

# **RHONDA L. HARRIS**

## **PROFILE**

A dedicated, proactive public safety executive experienced in crime control, prevention, and investigation with a demonstrated record of progressive and innovative community partnerships. Skilled in assessing compliance and developing improvement programs to increase effectiveness of initiatives. Outstanding staff training, team leadership, and supervisory skills. Ensure leading-edge knowledge through commitment to continual training and examination of contemporary methodologies and technologies, enforcement practices, federal, state, and local laws and regulations, and police procedures. Consistent in exceeding community, departmental and personal goals and objectives. Excellent troubleshooting, problem solving, and crisis management skills. Exemplary moral and ethical standards.

## **PROFESSIONAL HISTORY**

### **OLD DOMINION UNIVERSITY PUBLIC SAFETY DEPARTMENT, NORFOLK, VA**

***Assistant Vice President for Public Safety & Chief of Police, October 2014 – Present***

***Director of Public Safety & Chief of Police, February 2012-October 2014***

*Provide leadership and manage the operations of the university's public safety department, comprised of 150 commissioned and non-commissioned personnel within the offices of Police, Emergency Management, Fire Safety, Environmental Health and Safety, Security Technologies, and Risk Management, with responsibility for strategic planning, executive oversight and guidance ensuring the safety and security for all students, university personnel, and property throughout the university while assuring compliance with federal and state laws, guidelines, regulations, accrediting bodies and University policy.*

- Present quarterly updates to Governing Board and select committees. Chaired or member of numerous campus committees, and boards.
- Directed and chaired the multidisciplinary taskforce successfully developing and implementing the responses to COVID-19 and facilitated committee success.
- Implemented strategic initiatives and policies to ensure a collaborative, safe, and efficient physical environment resulting in 36% reduction in violent crime and 80% reduction in burglaries on campus.
- Ensure a healthy internal control environment is in place, compliance initiatives and goals are met, potential risks are identified, mitigated, and communicated, data and reports are accurate and reliable, and applicable laws, regulations, policies, and accrediting standards are consistently met or exceeded.
- Successfully envisioned, implemented, and guided transformational oriented programs designed to modify the organizational culture and professionalize the public safety department.
- Implemented accountability standards, and community policing initiatives leading to accreditation through the Commission on the Accreditation for Law Enforcement Agencies, Inc. (CALEA); and the International Association of Campus Law Enforcement Administrators (IACLEA) as well as certification as a Crime Prevention Campus through the Virginia Division of Criminal Justice Services.
- Developed and implemented enterprise level programs and plans. Provided oversight and mentorship to department leadership team to ensure implementation and execution within planned timeframes.
- Demonstrated history of developing and maintaining strong professional relationships with senior federal state and local law enforcement, community members, including with students and diverse constituents, as well as security and intelligence agencies. Maintain an active Secret Security Clearance.
- Prepare strategic budget requests and provide oversight to the development of departmental budgets ensuring the effective and efficient allocation of University resources.

### **RUTGERS UNIVERSITY POLICE DEPARTMENT, NEW BRUNSWICK, NJ**

***Chief of Police, February 2006 – February 2012***

*Direct all operations of a university police force, with responsibility for strategic planning and executive decisions impacting safety and security for students, university personnel, and property throughout the entire university complex:*

- Led the department to achieve initial Advanced Accreditation status through the Commission on the Accreditation for Law Enforcement Agencies, Inc. (CALEA).
- Identify key personnel for advancement into position of higher responsibility and provide mentorship and training geared toward professional development to strengthen the organization.

- Manage labor relations including contract negotiations, disputes, and grievances; oversee internal affairs, criminal and University administrative investigations.
- Re-engineered the organizational structure to reduce expenses by \$2M annually while improving department services and overall university safety services.

RUTGERS UNIVERSITY POLICE DEPARTMENT, CONTINUED

***POLICE SERGEANT AND LIEUTENANT 1989-2006***

- Managed patrol operations, communications, and the detective bureau with a staff of 14.
- Supervised patrol, warrants, arrests, investigations, and prosecution of a wide range of case types including theft, burglary, robbery, kidnapping, harassment, assault, domestic violence, and controlled substance violations. Ensured prisoner safety, accountability of police operations, and managed risk.
- Conducted major internal investigation resulting in replacement of senior leadership positions of one police division.
- Administered career fairs and law enforcement seminars for students in the New Brunswick Public School System; participated in community events and charities to improve public relations.
- Directed classroom and individual training; oversaw professional conduct of officers.
- Instituted an annual toy drive for children in need throughout the New Brunswick School System.
- Received the *Exemplary Service Award*, and ten service commendations for outstanding performance.
- Directed proactive patrols – in community partnership evaluated community issues and resolved concerns.
- Earned the highest *Academic Achievement Award* in county history; 1989, Essex County Police Academy.

CITY OF EL RENO, OK

***Police Officer, 1985 – 1988***

- Assisted an undercover operation that resulted in the largest total arrest and quantity of contraband seized in Canadian County, OK history.
- Received the Meritorious Service Commendation for undercover work.

**EDUCATION**

RUTGERS, THE STATE UNIVERSITY OF NEW JERSEY, NEWARK, NJ

*Master's in Public Affairs and Administration, May 2007*

*Dean's List – Pi Alpha Alpha Honor Society*

JOHN JAY COLLEGE, NEW YORK, NY

*Master's in Forensic Psychology, May 1998*

*President's List; Psi Chi National Honor Society*

RUTGERS, THE STATE UNIVERSITY OF NEW JERSEY, NEWARK, NJ

*Bachelor of Arts., Psychology, May 1993*

**PROFESSIONAL DEVELOPMENT**

Harvard Kennedy School Executive Education, Leadership in Crises, 2017  
Mid-Atlantic Law Enforcement Executive Development Seminar, Princeton 2010  
Federal Bureau of Investigation (FBI) National Academy 232 Session, 2008  
West Point Command and Leadership Program, 2002  
Federal Bureau of Investigation (FBI) Advanced Criminal Investigation, 1999  
Penn State - The Advanced Police Executive Development Program (POLEX), 1997  
Federal Bureau of Investigation (FBI) High Intensity Drug Trafficking Area (HIDTA), 1995

**LICENSURE**

Virginia Division of Criminal Justice Services Certified Police Officer 2012  
New Jersey Department of Criminal Justice Certified Community Policing Professional, 1998  
New Jersey Police Training Commission Certified Police Officer, 1989