

### Experience Summary

Management background includes crime laboratory management, development and management of quality assurance systems, and executive management of corporate operations.

Forensic background includes extensive experience in analytical chemistry for controlled substances, blood alcohol determination, fire debris, and trace evidence, crime scene examination, microscopy, and firearms and tool marks. Has also served as lead assessor for numerous ISO/IEC 17025-laboratory assessments.

### Employment History

#### **2013-Present Business Development Manager, JusticeTrax, Mesa, AZ**

Plan and execute the organization's business development strategies to secure acceptable levels of market share and sales growth both nationally and internationally.

#### **2013-Present Vice-President, Bright-Line Forensic Sciences, Scottsdale, AZ**

Participates in management, training course design and delivery, auditing, and consultancy in forensic science, management, and quality assurance.

Continued to serve as a forensic science subject matter expert in management, quality systems, chemistry, firearms and tool marks, and trace evidence on the technical advisory group for the Houston Forensic Science LGC, Inc. Board of Directors until May, 2014.

#### **2014-Present Technical Assessor, Dubai Accreditation Department**

Performed two ISO/IEC 17025 laboratory assessments for accreditation & re-accreditation as a technical assessor for controlled substances, firearms & tool marks, and explosives residue analysis.

#### **2000-2012 and 2015-Present Lead & Technical Assessor, ANAB**

Performed numerous ISO/IEC 17025 laboratory assessments for accreditation, re-accreditation, and surveillance as a Lead Assessor and / or technical assessor in controlled substances, firearms & tool marks, blood alcohol analysis, fire debris, explosives residue analysis, trace evidence analysis, and shoe & tire tracks.

**2007-2013 Chief Operations Officer, National Forensic Science Technology Center,  
Largo, FL**

Continued participation in the Executive Management Team, which set corporate guidance and partnered with the nine member Board of Directors to provide strategic planning for NFSTC. Total staff during this time ranged up to 58 with revenues reaching \$30 million in 2012.

Responsible to provide executive oversight to managers for:

- Administrative Services

Guided the establishment of an Industrial Security system to meet the requirements for the Defense Security Service, leading to application for and receipt of a Facility Clearance for NFSTC at the Top Secret level

- Finance & Accounting

Reviewed and approved all expenditures, oversaw cash flow management and master budgets on a monthly basis; responsible for risk management, including negotiation and selection of ten corporate insurance policies

- Facilities & Logistics

Established and guided these teams to position the NFSTC for new business opportunities

- Human Resources

Annually reviewed and recommended alterations to staffing, compensation, and benefit systems

- Technology Services

Led the reconfiguration of NFSTC Information Technology Systems, reducing costs by 45%

- Other

Reviewed and authorized all policies and procedures for administrative services, human resources, facilities & logistics services, and finance & accounting

Continued oversight and management of company travel systems and policies

Served as a grant reviewer for research & development programs for the National Institute of Justice in the testing areas of drug chemistry, fire debris, firearms and tool marks, trace evidence, shoe and tire marks, and crime scene examination

Continued to participate in grant proposal authoring, budgeting, and management for the NFSTC from 2000 - present

Served as a forensic science subject matter expert in management, quality systems, chemistry, firearms and tool marks, and trace evidence on the technical advisory group for the Houston Forensic Science LGC, Inc. Board of Directors

**2000-2006 Director of Science, National Forensic Science Technology Center, Largo, FL**

Participated as one of three members of the Executive team

Held a leadership role in developing NFSTC's statewide needs assessments, performance level auditing and quality samples programs

- Statewide needs assessments performed for Arizona, Maryland, Massachusetts, and Rhode Island
- Designed and delivered auditing workshops over 20 sessions for 15 to 30 students, including mock audits of operational laboratories
- Performance level auditing program led to the NFSTC DNA Audit and Grant Progress Assessment programs
- Initiated and maintained company-wide travel systems and policies
- Designed and delivered certified reference samples to public crime labs in the areas of controlled substances and toxicology for the quality samples program

Oversaw the design and construction of NFSTC office and laboratory space

- Converted existing space for renovation and planned new space in a new building

Responsible for individual project management

- Outreach program, AFQAM support, Pre-accreditation laboratory audits, Validation Kits, Quality system support to public crime labs, Acting DNA Technical Leader program, Administrative support to ASCLD

Oversight of the NFSTC training laboratories

- Planning, selection, procurement, and installation of infrastructure and analytical instrumentation
- Management and guidance to laboratory staff

**1991-2000 Director, Acadiana Criminalistics Laboratory, New Iberia, LA**

Served as Director of the Acadiana Criminalistics Laboratory, participating with and reporting directly to the Laboratory Commission, composed of 21 elected officials, including eight sheriffs and four district attorneys. Laboratory served eight parishes (counties) with a population of 600,000 and over 70 submitting agencies at the local, state, and federal government level. The laboratory provided testing for DNA & forensic biology, drug chemistry, fire debris, blood alcohol, firearms and tool marks, trace evidence, shoe and tire marks, latent fingerprint development, and crime scene examination.

Responsible to carry out:

- Annual budgeting and monthly reviews and reports
- Monthly productivity and staffing reviews and reports
- Billing and follow up reviews and reports
- Biweekly payroll setup, review, and approval
- Procurement evaluation, approval, receipt, inventory and payment systems and reports
- Develop a management system and quality system to meet accreditation requirements
- Evaluation of current and new staff for competency and training, including court testimony monitoring and proficiency testing
- Technical review of all cases in drug chemistry, fire debris, blood alcohol, firearms and tool marks, trace evidence, shoe and tire marks, latent fingerprint development, and crime scene examination prior to test report issuance
- Administrative review of all cases prior to test report issuance
- Implementation of DNA Analysis to provide in-house testing to replace outsourcing
- Laboratory information management system (LIMS) implementation (selection, procurement, installation, configuration, and staff training)
- Staff expansion from 8 to 18, including planning, job description specifications, interviewing, orientation, and training coordination
- Expansion of laboratories to accommodate new testing capabilities and expanded staff
- Productivity and efficiency mechanisms to keep up with increased demand for services prior to staff expansion
- Policy and procedure development and maintenance
- Federal and State Grant proposal authoring, budgeting, and management

**1982-1991 Forensic Chemist, Acadiana Criminalistics Laboratory, New Iberia, LA**

Performed:

- Laboratory testing in drug chemistry, fire debris, blood alcohol, firearms and tool marks, trace evidence, shoe and tire marks, and crime scene examination
- Court testimony provided over 150 times in the testing areas listed
- Received and later provided training in each of the testing areas listed
- Supported the Laboratory Director in development of laboratory budgets, policies and procedures, and Federal and State grant proposals, budgets, and management

**Education**

1982 Bachelor of Science, Forensic Science, University of Central Florida

**Professional Development**

2016 ANAB Professional Development Session – topics included Measurement Uncertainty, Traceability, Internal Procedures, and Update to ISO/IEC 17025

2015 Association of Forensic Quality Assurance Managers Training Conference (also 2001 – 2009, 2014)

2012 Forensics@NIST 2012, National Institute of Standards & Technology, Gaithersburg, Maryland

2011 Homeland Protection Workshop, Lincoln Laboratories, Massachusetts Institute of Technology, Lexington, Massachusetts

2011 Symposium on Crime Laboratory Development, ASCLD (also 1991 – 1998 and 2000 – 2013)

2010 Understanding ISO/IEC 17011 Workshop, Forensic Quality Services, Online 5 days

2007 At the Legal Limit  $\pm$  Uncertainty, Neusser Neweigh, Inc., 4 hours

2004 - 2007 Association of Firearms and Tool Mark Examiners, Annual Training Seminars (also 1983, 1991, 1994, and 2002)

2005 Advanced Grant Progress Assessment Training for Lead Assessors, National Institute of Justice

2001 Uncertainty Calculations for ISO/IEC 17025, Crestbest Quality Institute, 12 hours

2000 ISO 17025 Assessor Training, Crestbest Quality Institute, 20 hours

1982 - 1999

Achieving Excellence in Supervision, LSU Public Management Program (3.6 CEUs)

Advanced AmpF/STR™ and ABI Prism™ 310 Genetic Analyzer, Applied Biosystems, Inc.

Advanced Interpretation of Mass Spectra, SWAFS

Arson Accelerant Detection, ATF

Basic Drug Chemistry, LABCLDA  
Basic Serology, Elizabeth Quarles, SAFS  
Blood Alcohol Testing, Louisiana State Police  
Blood Stain Evidence, Herb MacDonnell  
Chromatographic Methods in Forensic Science, FBI  
Clandestine Laboratory Synthesis, DEA  
Cost Effective Processing for Latent Prints & Shoe Impressions, MAFS/SAFS  
DNA Typing, SWAFS  
Effects of Alcohol, James Garriot, PhD, SAFS  
Forensic Microscopy, Walter McCrone, McCrone & Associates  
Hair Comparison, SWAFS, International Symposium on Setting Quality Standards for the Forensic Science Community  
Hair Comparison, FBI  
International Symposium on the Forensic Aspects of Controlled Substances, DEA & FBI  
Internet for Forensic Scientists, SAFS  
Laboratory Analysis in Arson Matters, FBI  
Laboratory Auditing, National Forensic Science Technology Center  
Laboratory Quality Assurance, FBI  
Mass Spectrometer Operator & Maintenance Training, Agilent, formerly Hewlett-Packard Co.  
Media Relations – How To, SWAFS  
Sig-Sauer Law Enforcement Armorer's Course, Sig-Sauer / AFTE

#### Selected Publications, Trainings and Presentations

2012	Quality in the Crime Laboratory, 2nd Forum of Total Quality in Public Security, Jeddah, Kingdom of Saudi Arabia
2012	Forensics Forward (Forensic Intelligence Training and Deployment), DoD Biometrics and Forensics Collaboration Forum, Charlotte, North Carolina
2011	Forensic Intelligence on the Battlefield, Biometrics and Forensics Summit, Fort Huachuca, Arizona
2010	Mobile Forensic Laboratories, 20th International Symposium on the Forensic Sciences, Sydney, Australia

- 2010 Forensics Forward, Training & Deployment, Biometrics and Forensics Summit, San Diego, California
- 2009 Evaluating rugged and portable chemical testing platforms. National Environmental Monitoring Conference; San Antonio, Texas
- 2008 – 2013 Firearms and Tool Marks for Site Exploitation, Department of Defense, provided at the NFSTC (developed and delivered 12+ times)
- 2007 The NFSTC's Application of Technology Tools for Training Forensic Scientists, 3rd Mediterranean Academy of Forensic Sciences Meeting, Porto, Portugal
- 2003 Eliminating Sources of Pipetting Error in the Forensic Laboratory, FBI Forensic Science Communications, Volume 5 - Number 4 (online peer reviewed journal)
- 2004 Interpol 14th International Forensic Science Symposium, Development of Validation Kits, poster presentation
- 2001 Interpol 13th International Forensic Science Symposium, Quality System Development
- 2001-2009 Auditor Training, various, approximately 12 workshops
- 1995-1997 Internet for Forensic Scientists: AAFS (1997); IAFS (1996); SAFS (1996); MAFS/SAFS (1995)
- 1996 Implementing Advanced Computer Technology in Forensic Laboratories, IAFS, Tokyo
- 1989 Basic Fire Debris School, Lab Instructor, ATF / SAFS

#### Professional Organizations

- American Academy of Forensic Sciences (AAFS)
- ASTM, Inc. Committee E-30 on Forensic Sciences past member
- American Society of Crime Laboratory Directors (ASCLD): Treasurer, 1995 – 1998; Electronic Communications Committee Chair & Web Site Manager, 1998 – 2003
- Association of Forensic Quality Assurance Managers, Charter Member
- California Association of Criminalists
- Southern Association of Forensic Scientists
- Southwestern Association of Forensic Scientists
- Louisiana Association of Forensic Scientists, former member and President
- Louisiana Association of Scientific Crime Investigators, former member and President



Louisiana Board of Crime Laboratory Directors and Administrators, former member and Vice President

Other Qualifications

Diplomate, American Board of Criminalistics, Certificate 549, 1995 - 2020