built relationships with 13 Alachua County Public Schools and UF, and 500 mentors and 700 K-12 students. I know I still have knowledge to gain but I do not take this responsibility lightly. I will make it a priority to learn and grow in order to best support Gainesville.

Thank you for taking the time to consider me. I believe I am the right candidate for the challenging opportunities that this experience would bring. I am excited to learn more and get to work with the city in this capacity. If you have any questions, feel free to contact me, and I will be happy to discuss my qualifications in greater detail.

Sincerely,



Wayne Kemp

---

**Profile**View current Advisory Board and Committee openings [online](#).

Dr. Jeanna Mastrodicasa  
Prefix First Name Middle Initial Last Name Suffix

jmastro@gmail.com  
Email Address

1925 NW 27th St  
Street Address Suite or Apt

Gainesville FL 32605  
City State Postal Code

In what city district do you live? To find your district visit: <https://tinyurl.com/yxd2kvwn> \*

District 2

Home: (352) 219-5784 Business: (352) 392-1971  
Primary Phone Alternate Phone

**Primary Phone Type**

Cell

**Alternate Phone Type**

Office

University of Florida Associate Vice President for  
Employer Job Title  
Agriculture and Natural  
Resources

---

**Which Boards would you like to apply for?**

Police Advisory Council: Submitted

PLEASE NOTE: You may only apply for two (2) City Advisory Boards/Committees each application cycle. A person may only be appointed to two (2) City Advisory Boards/Committees.

Question applies to Police Advisory Council

The Police Advisory Council has 11 openings with staggered terms: 3 terms end in 2 years, 4 terms end in 3 years and 4 terms end in 4 years. City Residency Required

---

**Do you claim any exemption to public record disclosure pursuant to FLA. STAT. Section 119?**

Yes  No

**If yes, please submit a detailed explanation of exemption.**

---

Consistent with Section 2-247 of the City Code, board and committee members can be removed from the board or committee for poor attendance.

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**Interests & Experiences**



## Why are you interested in serving on the Police Advisory Council?

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I would like to serve on the Police Advisory Council to represent a few different constituencies of which I am a member: parent of elementary public school children; administrator at the University of Florida (with direct experience involving off campus student behavior and issues, and a member of the UF Emergency Operations Team); landlord in a single family neighborhood in northeast Gainesville; and resident of a single family neighborhood in northwest Gainesville. I am on the board for the Family Promise nonprofit organization which supports homeless children and their families, so I am familiar with many issues facing homeless families. I have gone on many GPD ridealongs over the years and most recently did a Covid-safe walkabout with GPD, city leadership, and UF leadership to observe the behavior of bar patrons and owners. Finally, I would offer continuity of history on Gainesville Police Department issues, from my time on the Gainesville City Commission (2006-2012) when we created the PAC and later when I served on the PAC (2013-2020). When I was on the commission we had themed committees and I chaired the Public Safety Committee for 5 of my 6 years; I passed several ordinances related to public safety including the required bar training for fire safety and monitoring bar occupation limits.

Members of all City of Gainesville Advisory Boards and Committees must only serve two (2) consecutive terms, except for the City Plan Board, Development Review Board and Historic Preservation Board. Members of the State Housing Initiatives Partnership must only serve three (3) terms.

[Mastrodicasa\\_resume.pdf](#)

Upload a Resume

Please upload a file

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## Demographics

### Ethnicity

---

Caucasian/Non-Hispanic

### Gender

---

Female

### Are you a City of Gainesville Employee?

---

Yes  No

**Are you a City of Gainesville Intern?**

---

Yes  No

**Are you currently on a City Advisory Board/Committee?**

---

Yes  No

**If yes, which Advisory Board/Committee?**

---

**Jeanna Marie Mastrodicasa**  
1925 NW 27<sup>th</sup> St. Gainesville, FL 32605  
(352) 219-5784 (c)  
[jmastro@gmail.com](mailto:jmastro@gmail.com)

## **Professional Experience**

---

**Associate Vice President for Agriculture and Natural Resources  
Institute of Food and Agricultural Sciences, University of Florida**

***January 2015-present***

### ***Responsibilities:***

**Manage operations for the Institute of Food and Agricultural Sciences (IFAS), which serves as the land-grant mission of the University of Florida. IFAS includes the College of Agricultural and Life Sciences, the College of Veterinary Medicine (joint appointment to UF Health), with approximately 3000 faculty and staff as employees, and teaching, research, and extension duties.**

- Manage budget responsibilities (\$450M+), which includes auxiliary, E&G (university), agency, grants, federal capacity funds, and foundation sources for funds
- Supervise IFAS Facilities Planning and Operations, which is responsible for 325 buildings on the main campus in Gainesville, as well as 548 buildings in 12 Research and Education Centers and 389 buildings in 20 Research/Demonstration sites with 3.9M GSF of built space located around the state of Florida
- Supervise IFAS Shared Services Center, which provide fiscal and grant support for many of the IFAS departments and 275 faculty
- Direct IFAS' compliance and accreditation activities
- Coordinate emergency response for IFAS
- Serve as liaison to governmental relations efforts for IFAS and on the University of Florida lobby team
- Supervise IFAS Information Technology, which supports state-wide IT research and teaching efforts at IFAS sites
- Supervise the IFAS Office of Conferences and Institutes
- Serve as university representative on several DSO foundation organizations, including the Citrus Research Development Foundation
- Primary contact for public records requests in IFAS; Deputy Title IX representative

**Assistant Vice President for Student Affairs  
University of Florida, Gainesville**

***June 2007-January 2015***

### ***Responsibilities:***

**Provide support to the Vice President for Student Affairs, the thirteen departments and 600 faculty and staff within the Division of Student Affairs, and serve as a member of the Vice President's Council leadership team. Assumed additional responsibilities in April 2011.**

- Managed budget responsibilities for Division of Student Affairs (\$94M+), which includes auxiliary, E&G (university), student fees, agency, grants, and foundation sources for funds
- Supervise Business Manager for Student Affairs; Communications and Marketing Director for Student Affairs; departments of Off Campus Life, Student Legal Services, and Student Government Finance; and manage operations for the Office of the Vice President for Student Affairs, including certifying space, approving payroll, travel, and expenditures
- Led strategic planning, communications, and information technology efforts for Division
- Developed and supported division-wide assessment efforts, including leading the Student Affairs Assessment Committee, training opportunities for staff, and the campus-wide benchmarking undergraduate student survey
- Led Division efforts on providing student services for distance students
- Coordinated staff professional development and community-building programs
- Directed J. Wayne Reitz Scholars Program, a themed learning community for top undergraduate student leaders

- Served as final student conduct appellate officer for the University of Florida
- Signed performance and purchasing contracts for the Division
- Chaired the following UF committees for the Division: Local Fee Committee; UF Hall of Fame selection committee; Interpersonal Violence Prevention Committee
- Responded for Division on student issues, including emergency dean on duty (2008-2012), protest response, written correspondence, and speaking at events on behalf of the Vice President

***Accomplishments:***

- Led development of Student Affairs Strategic Plan 2008-2010 and 2010-2015, with subsequent annual updates
- Expanded capacity of student affairs assessment and created sustainable assessment practices and training, including creating a central set of student learning outcomes for Division, assessment planning for departments, and materials for managing process
- Prepared Student Affairs materials for the successful 10 year accreditation visit from the Southern Association of Colleges and Schools
- Developed information for available resources for new cohorts of UF students, including Innovation Academy and UF Online
- Revamped Reitz Scholars Program into a themed learning community with an academic class
- Relocated Student Legal Services to a temporary location during Reitz Union reconstruction, including managing construction
- Led efforts for dissemination of results of Student Experience in Research University survey to campus stakeholders, including Faculty Senate and Council of Associate Deans
- Updated materials about resources for sexual assault prevention and response, including selecting and implementing sexual assault prevention training module for all new students
- Supervised full overhaul of Division of Student Affairs website and publication materials
- Developed and manage monthly orientation program for new staff in Division

**Associate Director, University Honors Program  
University of Florida, Gainesville**

***October 2000-June 2007***

**Responsible for campus-wide academic initiatives for all undergraduates and general duties for Honors Program**

- Provided general support for Honors Program, including managing Lombardi Scholars selection, admissions and recruiting, orientation, and campus-wide participation of events and curricula
- Supported Associate Provost for Undergraduate Education in campus-wide endeavors, such as founding a weekly e-mail to all undergraduates
- Managed administration of University Scholars Program, which funded 205 undergraduates in research endeavors; includes organizing research symposium as final experience and assessment of program
- Managed application and campus interview process for UF student applicants for Fulbright grants
- Recruited, identified, and advised students for prestigious national scholarships, such as Rhodes, Udall, and Truman
- Performed academic advising for Honors students in all majors, and organized academic advising sessions for new student orientation

**Assistant Dean of Students, Orientation  
University of Florida, Gainesville**

**June 1999-October 2000**

**Responsible for organizing and planning the new student orientation program (Preview)**

- Coordinated orientation for 7100 freshmen and 2500 transfer students
- Selected, trained, and supervised 26 undergraduate orientation leaders
- Managed intake of funds and budget of more than \$700,000
- Planned and implemented UF's Family Weekend 1999, 2000
- Handled emergency calls for the Dean of Students Office
- Served as first UF liaison to the LGBT community

**Academic Advisor, College of Liberal Arts and Sciences  
University of Florida, Gainesville**

**July 1997-June 1999**

**Served as UF's pre-law advisor and a general advisor in the CLAS Academic Advising Center**

- Performed individual academic advising on college and university requirements
- Coordinated the hiring and training of 45 faculty members for freshmen orientation advising
- Prepared materials and presented at orientations for new students and their families
- Wrote and edited newsletter for all advisors in college

**TeamVOLS Volunteer Center  
University of Tennessee, Knoxville**

**June 1995-June 1997**

**Graduate assistantship; managed office matching students with community service opportunities**

- Restructured student leadership into Leadership Board
- Increased student participation to more than 1000 students per year
- Planned, organized, and led teams of 30 students in Alternative Spring Break programs (destinations: San Antonio, TX; Stamford, CT)

## **Publication and Grants Experience**

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### Publications

- Junco, R., & Mastrodicasa, J. (2016). Adding to the advising toolbox: The impact of technology-mediated communication on students' evaluation of their advising experiences. *NACADA Journal*, 36(2).
- Mastrodicasa, J. (2016). Navigating Politics as an AVP. In *AVP: Leading from the Unique Role of Associate/Assistant Vice President for Student Affairs*. Washington, DC: NASPA.
- Mastrodicasa, J., & Naylor, G. (2016). "Timely Warning and Crisis Communication." In *College in the Crosshairs: An Administrative Perspective on Prevention of Gun Violence*. Washington, DC: NASPA.
- Mastrodicasa, J., & Metellus, P. (2013, February). The Impact of Social Media on College Students. *Journal of College and Character*, 14(1), 21-30.
- Junco, R., & Mastrodicasa, J. (2012). The Impact of Technology on Learning, Development, and Communication. In M.S. Hunter, J.R. Keup, J. Kinzie, & H. Maietta (Eds.), *The Senior Year: Culminating Experiences and Transitions*, 49-67.
- Mastrodicasa, J. (2010). Gay and Lesbian Issues in the United States. In Paul Quirk and William Cunion (Eds.), *Governing America: Major Policies and Decisions of Federal, State and Local Government*, Facts on File.
- Mastrodicasa, J. (2009, Summer). Campuses and Communities Strengthen Relationships: Make Your Campus a Good Neighbor. *NASPA Leadership Exchange*, 9-12.
- Mastrodicasa, J. (2008). "Student Affairs in the United States: A Comparative View," In K. Osfield and Associates (Eds.), *Internationalization of Student Affairs and Services: An Emerging Global Perspective*. Washington, DC: NASPA.
- Mastrodicasa, J. (2008, Winter). "Technology Use and Campus Crisis." In R. Junco and D.M. Timm (Eds.), *Using Emerging Technologies to Enhance Student Engagement*, *New Directions for Student Services*, No. 124. San Francisco: Jossey-Bass.
- Junco, R., & Mastrodicasa, J. (2007). *Connecting to the Net Generation: What Higher Education Professionals Need to Know About Today's Students*. Washington, DC: NASPA.

### Grants

- Co-principal investigator, National Academic Advising Association, technology use in advising (funded for \$5,000)
- Co-principal investigator, National Science Foundation, Research Opportunity Fund (funded for \$54,342)
- Co-principal investigator, Beckman Scholars Program (funded for \$106,500)

## **Teaching Experience**

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### Student Personnel in Higher Education Graduate Program

- Co-Instructor, EDH 6360 Foundations and Functions of College Student Personnel, Fall 2008
- Co-Instructor, EDH 6051 Educational Outcomes of American Colleges and Universities, Fall 2008

### Honors Instructor

- Seminar: Current Issues in Higher Education, IDH 3931, Fall 2005, Fall 2004, Fall 2003, Fall 2002, Spring 2002, Fall 2001
- Seminar: Leadership Themes In Literature, IDH 3931, Spring 2005, 2004, 2003, 2001, 2000, 1999

### First Year Florida Instructor

- First Year Florida, SLS 1102, Fall 2006, 2005, 2004, 2003, 2002, 2001, 2000

### Adjunct Lecturer, Political Science Department

- Diversity Issues in the United States, ISS 2160, Fall 2009
- Political Parties and Elections, POS 4443, Spring 2007, Fall 2006
- Gay and Lesbian Politics, POS 4931, Fall 2004

### Study abroad faculty in the Yucatan with Lombardi Scholars

- IDH 4940, summer 2007, 2006, 2005, 2004, 2003, 2002

## **Selected Invited Presentations**

- “College Students, Social Media, and Technology,” Seven College Conference, Mt. Holyoke College, December 2014
- “Navigating the Workplace: Dissecting Generational Dynamics,” Association of Independent Research Institutes, Denver, September 2014
- “Public Policy Update,” NASPA AVP Institute, New Orleans, January 2014
- “The Imperative to Increase Efficiency—and Prove it,” University Business Summit for Chief Financial Officers, Orlando, June 2013
- “Help, I’ve Lost My Cellphone!” Ohio State University Assessment Conference, June 2013
- Panelist, “Bricks and Mortar in A Digital Age,” UF Land-Grant Closing Symposium, April 2013
- “Use of Technology of Today’s College Students,” Northeastern Illinois University, February 2013
- Panelist, “Innovative Methods to Measure Student Progress and Success,” Association of Public and Land-Grant Universities, Denver, November 2012
- “Today’s Millennial Workforce,” The National Work Truck Show, Indianapolis, March 2012
- “What’s on the Mind of Your President,” National Association of Campus Activities national meeting, Charlotte, February 2012
- “Connecting to Graduate Business Students,” Keynote speaker for Graduate Business Student Services Association national meeting, Houston, October 2011
- Teaching Today’s College Students,” Florida Southern College (Lakeland), January 2010; University of Colorado-Pueblo, August 2010
- “The Millennial Generation,” Florida Southern College (Lakeland), March 2008; University of Central Florida (Orlando), November 2007

## **Professional Recognition**

- Girl Scouts of Gateway Council, Women Who Make A Difference Honoree, 2017
- Florida Blue Key Honorary Initiate, 2013
- National Collegiate Honor Society Honorary Initiate, 2013
- University of Florida Institute of Higher Education Outstanding Graduate, 2012
- Florida League of Women Voters The Future of Florida: Young Elected to Watch, 2012
- Equality Florida Voice for Equality Award, 2012
- C. Arthur Sandeen Improving the Quality of Life Award from UF Student Government, 2008, 2007
- NASPA GLBT Knowledge Community Outstanding Ally Award, 2005
- Davis Productivity Award, Wednesday Update, Honorable Mention, Fall 2002
- Davis Productivity Award, Preview Prep Task Force, Fall 2001
- National Academic Advising Association, Certificate of Merit, Advisor Publications, Fall 1999
- University of Tennessee Chancellor’s Award for Excellence, Team VOLS Leadership Board, 1997

## **Recent University of Florida Campus Committee Participation**

- Property Management Committee (2017-present)
- Student Fee and Capital Improvement Trust Fund Committees (2016-present)
- Homecoming and Gator Growl Advisory Board (2012-present)
- Information Technology Governance (2011-2012) and Web Services Advisory (2012-2015)
- Lakes, Vegetation, and Landscaping Committee (2014-17)
- Recruitment Coordinating Committee (2010-2015)
- Student Experience in the Research University survey team (2009-2015)
- UF/IFAS Center for Public Issues Education Advisory Board (chair 2013-2015)
- University Advising Council (1999-2007, chair, 2006-7)
- Senate Petitions Committee (2003-2008)
- Critical Incident Response Team (2000-2007)
- General Education Council (2001-2004)
- Lesbian, Gay, Bisexual, and Transgender Concerns Committee (1999-2006, 2014-present)
- J. Wayne Reitz Union Board of Managers (2001-2004)

## **Professional Affiliations**

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*NASPA: Student Affairs Administrators in Higher Education—member since 1996*

- NASPA Assessment, Evaluation, and Research Knowledge Community Co-Chair (2015-2017)
- NASPA Public Policy Board Knowledge Community Liaison (2013-2015); At Large (2015-2017)
- NASPA AVP Board (2013-2016)
- NASPA National Conference Committee, Local Arrangements co-chair, 2013
- NASPA Minority Undergraduate Fellows Program Advisory Board (2005-2010)
- Region III Knowledge Community Coordinator (2004-2008)
- NASPA International Exchange Participant, United Arab Emirates, February 2007
- NASPA Knowledge Community Ad Hoc Task Force (2005)
- Alice Manicur Symposium for Women Aspiring to be Senior Student Affairs Officers, 2004
- NASPA Pre-Conference Committee, 2006, 2009
- Region III Gay, Lesbian, Bisexual Knowledge Community Chair (2001-2004); Core Member (2004-2007)
- Program review for NASPA National Conference, 2007, 2005, 2004, 2003, 2002, 2001
- Florida NASPA state Student Affairs Working In and With Academic Affairs Knowledge Community Chair (July 1997-2006)
- Host for 2002 state NASPA conference in Gainesville

## **Community Involvement**

---

Gainesville Police Department Advisory Board, 2013-present  
Friends of Susan B. Anthony Steering Committee, 2012-present  
Family Promise (Interfaith Hospitality Network) board member, 2015-present  
League of Women Voters member, 2012-present

City of Gainesville City Commissioner (2006-2012)

- Mayor Pro Tempore, 2010-2011
- Community Redevelopment Agency chair 2009-2010
- Public Safety Committee, chair 2007-2012
- Economic Development University Community Committee
- Recreation, Cultural Affairs, and Public Works Committee
- Gainesville Regional Utilities board

Alachua County Tourist Development Council (2006-2012); chair 2008-09, 2011-12  
City of Gainesville Historic Preservation Board, 2003-2006  
City of Gainesville Human Rights Board, 2001-2003

## **Education**

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### **University of Florida, Gainesville**

College of Education, Department of Educational Leadership, Policy, and Foundations  
Ph.D. in Higher Education Administration, May 2004  
Dissertation: *The impact of diversity courses in student affairs graduate programs on multicultural competence of student affairs professionals*

### **University of Tennessee, Knoxville**

College of Education, Leadership Studies Unit  
Master's of Science, College Student Personnel, December 1997

### **University of Georgia, Athens**

School of Law; Juris Doctor, May 1995  
College of Journalism and Mass Communication; Bachelor of Arts in Journalism,  
Public Relations, June 1992, *cum laude*, with High Honors



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**Profile**View current Advisory Board and Committee openings [online](#).

|        |            |                |           |        |
|--------|------------|----------------|-----------|--------|
| _____  | Sheila     | _____          | Payne     | _____  |
| Prefix | First Name | Middle Initial | Last Name | Suffix |

sheilapayne985@gmail.com  
Email Address

|                |              |
|----------------|--------------|
| 2115 NW 7th Ln | _____        |
| Street Address | Suite or Apt |

|             |       |             |
|-------------|-------|-------------|
| Gainesville | FL    | 32603       |
| City        | State | Postal Code |

In what city district do you live? To find your district visit: <https://tinyurl.com/yxd2kvwn> \*

District 4

|                      |                 |
|----------------------|-----------------|
| Home: (831) 334-0117 | _____           |
| Primary Phone        | Alternate Phone |

**Primary Phone Type**

Cell

**Alternate Phone Type**

None Selected

|                                      |           |
|--------------------------------------|-----------|
| self-employed, retired postal worker | _____     |
| Employer                             | Job Title |

---

**Which Boards would you like to apply for?**

Police Advisory Council: Submitted

PLEASE NOTE: You may only apply for two (2) City Advisory Boards/Committees each application cycle. A person may only be appointed to two (2) City Advisory Boards/Committees.

Question applies to Police Advisory Council

The Police Advisory Council has 11 openings with staggered terms: 3 terms end in 2 years, 4 terms end in 3 years and 4 terms end in 4 years. City Residency Required

---

**Do you claim any exemption to public record disclosure pursuant to FLA. STAT. Section 119?**

Yes  No

**If yes, please submit a detailed explanation of exemption.**

---

Consistent with Section 2-247 of the City Code, board and committee members can be removed from the board or committee for poor attendance.

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**Interests & Experiences**

## Why are you interested in serving on the Police Advisory Council?

---

I was a crossing guard for 9 years for GPD and received Crossing Guard of the Year in 2016. I worked all over the city of Gainesville. I volunteer tutored for 10 years in the Metcalfe Elementary School area. I see a difference in the way that people in the Eastside neighborhoods and other neighborhoods of color are treated then in my neighborhood near UF. I would like to have a hand in monitoring whether there is progress in the area of community policing. I also would like to see policies that encourage less arrests for low level police irritations with public. These arrests have a very detrimental affect on individuals and families. I did not update my resume from 2017 as I am now self-employed and do not want to take the time.

Members of all City of Gainesville Advisory Boards and Committees must only serve two (2) consecutive terms, except for the City Plan Board, Development Review Board and Historic Preservation Board. Members of the State Housing Initiatives Partnership must only serve three (3) terms.

[2017 Resume Sheila.doc](#)

Upload a Resume

[Sheila References .docx](#)

Please upload a file

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## Demographics

### Ethnicity

---

Caucasian/Non-Hispanic

### Political Party

---

Democrat

### Gender

---

Female

### Sexual Orientation

---

Prefer to self-describe

12/23/1956

Date of Birth

**Are you a City of Gainesville Employee?**

---

Yes  No

**Are you a City of Gainesville Intern?**

---

Yes  No

**Are you currently on a City Advisory Board/Committee?**

---

Yes  No

**If yes, which Advisory Board/Committee?**

---

**Sheila Payne**  
2115 NW 7<sup>th</sup> LN  
Gainesville, FL 32603  
831-334-0117 (C)  
[sheilapayne56@hotmail.com](mailto:sheilapayne56@hotmail.com)

**Education:**

**Educator Preparation Institute, 2008-2009**  
Santa Fe College, Gainesville, Florida  
**Completed K-12 Teacher Certification Requirements**

**Class B CDL Passenger Drivers' License, 2009**

**Bachelor of Science, September, 1981**  
The Evergreen State College, Olympia, Washington  
**Molecular Biology**

**Bachelor of Science, September 1981**  
The Evergreen State College, Olympia, Washington  
**Biochemistry**

**Bachelor of Arts, June, 1981**  
The Evergreen State College, Olympia, Washington

**Early Childhood Education, June, 1977**  
Santa Fe Community College, Gainesville, Florida

**Experience:**

**School Crossing Guard, Gainesville Police Department**  
**January, 2009 to present.**

**School Crossing Guard, Alachua County Sheriff Department,**  
**January, 2010 to 2013.**

**Private Self-Employed landscaper, 2009-present.**

**United States Postal Service- November, 1985 to 2009 (Retired)**  
Olympia, Washington; Durham, North Carolina; Santa Cruz, California

- Sorting US Mail
- Delivering US Mail
- Front Counter Customer Service, US Postal Service
- Dispatching US Mail

**T-4 Recombinant DNA Research Lab Supervisor, T.E.S.C., 1977-1980**

**Waitress, Food Service, 1977-1989, Olympia, Washington**

**House Cleaner, Self-Employed, 1977-1981, Olympia, Washington**

**Activities:**

“Stamp Out Hunger,” Postal Food Drive Organizer, 1992 to 2007  
Muscular Dystrophy Association workplace organizer, 1992 to 2002  
Postal Holiday Food and Toy Drive coordinator, 1992-2008  
AIDS Community Residence Association Volunteer, 1995-2001  
Contact Crisis Help Line Counselor, Durham, NC., 1996-2001  
English Language Tutor, Literacy Center, Santa Cruz, CA., 2001-2008  
After School Academic Tutor, Familia Center, Santa Cruz, CA, 2000-2008  
Reel Work Film Festival Coordinator, Santa Cruz, CA., 2000-2008

Stephen Foster School Classroom Aide, 2008-2009  
Alachua County Habitat for Humanity Volunteer, 2009-present.  
Samuel Proctor Oral History Program, transcription, 2008-present.  
UF Phillips Center Usher, 2009-present  
St. Francis House volunteer 2009-present.

**Awards:**

20-Year Perfect Attendance Pin, U.S. Postal Service, 2005

**Special Achievement Award, U.S. Postal Service:**

- Olympia, Washington, May, 1989
- Olympia, Washington, June, 1994
- Durham, North Carolina, Sept., 1996
- Durham, North Carolina, June, 1998
- Santa Cruz, California, November, 2002
- Santa Cruz, California, July, 2005.

Helping Hands Award, Second Harvest Food Bank, Santa Cruz, CA 2003.  
Certificate of Appreciation Second Harvest Food Bank, Santa Cruz, CA 2004.  
Hunger Fighter of the Year, Second Harvest Food Bank, Santa Cruz, CA 2005.  
Volunteer of the Year, AIDS Community Residence Association, March 14, 2000.  
Gold Award, Combined Federal Campaign, United Way, 1996

**Awards, Gainesville:**

Crossing Guard of the Year for the State of Florida, 2016  
Joe Broxton Memorial Award, 2015  
John A. Penrod Brigadas Award for Peace and Justice, March 2013

**References provided upon request.**

*Sheila Payne*

**Reference:**

**David Hennessey, Supervisor  
U.S. Post Office, Main Office  
850 Front Street  
Santa Cruz, California 95060  
(831) 423- 0286**

**Yolanda Henry, Director  
Familia Center  
711 E. Cliff Dr.  
Santa Cruz, California 95060  
(831) 423-5747**

**Della McMillian-Wilson, Phd.  
1905 NW 7<sup>th</sup> Lane  
Gainesville, Fl. 32603  
(352) 275-6655**

**Penny Stinson, Department Manager  
Department of Community Studies  
University of California, Santa Cruz  
(831) 429-5410**

**Aron Jones, Postmaster  
U.S. Postal Service  
850 Front Street  
Santa Cruz, Ca. 95060  
(831) 426-0175**

**Toni Fulton  
SPT., Alachua County Sheriff  
2621 Hawthorne Rd.  
Gainesville, Fl. 32641  
(352) 367-4119**

**Ernie Fletcher, Supervisor  
Police Service Tech. 3  
Retired 2010  
Gainesville Police Dept.  
721 NW 6<sup>th</sup> St.  
Gainesville, Fl. 32601  
(352) 494-6804**



---

**Profile**View current Advisory Board and Committee openings [online](#).

**Mr** **Michael** **A** **Perkins**  
Prefix First Name Middle Initial Last Name Suffix

**perksfamilytax@gmail.com**  
Email Address

**2411 NE 13th Avenue**  
Street Address Suite or Apt

**Gainesville** **FL** **32641**  
City State Postal Code

**In what city district do you live? To find your district visit: <https://tinyurl.com/yxd2kvwn> \***

District 1

**Home: (352) 316-0995** **Home: (352) 240-6587**  
Primary Phone Alternate Phone

**Primary Phone Type**

Cell

**Alternate Phone Type**

None Selected

**Perks Family Tax Service LLC** **Owner/Operator**  
Employer Job Title

---

**Which Boards would you like to apply for?**

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---

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Yes  No

**If yes, please submit a detailed explanation of exemption.**

---

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---

## **Interests & Experiences**

Question applies to Police Advisory Council

**Why are you interested in serving on the Police Advisory Council?**

---

My community, 'Greater Duval', has a great need for better relations with policing agencies. I am concerned with ensuring that an open and engaging communication toward improving that relationship is ongoing.

Mr Michael A Perkins

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[Resume\\_11092020\\_Word\\_Doc.docx](#)

Upload a Resume

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Please upload a file

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## Demographics

### Ethnicity

African American

### Gender

Male

### Are you a City of Gainesville Employee?

Yes  No

### Are you a City of Gainesville Intern?

Yes  No

### Are you currently on a City Advisory Board/Committee?

Yes  No

### If yes, which Advisory Board/Committee?

---

*Perks Family Tax Service*

*Where you are Family too*

*National Association of Tax Professionals*



## Resume

Michael A. Perkins

Serve my community as a member of the Police Advisory Council.

Mike Perkins  
05/17/2018

1031 NW 6<sup>th</sup> St, Ste B-1; Gainesville, FL 32601; 352-240-6587 Tel; 352-316-0995 Cell;  
352-363-6326 Fax; Email: [perksfamilytax@bellsouth.net](mailto:perksfamilytax@bellsouth.net)

*Perks Family Tax Service*

*Where you are Family too*

*National Association of Tax Professionals*



## ► Michael A. Perkins

2411 NE 13<sup>th</sup> Avenue

Gainesville, FL 32641

Phone: (352) 240-6587

Cell: (352) 316-0995

### **Objectives**

To serve my community as a member of the Police Advisory Council.

### **Experience**

Owner/Operator Perks Family Tax Service LLC October 2005 - Present

739 NW 5<sup>th</sup> Avenue; Gainesville, FL 32601

Full service accounting firm with the unique perspective of the maximizing the household income of the family unit (Spouses, children, parents, and other family and nonfamily members that may comprise the household)

Omega Psi Phi Fraternity Inc. Member July 1977 - Present

Social Organization taking actions to better the community, and being an active voice for the disenfranchised members of the community.

- 1) Administrative duties as Keeper of Finances (Treasury), Vice-President of National Panhellenic Council.
- 2) Social Activist responsibilities include attending School Board of Alachua County, City Commission, and Alachua County Commission meetings.

*Perks Family Tax Service*

*Where you are Family too*

*National Association of Tax Professionals*



- 3) Active participant in the Lamplighters mentorship program (2015 – present); African American males and females ages 2 – 14). The mentorship program provides positive African American role models by engaging in a structured program that includes spiritual growth and development, exercise, meals, academic support, and exposure to activities well beyond the borders of their respective communities.

Ordained Deacon July 2003 – Present

DaySpring Missionary Baptist Church – 1945 NE 8<sup>th</sup> Ave - Gainesville FL 32641

Having demonstrated spirit, maturity, and wisdom, Deacons see to the Administrative needs of the Church and it's members. Duties including, but not limited to, assessing and seeing to the needs of the members (food, clothing, finances, spiritual, etc.), the building, and the grounds.

#### **Skills**

My work, community, and social activities have provided me great experience with developing people skills associated effecting positive behavior. I believe these skills make me uniquely qualified to serve my community as a member of the Police Advisory Council.

---

**Profile**View current Advisory Board and Committee openings [online](#).

|        |            |                |           |        |
|--------|------------|----------------|-----------|--------|
| _____  | Duncan     | _____          | Purves    | _____  |
| Prefix | First Name | Middle Initial | Last Name | Suffix |

dpurves@ufl.edu  
Email Address

|                  |              |
|------------------|--------------|
| 719 NE 5th Place | _____        |
| Street Address   | Suite or Apt |

|             |       |             |
|-------------|-------|-------------|
| Gainesville | FL    | 32601       |
| City        | State | Postal Code |

In what city district do you live? To find your district visit: <https://tinyurl.com/yxd2kvwn> \*

District 4

|                      |                 |
|----------------------|-----------------|
| Home: (573) 819-2288 | _____           |
| Primary Phone        | Alternate Phone |

**Primary Phone Type**

Cell

**Alternate Phone Type**

None Selected

|                       |   |
|-----------------------|---|
| University of Florida | Assistant Professor (Philosophy Department) |
| Employer              | Job Title                                   |

---

**Which Boards would you like to apply for?**

Police Advisory Council: Submitted

PLEASE NOTE: You may only apply for two (2) City Advisory Boards/Committees each application cycle. A person may only be appointed to two (2) City Advisory Boards/Committees.

Question applies to Police Advisory Council

The Police Advisory Council has 11 openings with staggered terms: 3 terms end in 2 years, 4 terms end in 3 years and 4 terms end in 4 years. City Residency Required

---

**Do you claim any exemption to public record disclosure pursuant to FLA. STAT. Section 119?**

Yes  No

**If yes, please submit a detailed explanation of exemption.**

---

Consistent with Section 2-247 of the City Code, board and committee members can be removed from the board or committee for poor attendance.

---

**Interests & Experiences**



## Why are you interested in serving on the Police Advisory Council?

---

As a Gainesville resident (as of 2017), the equal protection of the law, meeting the needs of Gainesville residents, and transparent communication between citizens and the GPD are very important to me. Bodies such as the Police Advisory Council are of vital importance to good relations between police and communities, and I would be honored to serve. I can bring to the Council significant experience in policing and organizational ethics. I am currently a principal investigator on a National Science Foundation grant "Artificial Intelligence and Predictive Policing: An Ethical Analysis." I have worked as a consultant large organizations to make sure that their policies, procedures, and actions are aligned with their core values. I hope that you find my practical and academic experience to offer something of value to the Council. Thank you for your consideration.

Members of all City of Gainesville Advisory Boards and Committees must only serve two (2) consecutive terms, except for the City Plan Board, Development Review Board and Historic Preservation Board. Members of the State Housing Initiatives Partnership must only serve three (3) terms.

[CV-Police\\_Advisory\\_Council.pdf](#)

Upload a Resume

---

Please upload a file

---

## Demographics

### Ethnicity

---

Caucasian/Non-Hispanic

### Gender

---

Male

### Are you a City of Gainesville Employee?

---

Yes  No

### Are you a City of Gainesville Intern?

---

Yes  No

**Are you currently on a City Advisory Board/Committee?**

---

Yes  No

**If yes, which Advisory Board/Committee?**

---

## Duncan Purves

Department of Philosophy  
University of Florida  
330 Griffin-Floyd Hall  
Gainesville, FL 32611-8545

dpurves@ufl.edu  
(573) 819-2288

### AREAS OF SPECIALIZATION

Ethics and Technology, Policing Ethics, Ethical Theory, Environmental Philosophy, Bioethics

### AREAS OF COMPETENCE

Metaphysics, Social and Political Philosophy

### ACADEMIC POSITIONS

Assistant Professor, Department of Philosophy  
University of Florida

Fall 2017–

Faculty Fellow, Center for Bioethics and Department of Environmental Studies  
New York University

Fall 2015–Summer 2017

Visiting Assistant Professor, Department of Philosophy  
University of Wyoming

Fall 2014–Spring 2015

Lecturer, Department of Philosophy  
University of Colorado Boulder

Fall 2013–Spring 2014

### EDUCATION

PhD in Philosophy, University of Colorado-Boulder, 2013

BA in Philosophy, BA in French, University of Missouri-Columbia (*magna cum laude*), 2006

### GRANT-FUNDED RESEARCH

“Artificial Intelligence and Predictive Policing: An Ethical Analysis” (co-Principal Investigator with Ryan Jenkins, Cal Poly-San Luis Obispo). National Science Foundation, award #1917712.

- Total award amount: \$509,946
- Award Period: Sept. 1, 2019 - Sept. 1 2022

“Algorithmic Policing and Public Trust of Law Enforcement.” Consortium on Trust in Media and Technology, University of Florida College of Journalism and Communications

- Total award amount: \$125,000 to hire a postdoctoral fellow
- Award Period: Oct. 1, 2020 - Oct. 1, 2022

### SELECTED PUBLICATIONS ( \* indicates first author of a coauthored publication)

- “Autonomous Weapons Systems and the Moral Equality of Combatants”  
*Ethics and Information Technology* (with Michael Skerker and Ryan Jenkins) Forthcoming
- “Harming as making worse off”  
*Philosophical Studies* 176(10): 2629–2656 2019
- “Wild animal suffering is intractable”  
*Journal of Agricultural and Environmental Ethics* 31(2): 239 – 260 (with Nicolas Delon) 2018
- \* “Meaning in the lives of humans and other animals”  
*Philosophical Studies* 175(2): 317 – 338 (with Nicolas Delon) 2018
- “Desire satisfaction, death, and time”  
*Canadian Journal of Philosophy* 47(6): 799 – 819 2017
- “A quiet revolution in organ transplant ethics”  
*Journal of Medical Ethics* 43(11): 797 – 800 (with Arthur Caplan) 2017  
*Reprinted in the University of Tokyo Center for Biomedical Ethics and Law Report* 1(1)2018
- “When robots should do the wrong thing”  
in *Robot Ethics 2.0*, OUP (with Ryan Jenkins and Brian Talbot) 2017
- “A dilemma for moral deliberation in AI”  
*International Journal of Applied Philosophy* 30(2): 313 – 335 (with Ryan Jenkins) 2016
- “Robots and respect: a response to Sparrow”  
*Ethics and International Affairs* 30(3): 391 – 400 (with Ryan Jenkins) 2016
- “Accounting for the harm of death”  
*Pacific Philosophical Quarterly* 97(1): 89 – 112 2016
- \* “Non-identity for non-humans”  
*Ethical Theory and Moral Practice* 19(5): 1165 – 1185 (with Ben Hale) 2016
- \* “Right intention and the ends of war”  
*Journal of Military Ethics* 15(1): 18 – 35 (with Ryan Jenkins) 2016
- “The significance of personal identity for death”  
*Bioethics* 29(9): 681 – 682 2015
- \* “Autonomous machines, moral judgment, and acting for the right reasons”  
*Ethical Theory and Moral Practice* 18(4): 851 – 872 (with Ryan Jenkins and Bradley Strawser)  
2015

**EDITED BOOK**

*Ethical Underpinnings of Climate Economics*—Routledge Earthscan (with Sade Hornio and Adrian Walsh) 2016

**SELECTED PRESENTATIONS**

“Criminal Justice Algorithms and Public Trust” (Postponed)  
University of Iowa, Department of Philosophy, Iowa City, IA (Invited)

“Moral differences between autonomous weapons and autonomous vehicles” July 2019  
Autonomous Vehicles Symposium, Orlando, Florida (Invited)

“Predictive policing: unbiased and unfair?”  
Information Ethics Roundtable: Conference on Justice and Fairness in  
Machine Learning and Big Data, Northeastern University, Boston, MA April 2019

University of Massachusetts, Boston, Applied Ethics Center (Invited) September 2019

University of Iowa, Department of Philosophy, Iowa City, IA (Invited) (Postponed)

“Unjust Enrichment and the Consumption of Animal Products”  
Florida Philosophical Association, Pensacola, FL November, 2018

Philosophy Colloquium Series, University of South Carolina (Invited) October 2019

“Predictive policing and the demands of justice”  
Cal Poly Philosophy Department and Department of Computer Science and  
Software Engineering (Invited) May 2018

“The ethics and ecology of genetic interventions to prevent wild animal suffering,”  
CU Boulder’s Environmental Studies Departmental Colloquium Series (Invited) March, 2018

Rutgers-Camden’s Philosophy Department Workshop on Enhancements (Invited) April, 2018

Convergence and Divergence between Animal and Environmental Ethics,  
Centre de Recherche en Éthique, Montreal, Quebec May 2017

Second Annual Bovay Workshop on Engineering and Applied Ethics  
Texas A&M March 2017

“Autonomous weapon systems: research, risk, and responsibility” (Invited)  
Dialogues in Research Ethics, University of Miami Institute for Bioethics and  
Health Policy November, 2017

**TEACHING**

Philosophy of Death UF Fall, 2018

Moral Philosophy UF Spring 2018, Fall 2018

|   |   |
|---|---|
| Ethics of Technology                              | UF Spring 2018                                |
| Ethical Theory-Graduate Seminar                   | UF Fall 2017                                  |
| Contemporary Moral Issues                         | UF Fall 2017                                  |
| Ethics and Animals                                | NYU, Fall 2016                                |
| Advanced Environmental Ethics-Graduate Seminar    | NYU, Spring 2016, Spring 2017                 |
| Ethics and the Environment                        | NYU, Fall 2015, Fall 2016                     |
| Justice in Health and Healthcare-Graduate Seminar | NYU, Fall 2015                                |
| Metaphysics for Ethics-Graduate Seminar           | UW, Spring 2015                               |
| Philosophy of Language                            | UW, Spring 2015                               |
| Introduction to Philosophy                        | UW, Fall 2014                                 |
| Natural Resource Ethics<br>Bioethics              | UW, Spring 2015, Fall 2014<br>CU, Spring 2014 |
| Environmental Justice                             | CU, Fall 2013                                 |
| Environmental Ethics                              | CU, Summer 2013, Fall 2013                    |
| Philosophy and Society                            | CU, Spring 2013, Spring 2014                  |
| Philosophy and Race                               | CU, Spring 2012, Fall 2012                    |

**MA THESIS SUPERVISION**

|  |                 |
|--|-----------------|
| Kristina Sokourenko, “Public schools, hospitals, and prisons: the institutional power to nudge”                  | NYU Summer 2017 |
| Sean Jensen, “GP-Write and the moral permissibility of human enhancement”—Philosophy PhD candidate, U. of Twente | NYU Summer 2017 |
| Rasmus Mikkelsen, “Sentience and interests”  | NYU Summer 2017 |
| Katherine Mintz, “Retractions: the disappointing everyman”   | NYU Spring 2017 |
| Michael Corbett, “Easy rescue and the state: on the justifiable use of force to save distant people”             | NYU Spring 2017 |

|  |                         |
|--|-------------------------|
| Emily Slome, “Addressing the ethics of removing the financial disincentive of living kidney donation”—Philosophy PhD candidate, CU Boulder | NYU Spring 2017         |
| Stephanie Peterson, “What we owe: justice for climate refugees”  | NYU Spring 2016         |
| Samatha Nemana, “Implementing justice through water access: the PRWSSIP project and gendered access to water resource management”          | NYU Fall 2015           |
| Shaked Landor, “Growing up green: a garden-based learning (GBL) proposal to addressing anthropogenic climate change”                       | NYU Fall 2015           |
| <b>MEDIA</b>   |                         |
| “Killer Robots: New Reasons to Worry About Ethics”, Interview with Forbes  | January, 2016           |
| “The Badness of Death”, blog post for 1000-Word Philosophy Blog  | May, 2014               |
| “The Non-identity Problem”, blog post for 1000-Word Philosophy Blog  | February, 2014          |
| Review of <i>Climate Matters</i> by John Broome, <i>The Philosopher’s Magazine</i>   | 2013                    |
| <b>SERVICE TO THE PROFESSION</b>   |                         |
| Mentor, University of Florida Minority Mentor Program  | 2018 - 2020             |
| “Who Should You Trust?: Thinking for Yourself and Trusting Experts,”<br>Public presentation for UF undergraduates                          | Fall 2017               |
| Program Committee Member<br>International Association for the Philosophy of Death and Dying  | Fall 2017 - Spring 2018 |
| Judge, NYC High School Ethics Bowl   | Winter 2017             |
| Lead coordinator, NYC Early Career Ethicists Workshop  | Fall 2016—Fall 2017     |
| Faculty consultant—NYU Philosophy Outreach Program   | Spring 2016             |
| Graduate admissions committee, NYU Center for Bioethics  | Fall 2016—Summer 2017   |
| Assistant organizer, Stoic Camp hosted by U. of Wyoming Philosophy   | Spring 2015             |
| Committee member, Biodiversity Institute Grant Competition, U. of Wyoming  | Spring 2015             |
| “The Ethics of Drone Warfare,” for the U. of Wyoming Philosophy Club   | Spring 2015             |
| Graduate coordinator, Rocky Mountain Ethics Congress, U. of Colorado   | 2008—2013               |
| Co-organizer, Rocky Mountain Philosophy Conference, U. of Colorado   | 2011                    |

Department representative, Graduate Student Government, U. of Colorado

2008—2009

Research affiliate, *The Committee on Environmental Thought*: <http://environmentalthought.com/>.

Contributor, *1000-Word Philosophy Blog*.

Reviewer for *Philosophical Quarterly*, *Philosophical Studies*, *National Science Foundation*, *Pacific Philosophical Quarterly*, *Public Affairs Quarterly*, *Environmental Philosophy*, *Dialectica*, *Philosophy and Technology*, *Journal of Social Philosophy*, *Journal of Ethics and Social Philosophy*, *Journal of Medical Ethics*, *Utilitas*, *Canadian Journal of Philosophy*, *Journal of Moral Philosophy*, *Journal of Applied Philosophy*, *Journal of Military Ethics*, *Journal of Science and Engineering Ethics*, *Philosophical Papers*, *Philosophia*, *Southwest Philosophy Review*, *Ethical Theory and Moral Practice*, *Analysis*, *Rocky Mountain Ethics Congress*



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**Profile**

View current Advisory Board and Committee openings [online](#).

\_\_\_\_\_  
Prefix      **Tara**      \_\_\_\_\_  
First Name      Middle Initial      **Richardson**      \_\_\_\_\_  
Last Name      Suffix

**community@tmushell.com**  
\_\_\_\_\_  
Email Address

**1503 SE 7th Ave**      \_\_\_\_\_  
Street Address      Suite or Apt

**Gainesville**      \_\_\_\_\_  
City      **FL**      **32641**  
State      Postal Code

**In what city district do you live? To find your district visit: <https://tinyurl.com/yxd2kvwn> \***

District 1

**Home: (352) 600-1381**      \_\_\_\_\_  
Primary Phone      Alternate Phone

**Primary Phone Type**

None Selected

**Alternate Phone Type**

None Selected

\_\_\_\_\_  
Employer      \_\_\_\_\_  
Job Title

---

**Which Boards would you like to apply for?**

Nature Centers Commission: Submitted

Police Advisory Council: Submitted

PLEASE NOTE: You may only apply for two (2) City Advisory Boards/Committees each application cycle. A person may only be appointed to two (2) City Advisory Boards/Committees.

Question applies to Nature Centers Commission

The Nature Centers Commission has 1 student seat with a term ending on 9/30/2021. City Residency Not Required

Question applies to Police Advisory Council

The Police Advisory Council has 11 openings with staggered terms: 3 terms end in 2 years, 4 terms end in 3 years and 4 terms end in 4 years. City Residency Required

---

**Do you claim any exemption to public record disclosure pursuant to FLA. STAT. Section 119?**

Yes  No

**If yes, please submit a detailed explanation of exemption.**

---

Consistent with Section 2-247 of the City Code, board and committee members can be removed from the board or committee for poor attendance.

---

## **Interests & Experiences**

Question applies to Nature Centers Commission

**Why are you interested in serving on the Nature Centers Commission?**

---

I'm a strong supporter of our local nature parks and want to do my part to make sure they are properly maintained and preserved. I document local parks with my drone.

Question applies to Nature Centers Commission

**How many terms have you served on this board or committee previously?**

---

None

Question applies to Police Advisory Council

**Why are you interested in serving on the Police Advisory Council?**

---

Because there is major gap between the police and the community. I personally have had two negative experiences with GPD and ASO in the last 2 years. I want to do whatever I can to make sure no other citizens wetn through what I experienced.

Members of all City of Gainesville Advisory Boards and Committees must only serve two (2) consecutive terms, except for the City Plan Board, Development Review Board and Historic Preservation Board. Members of the State Housing Initiatives Partnership must only serve three (3) terms.

Question applies to Nature Centers Commission

**Are you applying for a student seat?**

---

Yes  No

Upload a Resume

---

Please upload a file

---

---

## Demographics

**Ethnicity**

---

African American

**Political Party**

---

None Selected

**Gender**

---

Female

**Sexual Orientation**

---

None Selected

11/01/1982

---

Date of Birth

**Are you a City of Gainesville Employee?**

---

Yes  No

**Are you a City of Gainesville Intern?**

---

Yes  No

**Are you currently on a City Advisory Board/Committee?**

---

Yes  No

**If yes, which Advisory Board/Committee?**

---

---

**Profile**View current Advisory Board and Committee openings [online](#).

Mr Gilbert J Rodriguez  
Prefix First Name Middle Initial Last Name Suffix

gil.joe.rod@gmail.com  
Email Address

3633 NW 23rd Terrace 202  
Street Address Suite or Apt

Gainesville FL 32605  
City State Postal Code

In what city district do you live? To find your district visit: <https://tinyurl.com/yxd2kvwn> \*

District 2

Mobile: (407) 247-8190  
Primary Phone Alternate Phone

**Primary Phone Type**

Cell

**Alternate Phone Type**

Not Specified

N/A Recent college graduate  
Employer Job Title

---

**Which Boards would you like to apply for?**

Gainesville Human Rights Board: Submitted  
Police Advisory Council: Submitted

PLEASE NOTE: You may only apply for two (2) City Advisory Boards/Committees each application cycle. A person may only be appointed to two (2) City Advisory Boards/Committees.

Question applies to Gainesville Human Rights Board

The Gainesville Human Rights Board has 1 student seat whose term ends on 9/30/2021. City Residency Required

Question applies to Police Advisory Council

The Police Advisory Council has 11 openings with staggered terms: 3 terms end in 2 years, 4 terms end in 3 years and 4 terms end in 4 years. City Residency Required

---

**Do you claim any exemption to public record disclosure pursuant to FLA. STAT. Section 119?**

Yes  No

**If yes, please submit a detailed explanation of exemption.**

---

Consistent with Section 2-247 of the City Code, board and committee members can be removed from the board or committee for poor attendance.

---

## **Interests & Experiences**

Question applies to Gainesville Human Rights Board

**Why are you interested in serving on the Gainesville Human Rights Board?**

---

I am interested in serving because I am planning to attend law school. I believe my experienced gained through this board's work would be an excellent qualifier for my law school applications. As such, I would cherish to opportunity to serve on this body and experience firsthand how this boards functions. I am most intrigued in the boards responsibility to "provid[e] for the enforcement... of complaints of discrimination based upon sexual orientation, age, race, color, sex, religion, creed, national origin, physical or mental disabilities, marital status, familial status and occupation; provid[e] for civil actions, penalties and other remedies."

Mr Gilbert J Rodriguez

Question applies to Gainesville Human Rights Board

**How many terms have you served on this board or committee previously?**

---

0

Question applies to Police Advisory Council

**Why are you interested in serving on the Police Advisory Council?**

---

I am interested in serving on the Police Advisory Council above all other boards or committees. I am a young recent graduate of UF and a Gainesville community member without affiliation to the police. I believe the current social tensions between the police and the community can be corrected through representative and cooperation. I believe our police forces are asked to do too much. We must direct some traffic away from law enforcement and into other sectors of the public health and safety system. I would like to serve on this council to bring my point of view to the table. I confidently believe my skills and experience can be a benefit towards the fair, proper, and just resolution of any disputes brought before the council.

Members of all City of Gainesville Advisory Boards and Committees must only serve two (2) consecutive terms, except for the City Plan Board, Development Review Board and Historic Preservation Board. Members of the State Housing Initiatives Partnership must only serve three (3) terms.

Question applies to Gainesville Human Rights Board

**Are you applying for a student seat?**

---

Yes  No

[Rodriguez\\_Gilbert\\_Resume.pdf](#)

Upload a Resume

[Rodriguez\\_Gilbert\\_Cover\\_Letter.pdf](#)

Please upload a file

---

**Demographics**

Mr Gilbert J Rodriguez

**Ethnicity**

---

Hispanic

**Gender**

---

Male

**Are you a City of Gainesville Employee?**

---

Yes  No

**Are you a City of Gainesville Intern?**

---

Yes  No

**Are you currently on a City Advisory Board/Committee?**

---

Yes  No

**If yes, which Advisory Board/Committee?**

---

N/A



# Gilbert J Rodriguez, MIB

3633 NW 23<sup>rd</sup> TER 202 | (407) 247-8190 | gil.joe.rod@gmail.com | <https://www.linkedin.com/in/gilbertjrodriguez/>

## EDUCATION

**University of Florida**, Hough Graduate School of Business  
*Master of International Business (MIB)*

**August 2020**  
Gainesville, FL

**University of Florida**, Warrington College of Business  
*Bachelor of Science in Business Administration, Management*

**May 2019**  
Gainesville, FL

- Minor: Real Estate

## WORK EXPERIENCE

**J. Wayne Reitz Union at The University of Florida**

**September 2015 – August 2020**

*Building Manager, Operations*

Gainesville, FL

Facilitated daily operations of the Reitz Union by serving as a liaison between Union management and 50+ University and third-party entities who utilize the 600,000+ square foot Union.

- Coordinated Reitz Union services to ensure the 10,000+ annual event reservations are fulfilled.
- Supervised the work done by Reitz Union productions and audio-visual crews which annually setup and breakdown over 16,000 tables and 141,000 chairs and also provide 600+ advanced audio-visual crew hours.
- Provided front line assistance to and operated as the point of contact for the 20,000+ daily users of the Reitz Union.
- Spearheaded the change of venue for the Chiles Gala. The annual fundraiser, which boasts over 400 high-profile guests and generates north of \$100K, is now held at the Reitz Union.
- Assigned to the permanent hiring committee for building operations and management; trained and coached 15+ manager hires in building operations, policy, and safety.

**ALACHUA COUNTY DEMOCRATIC EXECUTIVE COMMITTEE**

**September 2015 – November 2017**

*Professional Intern of the Party Chair (2015-2016) – Lead Intern (2016-2017)*

Gainesville, FL

Led a team of 5 interns with the goals of strengthening voter participation, increasing voter registration and turnout, and electing candidates. Overseen by Dr. Cynthia Moore Chestnut - former Florida state representative and Gainesville mayor.

- Increased Democratic voter registration in Alachua county by 11.6% to over 82,000 between 09/2015 – 11/2017.
- Led successful campaign efforts for 3 Elected candidates by coordinating our strategies and efforts with local, state, and national political campaigns.
- Coordinated 3 Lawton Chiles Galas, fundraisers serving as the yearly source of funds for the committees' operations. Created 3 "Year-in-Reports" which are used as the main presentation at the Chiles Gala fundraiser; reports analyze the organization's yearly performance and showcase to donors how their contributions are being handled.
- Maintained routine business functions including financial records of subcommittees, financial disclosures necessary by law at both the state and federal level, and bi-weekly newsletter received by over 4,000 party members.

## LEADERSHIP & INVOLVEMENT

**Master of International Business (MIB) Ambassadors**

**August 2019 – August 2020**

*Ambassador; Sitting Member - International Student Committee, Social Committee*

Gainesville, FL

Enhanced the graduate student experience by serving as the bridge between 400+ MIB students, 35+ faculty, and countless employers.

- Increased the quality of 125+ international students' experience by establishing the International Student committee, a committee focused on lowering the distinct barriers students encounter when studying in a foreign country.
- Planned and executed 4 social and philanthropic events aimed at enhancing my cohort's experience and value.
- Led recruiting efforts for the MIB program interacting with potential students/parents at 5+ info sessions/career fairs.

## ADDITIONAL DATA

- **UF Business for Good Lab, Spring 2020; "BCorp" Certification Consultant:** Provided 'BIA' assessment consulting to *Burke Law, LLC*; led a consulting team through a full audit of Burke Law's business policies and documentation. As a team we achieved the highest 'BIA' assessment score of the cohort and successfully laid the foundation to ensure Burke Law acquires an official 'BCorp' certification in the future.
- Fully Bi-lingual in English and Spanish, Conversational in French.

# Gilbert J. Rodriguez, MIB

3633 NW 23<sup>rd</sup> Ter. Apt. 202 Gainesville, FL 32605 | gil.joe.rod@gmail.com | (407) 247 - 8190

November 16, 2020

Attn: Gainesville City Commission  
Office of the Clerk of the Commission  
City Hall, Gainesville, FL

Dear Gainesville City Commission,

I read with interest your advertisement for advisory board and committee openings. I was excited to see our city engage online and focus on reaching out to more citizens for these important positions. As a college transplant in the city, over the past 6 years I have come to love and call Gainesville my home. As I begin my professional post-college career, I want to focus my efforts on the improvement of my community.

Enclosed you will find a copy of my resume which goes into detail regarding my qualifications and practical experience. As you can see from my resume, I have a firm foundation in teamwork, organizations, and committees; having already accumulated 5 years of management experience at the Reitz Union. My internship with the Alachua County Democratic Executive Committee also provided me with opportunities to learn closely about the rigors of successful local governance. My previous position coupled with my internship experience has provided me a solid understanding of the nuts and bolts of accomplishing goals within an organization.

Thank you for taking your time to review my resume. I would welcome the opportunity to discuss how my education, practical skills, and background would qualify me to be a member of an advisory board or committee. My professional references are enclosed with this application.

Please contact me at **(407) 247 - 8190** or **gil.joe.rod@gmail.com** to set up a time for an interview. I look forward to hearing from you.

Sincerely,

*Gilbert J. Rodriguez*

Gilbert J. Rodriguez, MIB

# **Gilbert J Rodriguez, MIB**

3633 NW 23<sup>rd</sup> TER 202 | (407) 247-8190 | gil.joe.rod@gmail.com | <https://www.linkedin.com/in/gilbertjrodriguez/>

## **Professional References**

### **Dr. Cynthia M. Chestnut**

Chair of the ACDEC, Fmr. Gainesville City Mayor and Fmr. FL State Rep.  
cchestnut49@gmail.com  
(352) 317-8291

### **Eddie Daniels**

Assistant Vice President, Business Services, University of Florida  
edaniels@ufl.edu  
(352) 392-0306

### **Dr. Sean Trainor**

Lecturer, University of Florida  
sean.trainor@warrington.ufl.edu  
(352) 273-3215

### **Dr. Michael Mironack**

Executive Director, J. Wayne Reitz Union, University of Florida  
mmironack@ufsa.ufl.edu  
(352) 392-1649

### **Caitlin Burke, Esq.**

Founder, Burke Law, LLC  
caitlin@burkelaw.llc  
(352) 681-2723

---

**Profile**View current Advisory Board and Committee openings [online](#).

|        |            |                |           |        |
|--------|------------|----------------|-----------|--------|
| Prefix | Marie      | D              | Small     | Suffix |
|        | First Name | Middle Initial | Last Name |        |

leo81754@gmail.com  
Email Address

|                  |              |
|------------------|--------------|
| 1265 SE 12th Ave |              |
| Street Address   | Suite or Apt |

|             |       |             |
|-------------|-------|-------------|
| Gainesville | FL    | 32641       |
| City        | State | Postal Code |

In what city district do you live? To find your district visit: <https://tinyurl.com/yxd2kvwn> \*

District 1

|                        |                          |
|------------------------|--------------------------|
| Mobile: (352) 284-2148 | Business: (352) 264-6745 |
| Primary Phone          | Alternate Phone          |

**Primary Phone Type**

Cell

**Alternate Phone Type**

Office

|  |                 |
|--|-----------------|
| Commissioner - Community<br>Support Services -Community<br>Stabilization Program | Program Manager |
| Employer   | Job Title       |

**Which Boards would you like to apply for?**

Police Advisory Council: Submitted

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Question applies to Police Advisory Council

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---

**Do you claim any exemption to public record disclosure pursuant to FLA. STAT. Section 119?**

Yes  No

**If yes, please submit a detailed explanation of exemption.**

---

Consistent with Section 2-247 of the City Code, board and committee members can be removed from the board or committee for poor attendance.

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## **Interests & Experiences**

Question applies to Police Advisory Council

**Why are you interested in serving on the Police Advisory Council?**

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I believe and support Gainesville Police Department , yes we do need to look at the Diversity and Inclusion plan of action if one is not in place develop or bring the old up to date . Our Officers leave their family every day to serve this Community - not knowing if they will return, develop a Self- Care Program to assist them with trauma and other related issues. I am my Neighborhood Chair( Azalea Trails ) , BA in Criminal Justice , 5yrs experience as Victim's Advocate for Alachua County, Member Black of Black Task Force , Gainesville Police Department oral Interview Board.

Marie D Small

Members of all City of Gainesville Advisory Boards and Committees must only serve two (2) consecutive terms, except for the City Plan Board, Development Review Board and Historic Preservation Board. Members of the State Housing Initiatives Partnership must only serve three (3) terms.

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Upload a Resume

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Please upload a file

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## Demographics

### Ethnicity

African American

### Political Party

Democrat

### Gender

Female

### Sexual Orientation

Straight/Heterosexual

08/17/1954

Date of Birth

### Are you a City of Gainesville Employee?

Yes  No

### Are you a City of Gainesville Intern?

Yes  No

### Are you currently on a City Advisory Board/Committee?

Yes  No

**If yes, which Advisory Board/Committee?**

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Human Rights Board , CACCD