

December 2020

OBED MAGNY, Ed.D.

CURRICULUM VITAE

Sacramento, CA

Email: obed@magnyleadership.com

Current Appointments

2005 – Present	Police Officer, Sacramento Police Department
2012 – Present	Chief Executive Officer, Magny Leadership
2013 – Present	Adjunct Professor, Brandman University School of Education
2017 – Present	Executive Board Member, American Society of Evidence-Based Policing
2017 – Present	Policing Fellow, National Police Foundation

Education

Ed.D., Organizational Leadership, 2012, Brandman University

Dissertation: Intrinsic and Extrinsic Factors that Influence Job Satisfaction in Police Officers Relative to Frederick Herzberg's Motivation/Hygiene Theory. Chair: Doug DeVore, Ed.D.

M.S., Criminal Justice, 2009, California State University, Long Beach

B.A., Criminal Justice & Sociology, 2004, University of Massachusetts, Boston

Professional Experience

JANUARY 2018 – PRESENT

Patrol Officer, Sacramento Police Department

- Provide public safety by maintaining order, responding to emergencies, protecting citizens and property, enforcing motor vehicle laws, and promoting good relationships with the community
- Identify, pursue, and arrest perpetrators of criminal acts
- Prepare reports that document incidents and activities

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JANUARY 2017 – PRESENT

Board Member, American Society of Evidence-Based Policing

- Executive Board Member and Co-Founding Member

SEPTEMBER 2014 - 2017

Member, Sacramento Police Department Professional Standards Unit

- Manage and distribute departmental directives
- Comprehensively review and analyze department policies and procedures
- Update policies and procedures in compliance with federal, state, and local laws
- Process Public Records (PRA) requests
- Process Pursuit and Use of Force reports to ensure officers are within department policy

AUGUST 2013 – Present

Adjunct Professor, School of Education, Brandman University

- Dissertation Committee Member

APRIL 2013 – JULY 2013

Member, Sacramento Police Department Crime Suppression Unit

- Regularly meet with residents and business owners from the community to discuss feedback, needs, and complaints
- Address long-term neighborhood problems, with a focus on burglaries and robberies
- Prepare arrest and search warrants

JUNE 2009 - AUGUST 2009

Member, Sacramento Police Department Parole Intervention Team

- Investigate and apprehend parole violators

JUNE 2007 – AUGUST 2008

Member, Sacramento Police Department Narcotics Unit

- Conduct undercover investigations

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- Solve long-term neighborhood problems, with a focus on problem properties facilitating illegal drug activities

SEPTEMBER 2006 – DECEMBER 2009

School Resource Officer

- Provide service and support in conjunction with the Sacramento City Unified School District
- Prevent threats against students
- Train staff and parents on gang prevention and identification
- Mentor youth through positive reinforcement and enrichment
- Work diligently with students, teachers and administrators to prevent school violence
- Facilitate positive relationships between law enforcement and youth

RESEARCH ACTIVITIES

Research Areas of Specialization

Policing
Diversity
Race and Policing
Health, & Wellness in Criminal Justice Practitioners
Trauma
Evidence-Based Policing
Qualitative & Mixed Research Methods
Motivation
Job Satisfaction
Emotional Intelligence

Book Reviews

1. **Magny, O.** (2019). Review of Malcolm Sparrow's *Handcuffed: What holds policing back, and the keys to reform* (2016, Brookings Institution Press). *Policing: A Journal of Policy and Practice*, Volume 13, Issue 4, pg. 539–541, <https://doi.org/10.1093/police/pax060>

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Research Reports

1. Richtor, N., Williams, L., **Magny, O.**, and Luechtefeld, R. The effect of emotive language in virtual teams. Institute of Electrical and Electronics Engineers: 2011 Frontiers in Education Conference, pg. S3D-1-1S3D-6

Other Publications

1. **Magny, O.** (2020) [What COVID-19 can teach us about the importance of Evidence-Based Policing?](#) *The American Society of Evidence-Based Policing* [Blog Post]
2. **Magny, O.** (2019) [Evidence-based policing: The change is coming](#) *Police Chief Magazine* [Blog Post].
3. **Magny, O.** (Spring 2017). The Establishment of the American Society of Evidence-Based Policing. *The Western Criminologist*. Pg. 10-11.
4. **Magny, O.**, and Jones, E. (Spring 2017). Cops4Communities: Changing the narrative about policing - A social media campaign highlighting all the positive aspects of policing. *The Western Criminologist*. Pg. 11-14.

Books in Progress

1. Barnes, S., McGuire, T., **Magny, O.** (In Progress). *The 54th Mile: Bridging the Gap In Community Police Relations – A Perspective from African-American Leaders in Policing*. Self-Publishing.

Journal Article Manuscripts in Progress

1. **Magny, O.**, and Todak, N. *Emotional Intelligence Training in Policing: A State-Of-The-Art Review*.
1. McGuire, T., Barnes, S., **Magny, O.**, and Love, L. *Evaluating Secondary Trauma in Police Departments*.
2. Shjarback, J., and **Magny, O.** *Policing During the Pandemic: California Officers' Experiences*.
3. **Magny, O.**, and Moody, C. *Can predictive analytics expose racial disparities in the police misconduct review process?*
4. **Magny, O.** *The Lack of Recognition of Police Officers, and the Implications for Police Organizations*.

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Blogs written for Magny Leadership

1. *Monday's words of wisdom.*
2. *Practice makes perfect.*
3. *Happy Monday.*
4. *Stay positive and keep moving forward.*
5. *Motivational quote of the day.*
6. *Be grateful you're facing adversity.*
7. *Keep moving forward.*
8. *Motivation.*
9. *Quote of the day.*
10. *Police stickers.*
11. *It NEVER hurts being nice to people.*
12. *It all starts with you.*
13. *It's not about you.*
14. *Bossing people around.*
15. *Mindset.*
16. *Treating employees equally vs. fairly.*
17. *An effective workforce.*
18. *Potential.*
19. *Bad managers.*
20. *Characteristics of a poor boss/supervisor.*

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21. *Recruiting and retention.*
22. *The case for coaching in policing.*

AWARDS & SCHOLARSHIPS

1. August 2017 – August 2019. NIJ Law Enforcement Advancing Data and Science (LEADS) Scholar. The NIJ LEADS scholarship program helps law enforcement officers integrate research into their day-to-day work and provides NIJ with direct insight from forward-leaning practitioners who value research and the role it plays in practice.
2. August 2017 - Present. National Police Foundation Fellow. Policing Fellows are current rank-and-file members (lieutenant and below) of criminal justice organizations whose knowledge, experience, and perspectives help advance the Foundation's mission. They serve as members of the President's Practitioner Advisory Board to help ensure the Foundation stays grounded in a comprehensive understanding of the practical needs of law enforcement organizations, particularly as it relates to the rank-and-file. In addition, Policing Fellows serve as the Foundation's regional representatives in national and international settings. Policing Fellows work on specific projects, represent the Foundation in meetings and conferences, and develop substantive thought pieces about the pressing issues facing policing.

PRESENTATIONS AND SPEAKING ENGAGEMENTS

Papers Presented at Academic Conferences

1. Barnes, S., McGuire, T., Love, L., and **Magny, O.** Community Engagement after a Critical Incident: Evaluating Secondary Trauma in Police Departments. International Association of Chiefs of Police Conference (IACP) in Chicago, IL, October 2019.

Invited Talks, Panels, Classes, and Webinars

1. Guest Speaker: "Emotional Intelligence in Policing." November 4, 2020. CJUS 4375, Community Policing, Problem Solving, and Data Analytics. CJUS 3380, Law Enforcement Behavioral Systems. A recorded interview with Dr. Janne Gaub from University of North Carolina, Charlotte.
2. Guest Speaker: "Police Diversity and Community Relations in Post-Floyd America: Walking from Selma to Montgomery for Change." September 11, 2020. CJ 321 Police Community Relations. Dr. Natalie Todak. University of Alabama at Birmingham.
3. Webinar Speaker. "Job Satisfaction: An Evidence-Based Approach to Improving Morale and Reducing Stress with the Employees in your Organization." Justice Clearinghouse, September 24, 2020.

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4. The Contagiousness of Vicarious Trauma: Impacts, Considerations, and Responses. Webinar (August 13, 2020). Justice Clearinghouse.
5. Evidence Based Policing 101. Presenter. MEASURE Big Data and Community Policing (BDCP) Conference: Making Data Work for Communities. San Diego (CA). January 10-11, 2020.
6. Community Engagement after a Critical Incident: Evaluating Secondary Trauma in Police Departments. Organized Panel. International Association of Chiefs of Police Annual Conference (IACP) in Chicago (IL). October 29, 2019.
7. How to improve police-community relations. Presenter. Seminar at the Higher Attainment through Wisdom and Knowledge (HAWK) Academy. Sacramento (CA). October 13, 2019.
8. Advancing Evidence-Based Policing. Organized Panel. American Society of Society of Evidence Based Policing (ASEBP) Annual Conference. Cincinnati (OH). May 20-21, 2019.
9. Law Enforcement Advancing Data and Science (LEADS) Panel. American Society of Criminologists (ASC) Annual Meeting. Atlanta (GA). November 14th-17th, 2018.
10. Mentoring for Success. Co-Presenter. Presentation on the importance of mentoring others in the City of Sacramento workforce. African American Leadership Council (AAELC) Luncheon training seminar. Sacramento (CA). October 24, 2018.
11. Participant. 100 Black Men (Sacramento Chapter) Youth and Law Forum. Sacramento (CA). October 20, 2018.
12. How to improve police-community relations. Presenter. Seminar at the Higher Attainment through Wisdom and Knowledge (HAWK) Academy. Sacramento (CA). October 13, 2018.
13. Radical Technology and Evidence-Based Policing. Organized Panel. MEASURE's Big Data and Community Policing (BDCP) Conference. Dallas (TX). August 23-25, 2018.
14. Evidence Based Policing 101. Presenter. MEASURE's Big Data and Community Policing (BDCP) Conference. Dallas (TX). August 23-25, 2018.
15. Policing in Immigrant Communities. Presenter. 67th Southern Police Institute Alumni Association (SPIAA) Conference: Critical Issues in American Policing. Concord (NC). July 10, 2018.
16. Engage Sacramento: A Primer on Officer Use of Deadly Force. Community education

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forum providing insight into the existing laws and policies governing officer-involved shootings, and the current efforts to change those laws and practices. Organized panel put together by the Wiley Bar Association at McGeorge Law School in Sacramento (CA). April 4, 2019.

17. Evidence-Based Policing: Knowledge Transfer and Translation. Organized Panel. International Summer School for Policing Scholarship at George Mason University. Fairfax (VA). June 18-22, 2018.
18. Officer Well-being & The State of Officer Safety Training: Risk, Satisfaction, and Resilience. Moderator and Presenter. American Society of Evidence Based Policing Annual Conference in Philadelphia (PA). May 21-22, 2018.
19. Engage Sacramento: A Primer for Effective Community Participation. Organized panel on how the law works regarding officer involved shootings and how the community can make a change. Organized by the Wiley Bar Association at McGeorge Law School in Sacramento (CA). April 19, 2018.
20. Keynote Speaker: Evidence Based Policing. MEASURE's Big Data & Community Policing Conference in Austin (TX). March 8th, 2018.
21. Global Perspectives on Police, Law & Society: Common Ties across Communities of Color. A program seeking to bridge the gap between police and disenfranchised populations across the world. Organized Panel. Howard University. Washington D.C. March 23-24, 2018.
22. Emotional Intelligence in Policing. Presenter. Community Service Officer (CSO) Academy. Sacramento Police Academy. Sacramento (CA). November 19th, 2017.
23. Police and Community Relations. Speaking on policing, Black Lives Matter Movement, and policing in minority communities. Presenter. Sacramento City College. Sacramento (CA). November 2016.
24. Organized Panel. Radical Technology and Evidence-Based Policing. MEASURE's Big Data & Community Policing Conference in Austin (TX). October 27-28, 2017.
25. WeCops discussion on Job Satisfaction. Twitter facilitated online discussion with @WeCops (using the hashtag #wecops). October 16th, 2017.
26. Meet the Chairs. Chair Participant for students looking for dissertation chairs and committee members. Brandman University. Irvine (CA). June 26th, 2016.
27. Real Talk. Organized Panel and discussion with inmates on life lessons and how to turn their experiences into something positive when they reintegrate into society. California Department of Correction and Rehabilitation (CDCR) Solano (CA). April 2, 2016.

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28. Presenter. Important Lessons in Policing and Life. Criminal Justice Academy at McClatchy High School. Sacramento (CA). March 12, 2016.
29. Presenter: Cyberbullying. Keynote Speaker: The Importance of Preparing for Life. Blacks in Government (Sacramento Metropolitan Chapter) 19th Annual Training Workshop & 16 Annual Youth Symposium in collaboration with the Office of Equity, Diversity & Inclusion University of California Davis Health System. Sacramento (CA). October 13, 2016.
30. Keynote Speaker. Robbins Elementary School Graduation (Outgoing 8th Graders). Robbins (CA). June 7, 2016.
31. Career Day: Being a Police Officer. Presenter. Luther Burbank High School. November 14, 2014 Sacramento (CA).
32. Keynote Speaker: Skills for Success in the Doctoral Journey and Beyond. Brandman University's Summer Immersion. Costa Mesa (CA). June 30, 2014.
33. Career Day: Being a Police Officer. Presenter. Luther Burbank High School. November 2013 Sacramento (CA).
34. Keynote Speaker: Emotional Intelligence. Riverside County Office of Education (RCOE) Grantee Operated Staff Orientation. Riverside (CA). August 28, 2013.
35. Emotional Intelligence: An introduction. Presenter. Next Generation 911 (NG911) Course for Statewide Public Safety Dispatchers at the Sacramento Police Department. Sacramento (CA). March 25th, 2013.
36. Discovering Emotional Intelligence: A One-Day Accelerated Session on Emotional Intelligence. Presenter. Sacramento Police Department (CA). January, 2013.
37. Discovering Emotional Intelligence: A One-Day Accelerated Session on Emotional Intelligence. Presenter. Oakland Police Department (CA). October, 2012.
38. Advanced Placement Statistics. Guest Presenter. Field Sobriety Tests in Policing. John F. Kennedy High School. Sacramento (CA). June 1st, 2012.

Panels Moderated

1. Panels Moderated at the 2020 American Society of Evidence-Based Policing Virtual Conference:
 - a. Use of Force;
 - b. Leveraging Police-Researcher Partnerships for Successful Field Experiments;
 - c. Critical Police Data during Times of Crisis.

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Documentary Films Produced

1. Executive Producer: The 54th Mile Project. Anticipated release, February 2021. Trailer: <https://youtu.be/Lco9GPbSMjo>

Media Contributions and Features

1. Interview Guest: The Only One in the Room Podcast. Recorded December 21, 2020. Anticipated Air Date, January 2021.
2. Interview Guest: The Truth Prescription Podcast with Dr. Seku Gathers. [The Truth about American Policing](#). Aired: October 26, 2020.
3. Interview Guest: [The Sheila Mac Show](#). Aired: December 10, 2020.
4. Interview Guest: True North Man Podcast. Recorded: October 27, 2020. Anticipated Air Date, January 2021.
5. Interview Guest: [The Editor's Guest with host Brenda Warren](#). Aired September 4, 2020.
6. Interview Guest: Supply the Why. [Cancel Culture](#). Aired October 26, 2020.
7. Interview Guest: [The Healing Powers Podcast](#). Aired: November 11, 2020.
8. Interview Guest: [Supply the Why](#). Facebook LIVE. Aired: September 28, 2020.
9. Feature. [Good Day Sacramento](#). 54th Mile. CBS13 Sacramento
10. Feature. WFAA 8 Dallas (TX) September 11, 2020. [Waking to Improve Community-Police Relations](#)
11. Interview Guest on KPFK Radio Show. Episode: [Politics or Pedagogy? Education Report. How can a police officer help students](#). Aired: July 5, 2020.
12. Interview Guest: [Supply the Why](#). Facebook LIVE. Aired: August 30, 2020.
13. Guest on Insufferable Academic Podcast. Episode: *From law enforcement to education; Facing implicit bias and misconceptions*. [Part 1 Aired: July 1, 2020](#). [Part 2 Aired July 2, 2020](#).
14. Interview Guest: [Special Report with Areva Martin. TV Interview. Two Divergent Views on Policing in America](#). Aired: June 17, 2020.

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15. Expert Contributor. Article: [*Police training programs have a pseudoscience problem.*](#) (Kelly McLaughlin for Insider Magazine, June 17, 2020)
16. Interview Guest. [The Black in Blue Podcast](#). Aired November 16, 2020
17. Contributor. [“One Force - Keeping The Peace for All.” What I can do?](#) (Appearance made at 3:46)
18. Australia & New Zealand Society of Evidence Based Policing. (2019). [Police Geeks trying to win over old school cops.](#)
19. Young, J., **Magny, O.**, Powell, N., McGuire, T. (2017). [NIJ's Law Enforcement Advancing Data and Science \(LEADS\) Program](#)
20. Police Officer Research Association of California (PORAC). [Public Safety Matters](#) June 15, 2010.
21. Police Officer Research Association of California (PORAC). [Steve Cooley for Attorney General 2010.](#) Oct 12, 2010.
22. KVUE 24 Austin (TX) Data and Community Policing Conference. October 28, 2017.
23. CBS 13 Sacramento (CA) [Sacramento Police Officer with Doctorate, Provides Perspective to Professional Standards.](#) February 2, 2015.
24. The HUB Magazine (The Urban Entertainment and Lifestyle Magazine). Centerstage: Black Men in Leadership. Summer 2011 Edition.

TEACHING

Courses Taught at Brandman University (CA)

EDOL 722: Diversity and Intercultural Aspects of Leadership (x3). January 2013-2015. (Ed.D Course)

EDAU 678: Culturally Responsive Leadership. Guest Lecture: “Best practices of running successful meetings.” June 14, 2016. Masters level course.

Courses Taught at Merritt Community College (CA)

AJ 25: Community Relations. Evidence-Based Policing 101. May 1, 2020.

AJ 25: Community Relations. Emotional Intelligence in Policing. May 8, 2020.

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Courses Developed for Liberty University (VA)

CJUS 750 Qualitative Methods of Research. September 2018. (Ph.D Course)

One-on-One Student Advising

1. Dafna Gauthier, Doctoral Student. Exploring the challenges of African American women's intimate relationships and their strategies to overcome them. Grand Canyon University.
2. Juanita Kelly, Doctoral Student (Completed Fall 2018). Teacher Emotional Intelligence and Best Practices for Classroom Management. Brandman University.
3. Tisha Rose, Doctoral Student (Completed Spring 2018). Athletic Participation and Academic Performance Among High School Athletes in One High School in Northern California: A Correlational Study. Argosy University.
4. Tamarah Tilos, Doctoral Student (Completed Spring 2017). Finding Common Ground: Learning From Leaders Who Have Utilized Conflict Transformation Behaviors in the Mental Health Field in the United States. Brandman University.
5. Carla Tweed, Doctoral Student (Completed Fall 2017). Women in Leadership, in a Male-Dominated Field, Specifically the California Highway Patrol. Brandman University.
6. Jacqueline Kearns, Doctoral Student (Completed Fall 2015). The Examination of Grit in California Superintendents. Brandman University.

Dissertation Committee Membership

1. German Caballero, Doctoral Student (In-Progress). A Study to Identify and Describe the Influence of Political Styles on Latino Officers in Los Angeles County when Attaining the rank of Captain (Anticipated completion 2021). Brandman University
2. Layton Matthews, Doctoral Student (In-Progress). The Black Male Mentor's Perspective Of The Impact That Their Mentoring Has On The Black Middle School-Aged Male Mentee (Anticipated completion 2021). Brandman University
3. Andrea Barela, Doctoral Student (In-Progress). Community College Safety (Anticipated completion 2021). Brandman University.
4. Tchicaya Missamou (Completed Spring 2018). Understanding and Describing the Impact of Self-Concept on Weight Loss as Perceived by African American Women. Brandman University.

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5. Vincent Haecker, Doctoral Student (Completed Winter 2016). Factors Seeking Mental Health Seeking Behaviors of Law Enforcement Officers. Brandman University.
6. Ricardo Miranda, Doctoral Student (Completed Spring 2016). The Correlation Between Emotional Intelligence and Decision Making Among Military Police Officers. Brandman University.
7. Dan Llorens, (Completed Spring 2015). The Impact of Realignment on Property Crime: Perspectives of Chiefs of Police. Brandman University.
8. Delfin Merlan (Completed Spring 2013). Leadership Attributes in High Performing Teams in Youth Sports Organizations. University of La Verne.

PROFESSIONAL SERVICE

Field Service

1. Master of Ceremony for the June 2020 American Society of Evidence Based Policing Virtual Conference. Moderated three pre-recorded panels and live Q&A sessions.
2. August 2016 - Present. Executive Board Member, American Society of Evidence-Based Policing.
3. October 2007 – October 2010. Board Member, Sacramento Police Officers Association (SPOA). Sacramento (CA).
4. 2017- Present. Executive Board Member, African American Employees Leadership Council (AAELC). Sacramento (CA).

Peer Review Activities

1. 2018 - Current. Editor-In-Chief of [Blog Posts](#) for the American Society of Evidence-Based Policing.
2. External Reviewer: Vera Institute. The State of Justice Reform in 2017 (2018) and Emerging Issues in American Policing (2019).

CERTIFICATIONS

1. 2012 - Present. Level I and Level II Instructor for TalantSmart. TalantSmart is the world's #1 provider of emotional intelligence (EQ). More than 75% of Fortune 500 companies rely on TalentSmart emotional intelligence tests and training.
2. Personal and Executive Coach. College of Executive Coaching and International Coaching Federation (In Progress).

PROFESSIONAL ASSOCIATIONS

American Society of Evidence-Based Policing (ASEBP)
International Association of Chiefs of Police (IACP)
National Institute of Justice (NIJ) LEADS Program
The National Police Foundation (NPF)
The American Society of Criminologists
Black Youth Leadership Project (BYLP)
Police Executive Research Forum (PERF)

PROFESSIONAL REFERENCES

Dr. Renee Mitchell, Researcher
Research Triangle Institute (RTI)
International Center for Policing Research
(NC)

Tarrick McGuire, Deputy Chief
Arlington Police Department
Brandman University (CA)

Maureen McGough, Chief of Staff
Policing Project
New York University School of Law (NY)

Jamie Roush, Chief Executive Officer
CRH Analysis
Atlanta (GA)

Dr. Shon Barnes, Chief of Police
Madison Police Department (WI)
Chicago (IL)