**FRANK G. STRAUB, Ph.D.**

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**EDUCATION**

**Ph.D.** September 1997 The Graduate School and University Center, TheCity University of New York

Major Field: Criminal Justice

**M.A.** September 1989 John Jay College of Criminal Justice

Major Field: Forensic Psycholo**g**y

**B.A.** January 1980St. John’s University

Major Field: Psychology

**LICENSE &** **CERTIFICATIONS**

Masters Limited Psychologist State of Michigan - 6362009076

Educational Limited License Supervisor Randall Haugen, Ph.D.

Certified Peace (Police) Officer State of Washington (2012 – 2015)

Trauma Certificate Michigan State University, School of Social Work (April 2019 - Present)

Assisting Individuals in Crisis - UMBC Training Center (March 2019)

Group Crisis Intervention - UMBC Training Center (March 2019)

**CURRENT PROFESSIONAL EXPERIENCE**

**Director**

Center for Mass Violence Response Studies

National Police Foundation, Arlington, Va.

2016 **-** Present

Provide oversight and leadership to the Center for Mass Violence Response Studies. Develop strategic studies, research and after action assessments regarding the phenomena of mass violence and extremism. Develop funding strategies; provide direction and oversight to National Police Foundation staff and subject matter experts; supervise and/or write research papers and after action assessments; and, grant proposals. Current and completed projects include:

* Led in-depth after-action assessments of the public safety response to mass violence events to include the San Bernardino terrorist attack, the Pulse Night Club shooting, the Kalamazoo mass shooting, the Marjory Stoneman Douglas High School shooting, and the University of North Carolina-Charlotte shooting.
* Other after-action assessments included: the police response to civil unrest and mass demonstrations in Washington, D.C.; Minneapolis, Minnesota; and Charlotte, North Carolina. Currently, reviewing the police response to civil unrest in Los Angeles, California and Columbus, Ohio.
* Led the provision of technical assistance to the North Charleston, S.C. Police Department in the aftermath of the Walter Scott officer involved shooting.
* Project manager for the national Averted School Violence project, which is supported by funding from the U.S. Department of Justice, Community Oriented Policing Services (COPS). The ASV database collects incidents of averted and completed acts of school violence and provides a platform for research to inform law enforcement, school, mental health and policy makers regarding lessons learned and best practices.
* Led an in-depth review of the Prince William County Police Department’s Crisis Intervention program and mental health partnerships.
* Subject Matter Expert for US Department of Justice, Bureau of Justice Assistance (BJA) VALOR funded technical assistance project for Tampa (FL) and Arlington (Tx) Police Departments regarding Crisis Intervention and Officer Suicide Prevention Training.
* Reviewed all security operations for the 2016 Republican National Convention in Cleveland, Ohio under funding from the U.S. Department of Justice, Bureau of Justice, National Training and Technical Assistance Center.
* Project manager for – “Developing resistance to violent extremism in the Boston Somali community.” U.S. Department of Homeland Security grant.
* Raised over $4.2 M in grant funding from federal, local and foundation sources.

**Non-Resident Fellow**

Combatting Terrorism Center, United States Military Academy, West Point

2017 – Present

* Provide expert advice and counsel to the Center regarding the domestic response to terrorism and acts of mass public violence by U.S. public safety agencies.
* Conduct research and publish articles and other materials regarding the U.S. law enforcement response to domestic acts of terrorism and acts of mass public violence.

**PAST PROFESSIONAL EXPERIENCE**

**Chief of Police**

City of Spokane Police Department, WA

2012- 2015

Reengineered the Spokane Police Department in response to the community’s demand for police reform following a deadly use of force incident and the police officer’s conviction on civil rights and obstruction of justice violations in federal court.

* Implemented all Spokane Use of Force Commission reform recommendations and initiated a collaborative reform process with the U.S. Department of Justice, Office of Community Oriented Police Services. Reduced police officer use of force by 22%.
* Reduced serious crime by over 12% during my tenure, reversing six years of double-digit crime increases through data-driven enforcement and community engagement.
* Led the creation of the City’s first community court in collaboration with municipal court judges, public defenders, city prosecutors and service providers.
* Established the Youth & Police Initiative (YPI), Summer Activities Program and School Resource Officer program.
* Led the creation of the Family Justice Center in collaboration with YWCA, City and County Prosecutors’ Offices, and the Spokane County Sheriff’s Office to prevent and reduce domestic violence.
* Required all officers to complete 40-hours of crisis intervention training (CIT) and established a police-mental health co-responder team.
* Developed and implemented the department’s body worn camera program.
* Achieved accreditation by the Washington Association of Sheriffs and Police Chiefs.

**Director of Public Safety**

City of Indianapolis/Marion County

2010 – 2012

Led the department’s six divisions’ 3,500 police officers, fire fighters, emergency medical, homeland security, emergency communications, and animal care and control professionals serving the 11th largest city in the United States. Administered a $425 million budget.

**Public Safety Commissioner**

City of White Plains, NY

2002 – 2010

Provided executive oversight to police, fire, contract EMS, and emergency communications. Received national recognition for community policing programs that focused on youth violence prevention, collaboration between law enforcement and community mental health, and violent crime reduction. Established the first police-community mental health co-responder team in New York State, developed and implemented County-wide Crisis Intervention training (CIT) and suicide prevention training.

**Deputy Commissioner of Training/Assistant Commissioner - Counterterrorism**

New York City Police Department

2001 – 2002

**Executive Deputy Inspector General**

Office of the New York State Inspector General

1999 – 2001

**U.S. Department of Justice, Office of the Inspector General**

1990 – 1999

* Special Agent in Charge, Research & Analysis Unit
* Assistant Special Agent in Charge, New York Field Office
* Special Agent, New York Field Office

**Special Agent**

U.S. Naval Investigative Service, New York Field Office 1987 - 1990

**Special Agent**

U.S. Department of State, Bureau of Diplomatic Security, New York Field Office

1984 -1987

**TEACHING /ACADEMICE AFFILIATIONS**

Michigan State University

Department of Psychiatry

College of Human Medicine

College of Osteopathic Medicine

Adjunct Professor

2020 - Present

Yale University, Department of Law and Psychiatry

Working Group on Isolation and Extremism

Member

2020 -Present

University of Central Florida

College of Graduate Studies

Graduate Faculty Scholar

2019 - Present

Indiana University/Perdue University

School of Public & Environmental Affairs (Graduate Program)

Adjunct Professor

2011-2012

John Jay College of Criminal Justice

Graduate Program, Department of Public Management

United States Military Academy, West Point Campus Program

Adjunct Professor

1997-2010

**COMMUNITY & VOLUNTEER SERVICE**

**Special Deputy Sheriff**

Reserve Division

Calhoun County Sheriff’s Office

Critical Incident Stress Management/Peer Support Team

Calhoun County Sheriff’s Department

**PROFESSIONAL AFFILIATIONS**

U.S. Department of Justice, Office of Community Oriented Policing Services

School Safety Working Group

Member

* Publication: Ten Essential Actions to Improve School Safety (Released August 11, 2020) [http://cops.usdoj.gov/RIC/ric.php?page=detail&id=COPS-W0891](about:blank)

U.S. Department of Homeland Security, Office of Intelligence & Analysis

National Threat Evaluation & Reporting Program

Behavioral Analysis & Behavior-based Threat Assessment Working Group

Member

U.S. Department of Justice, Bureau of Justice Assistance, School Safety Task Team

Member

The Christian Regenhard Center for Emergency Response Studies

Advisory Board Member

International Association of Chiefs of Police

Past Co-Chair - Research Advisory Committee

Past Co-Chair – Juvenile Justice Committee

Member

Police Executive Research Forum

Member

International Society for Traumatic Stress Studies

Member

**SELECTED PUBLICTIONS**

**Book:**

O’Connell, Paul E. and Frank Straub (2007). Performance-Based Management for Police Organizations. Long Grove, Ill., Waveland Press.

**Book Chapters:**

“*Re-writing the Narrative: The Path Forward for Policing*.” In Dangerous Narratives: Warfare, Strategy, Statecraft. Maan, Ajit (ed). 2021. Washington, D.C.: Narrative Strategies Ink.

“*Why the Jails Didn’t Explode.”* in The Millennial City: A New Urban Paradigm for 21st-Century America. Magnet, Myron(ed.) (2000). New York: Ivan R. Dee.

**Publications:**

Allison, Jeff, Mo Canady, and Frank G. Straub. 2020. “School Resource Officers: Averted School Violence Special Report.” Washington, DC: Office of Community Oriented Policing Services.

Straub, Frank and Ajit Maan (August 4, 2020). “*Why Misuse of Police Power at Protests Undermines Respect for Law.”* Crime Report. Published online at:  
https://thecrimereport.org/2020/07/31/why-misuse-of-police-power-at-protests-undermines-respect-for-law/

Maan, Ajit and Frank Straub (July 31, 2020). *“Why Law Enforcement Needs a Proactive Narrative Strategy With Protests.”* Homeland Security Today. Published online:   
[https://www.hstoday.us/subject-matter-areas/law-enforcement-and-public-safety/perspective-why-law-enforcement-needs-a-proactive-narrative-strategy](about:blank)

Straub, Frank G.; Christopher Nelson; Samantha Iovan; Joie D. Acosta; and Mashid Abir (October 8, 2019). *“When Prevention Isn’t Enough: Managing School Mass Shootings Along the Risk Continuum.”* Health Affairs (healthaffairs.org).

Schildkraut, Jaclyn and Frank Straub (September 17, 2019). *“Mass Violence Attacks: Five Ways Communities Can Prepare for the Unthinkable.”* The Crime Report. Published online: [https://thecrimereport.org/2019/09/16/mass-violence-attacks-five-ways-communities-can-prepare-for-the-unthinkable/](about:blank)

Straub, Frank; Blake Norton; Jennifer Zeunick; Brett Meade; Ben Gorban; Joyce Iwashita; Alyse Folino Ley; and, Michael Johnson (August 2019). *“Recovery and Moving Forward: Lessons Learned and Recommendations Following the Shooting at Marjory Stoneman Douglas High School.”* Washington, D.C.: National Police Foundation.

Iancu, Ariella; Lisa Jaycox; Joie D. Acosta; Frank G. Straub, Samantha Iovan; Christopher Nelson and Mahshid Abir (July 19, 2019). *“After School Shootings, Children and Communities Struggle to Heal.”* Health Affairs (healthaffairs.org).

Langman, Peter and Frank Straub (2019). *“A Comparison of Averted and Completed School Attacks from the Police Foundation Averted School Violence Database.”* Washington, DC: Office of Community Oriented Policing Services.

Straub, Frank and Ben Gorban (February 2019). *“Violence Against Law Enforcement Personnel Responding to Incidents of Mass Violence: Rethinking Foundational Principals, Training & Equipment to Save Officers.*” Police Chief.

Straub, Frank; Charles Jennings and Ben Gorban (October 2018). *After Action Review of the Orlando Fire Department Response to the Attack at the Pulse Night Club.* Washington, D.C.: National Police Foundation.

Straub, Frank; Melissa Reuland; Blake Norton and Ben Gorban (September 2018*). “Responding to Persons with Mental Illness and/or Emotional Distress: An Evaluation of the Prince William County Police Department Crisis Intervention Team (CIT) Program.”* Washington, D.C.: The National Police Foundation.

Salano, Sarah; Frank Straub and John Rosiak (July 2, 2018). *“Lessons Learned from Averted Acts of School Violence.”* Campus Safety ([https://www.campussafetymagazine.com/safety/averted-school-violence/](about:blank)

Straub, Frank; John Rosiak and Sarah Solano (Summer 2018). *“How Students Can Help SROs and Others Avert School Violence.”* The Journal of School Safety.

Straub, Frank; et al. (July 2018). “2017 Presidential Inauguration First Amendment Assembly Independent Law Enforcement Review.” Washington, D.C.: Police Foundation.

Straub, Frank; Sarah Solano and John Rosiak (April 10, 2018). *“How Schools Have Successfully Prevented Violence.”* Education Week.

Straub, Frank; Jeffery Brown; Roberto Vilasenor; Jennifer Zeunik; Ben Gorban; Blake Norton; Eddie Reyes (February 2018). “Advancing Charlotte: A Police Foundation Assessment of the Charlotte-Mecklenburg Police Department Response to the September 2016 Demonstration.” Washington, D.C.: Police Foundation.

Straub, Frank; Jack Cambria; Jane Castor; Ben Gorban; Brett Meade; David Waltemeyer; and Jennifer Zeunik. (2017). *Rescue, Response, and Resilience: A Critical Incident Review of the Orlando Public Safety Response to the Attack on the Pulse Nightclub.* Critical Response Initiative. Washington, DC: Office of Community Oriented Policing Services.

Solano, Sarah; Frank Straub and John Rosiak (Winter 2017). *“Lessons Learned from Averted Acts of Violence in Schools.”* The Journal of School Safety.

Straub, Frank; Jennifer Zeunick and Ben Gorban (May 4, 2017). *“Responding to the Next Attack: Lessons Learned From The Police Response To The San Bernardino and Orlando Terrorism Attacks.”* CTC Sentinel.

Straub, Frank; Brett Cowell; Jenifer Zeunick and Ben Gorban (2017). “*Managing the Response to a Mobile Mass Shooting: A Critical Incident Review of the February 20,2016 Kalamazoo Mass shooting.”* Washington D.C.: Police Foundation.

Straub, Frank; Ben Gorban; Rodney Monroe; Jeff Brown and Hassan Aden (2017). *“Balancing First Amendment Rights and Public Safety in North Minneapolis: An After-Action Assessment of the Police Response to Protests, Demonstrations, and Occupation of the Minneapolis Police Department’s Fourth Precinct.”* Washington D.C.: Police Foundation.

Braziel, Rick; Frank Straub; George Watson and Rod Hoops (2016). “*Bringing Calm to Chaos: A Critical Incident Review of the San Bernardino Public Safety Response to the December 2, 2015 Terrorist Shooting Incident at the Inland Regional Center.”* Washington D.C.: Police Foundation.

Straub, Frank and Robert Haas (May 2016). *“Learning from Near Misses: The Law Enforcement Officer (LEO) Near Miss System.”* Police Chief.

James, Lois; Lorie Fridell and Frank Straub. (February 2016). *“Psychological factors impacting on officers’ decisions to use deadly force: The Implicit Bias v. Ferguson Effects.”* Police Chief.

Straub, Frank (October 2015). *“Collaborative Reform in Spokane, WA: A case study and its implications for reform.”* Police Chief.

Advisor to the Center for Court Innovation’s Police-Teen Dialogue Toolkit. Released by the U.S. Department of Justice, Office of Community Oriented Policing Services (October 2015).

Straub, Frank (2012). *“Securing Super Bowl XLVI.”* PublicINreview. www.spea.iupui.edu.

Straub, Frank (November 2008). *“Policing Cities: Reducing violence and building communities.” Police Chief.*

Straub, Frank (2006). *“Integrated Public Safety.”* Crisis Response Journal, vol. 2, issue 4.

Emily Hough, Frank G. Straub and Brain J. Nickerson (2004). *“Co-operation between services.”* Crisis Response Journal, vol. 1, issue 1.

O’Connell, Paul E. and Frank Straub (Spring 1999*). “Why the Jails Didn’t Explode.”* City Journal.

**Selected Presentations**

“The Averted School Violence Database: An Analysis of 171 Averted Attacks.” (March 30, 202). U.S. Secret Service, National Threat Assessment Center Reort Release Event – “Averting Targeted School Violence: A U.S. Secret Service Analysis of Plots Against Schools.”

“Protecting Officer Safety & Wellness During Protests and Demonstrations” (March 17-19, 2021). Deborah Beidel, Marvin Haiman, Ramey Kyle, Frank Straub and Jenifer Zeumik. 2021 IACP Officer Safety & Wellness Symposium (virtual).

“The Averted School Violence Project” and “The School Shooting that Never Happened” (October 8, 2020). Virtual National Summit on School Safety. SafeandSoundSchools.org.

“Public Safety Recovery & Resiliency Following a Mass Casualty Attack.” (September 14-18, 2020). U.S. Department of Defense, Counter-Insider Threat SBSS Summit (virtual).

“The National Police Foundation’s Averted School Violence Database.” Keynote Address. (July 20, 2020). National Student Safety and Security Conference, Las Vegas, Nevada.

“Recruitment to Violence: Targeting Socially Isolated and Vulnerable Students Online.” (July 20, 2020). Laurie Sperry, Titania Jordan and Frank Straub. National Student Safety and Security Conference, Las Vegas, Nevada.

“Promoting Internet Safety.” (July 23, 2020). Laurie Sperry and Frank Straub. Autism Society of Central Virginia, Speaker Series.

“Autism, the Internet, and the Clinician: Tools for the Rabbit Hole. Schwartz Rounds.” (February 2020). Loftin, R.L.,Penner, M., Straub, F., & Woodbury-Smith, M. Yale Child Study Center. New Haven, Connecticut.

“The National Police Foundation’s Averted School Violence Database: A Resource for Law Enforcement, Educators, Mental Health Practitioners and Policymakers to Prevent School Violence.” Keynote Address. (October 23, 2019). 2nd Annual Summit of State Tip Lines: Intersection of Law Enforcement, Education and Mental Health. Reno, Nevada.

“Psychological Analysis of Violent Motives” (October 27, 2019). David Black and Frank Straub. International Association of Chiefs of Police Conference. Chicago, Il.

“Keeping Students Safe: Proven Programs to Prevent School Violence.” (March 8, 2019). Congressional Staff Briefing, Washington, D.C., Rayburn Building

“Learning Lessons from School Attacks That Almost Happened.” (October 6, 2018). International Association of Chiefs of Police Conference, Orlando, Florida.

“Preparing for Large-Scale Security Events.” (October 7, 2018). International Association of Chiefs of Police Conference. Orlando, Florida.

“The Platform to Enhance Officer Safety, Community Relations, and Department Strategies.” (October 7, 2018). International Association of Chiefs of Police Conference. Orlando, Florida.

“Improving Tactical Responses to Mass Casualty Incidents through Critical Incident Reviews.” (October 9, 2018). International Association of Chiefs of Police Conference. Orlando, Florida.

“Emerging Opportunities to Counter Violence and Extremism.” (September 27-October 3, 2018). World Summit on Countering Violence and Extremism. Mumbai and Bangalore, India.

“Ripples of Hope: Building Multi-Discipline Collaboration to Prevent School Violence.” (July 18, 2018). Keynote Address: Campus Safety Conference. Herndon, Va.

“Keeping Our Students Safe: Violence Prevention Programs & the STOP School Violence Act.” (July 11, 2018). Congressional Briefing. Rayburn House Office Building. Washington, D.C.

“Building Officer Resiliency to Crisis: Lessons Learned from San Bernardino, Dallas and Orlando.” (May 23, 2018). International Association of Directors of Law Enforcement Standards and Training. Boston, MA.

“The Public Safety Response to the Terrorist Attacks in San Bernardino and the Pulse Night Club.” (May 21, 2018). Martha’s Vineyard Law Enforcement Council.

“Preventing the Next School Attack – the Averted School Violence Database.” (May 3, 2018). Governor’s Statewide School Safety Task Force. Carson City/Las Vegas, Nevada.

“Platform for Change: Strengthening Policing Through Evidence-Based Learning with NIJ’s Policing Platform” (October 21, 2017). International Association of Chiefs of Police Conference, Philadelphia, PA.

“Anticipating the Unanticipated: Learning from the Public Safety Response to Recent Mass Casualty Attacks” (October 24, 2017). International Association of Chiefs of Police Conference. Philadelphia, PA.

“Lessons Learned from the Law Enforcement Response to the San Bernardino Terrorist Attack.” Congressional Briefing – U.S. House of Representatives Judiciary Committee (May 10, 2017).

“Behind the Badge: A Nationally Representative Survey of Police Officers” (May 19, 2017). American Association for Public Opinion Research Conference. New Orleans, LA.

“The Politics of Policing.” A Symposium for Texas Journalists on the Challenges and Opportunities of Covering 21st Century Law Enforcement.” Austin, Texas: University of Texas, Moody College of Communication (April 14, 2017).

“New Directions in 21st Century Policing.” The 12th Annual Harry Frank Guggenheim Symposium on Crime in America.” New York: John Jay College of Criminal Justice (February 16, 2017).

“The National Database of Completed and Averted Attacks on Schools.” The American Society of Criminology. New Orleans, LA (November 17, 2016).

“Perspectives on American Policing & 21st Century Police Reform.” Keynote at the Inter-American Development Bank’s Workshop on Communicating Crime & Prevention. Washington DC (Nov 16, 2015).

“Reports from the Field.” White House Community Policing Forum (July 23,2015).

“Say What? Police-Youth Dialogue as a Means to Build Community Trust.” International Association of Chiefs of Police Conference (October 24-27, 2015).

“Reducing Force and Building Community Trust by Adopting Crisis Intervention & Social Interaction Training.” International Association of Chiefs of Police Conference (October 24-27, 2015).

“From the Lab to the Street: Body Cameras to Data Analysis & Wide-Area Video.” International Association of Chiefs of Police Conference (October 24-27, 2015).

“A Safe Neighborhood to Call Home.” National Summit on Your City’s Families, National League of Cities (November 13, 2014).

**CONTACT INFORMATION**

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