

September, 2022

## CURRICULUM VITAE

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Las Vegas, NV

## EDUCATION

Ed.D., Organizational Leadership, 2012, University of La Verne

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 APPOINTMENTS

2005 – 2021 Police Officer, Sacramento Police Department (CA)

2012 – Present Chief Executive Officer, Magny Leadership

2013 – Present Adjunct Professor, UMass Global

2017 – Present Co-Founder and Executive Board Member, American Society of Evidence-Based Policing

2017 – Present Board Member, African-American Employee Leadership Council

2017 – Present Policing Fellow, The National Policing Foundation

2017 – 2019 LEADS Scholar, The National Institute of Justice

2021 – Present Adjunct Professor, The University of Cincinnati (OH)

## PUBLICATIONS

### Books

1. Barnes, S., McGuire, T., **Magny, O.** (In Progress). *The 54<sup>th</sup> Mile: Bridging the Gap In Community Police Relations – A Perspective from African-American Leaders in Policing*. Self-Publishing.
2. **Magny, O.** (In progress). *Improving morale in your organization*. Self-Publishing

### Edited Volumes

### Peer-Reviewed Journals

1. **Magny, O.**, and Todak, N. (2021) Emotional Intelligence Training in Policing: A State-Of-The-Art Review. *Policing: An International Journal*

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2. Shjarback, J., and **Magny, O.** (2021) Policing During the Pandemic: California Officers' Experiences. *Policing: An International Journal*

### Refereed Journal Articles

### Book Chapters

1. **Magny, O.** (2022) J. Schafer & R. Meyers (Eds.), Emotional Intelligence: Changing the culture of the warrior mindset in policing. *Policing in an Era of Crisis and Reform: Leadership & Management Issues for the Future*. Palgrave Macmillan

### Conference Proceedings

### 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>

### Manuscripts in Submission

1. McGuire, T., Barnes, S., Magny, O., Love, L. *A Study on Secondary Trauma in Police Departments*. *Police Quarterly*, submitted on 2/2/2021.

### Manuscripts in Preparation

1. **Magny, O.**, and Moody, C. *Can predictive analytics expose racial disparities in the police misconduct review process?*
2. **Magny, O.** *The Lack of Recognition of Police Officers, and the Implications for Police Organizations*.

### Web-Based Publications

### Other Publications

1. Magny, O. (2021) [Can Coaching be Beneficial in Policing?](#) The American Society of Evidence-Based Policing. [Blog Post]
2. McGuire, T., **Magny, O.**, & Barnes, S. (2020) *Why We Walked from Selma to Montgomery After the Police Killing of George Floyd*. The American Society of Evidence-Based Policing. [Blog Post]
3. **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]
4. **Magny, O.** (2019) [Evidence-based policing: The change is coming](#) *Police Chief Magazine* [Blog Post].
  5. **Magny, O.** (2018) *Monday's words of wisdom.* Magny Leadership. [Blog Post]
  6. **Magny, O.** (2018) *Practice makes perfect.* Magny Leadership. [Blog Post]
  7. **Magny, O.** (2018) *Happy Monday.* Magny Leadership. [Blog Post]
  8. **Magny, O.** (2017). The Establishment of the American Society of Evidence-Based Policing. *The Western Criminologist*. Pg. 10-11.
  9. **Magny, O.,** and Jones, E. (2017). Cops4Communities: Changing the narrative about policing - A social media campaign highlighting all the positive aspects of policing. *The Western Criminologist*. Pg. 11-14.
  10. **Magny, O.** (2017) *Stay positive and keep moving forward.* Magny Leadership. [Blog Post]
  11. **Magny, O.** (2017) *Motivational quote of the day.* Magny Leadership. [Blog Post]
  12. **Magny, O.** (2017) *Be grateful you're facing adversity.* Magny Leadership. [Blog Post]
  13. **Magny, O.** (2017) *Keep moving forward.* Magny Leadership. [Blog Post]
  14. **Magny, O.** (2017) *Motivation.* Magny Leadership. [Blog Post]
  15. **Magny, O.** (2017) *Quote of the day.* Magny Leadership. [Blog Post]
  16. **Magny, O.** (2017) *Police stickers.* Magny Leadership. [Blog Post]
  17. **Magny, O.** (2017) *It NEVER hurts being nice to people.* Magny Leadership. [Blog Post]
  18. **Magny, O.** (2017) *It all starts with you.* Magny Leadership. [Blog Post]
  19. **Magny, O.** (2017) *It's not about you.* Magny Leadership. [Blog Post]
  20. **Magny, O.** (2017) *Bossing people around.* Magny Leadership. [Blog Post]
  21. **Magny, O.** (2017) *Mindset.* Magny Leadership. [Blog Post]
  22. **Magny, O.** (2017) *Treating employees equally vs. fairly.* Magny Leadership. [Blog Post]
  23. **Magny, O.** (2017) *An effective workforce.* Magny Leadership. [Blog Post]
  24. **Magny, O.** (2017) *Potential.* Magny Leadership. [Blog Post]
  25. **Magny, O.** (2017) *Bad managers.* Magny Leadership. [Blog Post]
  26. **Magny, O.** (2017) *Characteristics of a poor boss/supervisor.* Magny Leadership. [Blog Post]
  27. **Magny, O.** (2017) *Recruiting and retention.* Magny Leadership. [Blog Post]
  28. **Magny, O.** (2017) *The case for coaching in policing.* Magny Leadership. [Blog Post]

### PODCAST (MAGNYFIED)

1. *Use this little-known secret to establish rapport with others.* Magnyified Podcast. Aired September 20, 2022.
2. *You have more power and influence than you think.* Magnyified Podcast. Aired September 16, 2022.
3. *Don't let power go to your head.* Magnyified Podcast. Aired September 15, 2022.
4. *Train yourself to feel relaxed in stressful situations.* Magnyified Podcast. Aired September 14, 2022.
5. *8 reasons why getting started is so critical.* Magnyified Podcast. Aired September 12, 2022.
6. *Feeling burned out? These strategies will help you manage burnout.* Magnyified Podcast.

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Aired September 9, 2022.

7. *Increasing your emotional intelligence.* Magnyfied Podcast. Aired September 8, 2022.
8. *Tips on accepting yourself (without losing yourself).* Magnyfied Podcast. Aired September 7, 2022.
9. *How to regain confidence even if your struggles have destroyed you.* Magnyfied Podcast. Aired September 6, 2022.
10. *Take care of your assets, and they will take care of you.* Magnyfied Podcast. Aired August 29, 2022.
11. *Sharing some reflections on my time in Jamaica.* Magnyfied Podcast. Aired August 24, 2022.
12. *Practice self-awareness before it's too late.* Magnyfied Podcast. Aired August 17, 2022.
13. *Five ways to feel relaxed in stressful situations.* Magnyfied Podcast. Aired August 16, 2022.
14. *H.O.P.E.* Magnyfied Podcast. Aired August 11, 2022.
15. *Stop playing and get you a coach!* Magnyfied Podcast. Aired August 10, 2022.
16. *Two tips that'll keep you from losing your cool!* Magnyfied Podcast. Aired August 9, 2022.
17. *Make sure you take time for YOU!* Magnyfied Podcast. Aired August 8, 2022.
18. *Reach out to an old friend.* Magnyfied Podcast. Aired August 3, 2022.
19. *How does change start?* Magnyfied Podcast. Aired July 29, 2022.
20. *Use differences to move conversations forward.* Magnyfied Podcast. Aired July 28, 2022.
21. *Ignore the haters!* Magnyfied Podcast. Aired July 26, 2022.
22. *Ditch the mediocre mindset!* Magnyfied Podcast. Aired July 25, 2022.
23. *Two tips on influencing others.* Magnyfied Podcast. Aired July 22, 2022.
24. *The importance of voice.* Magnyfied Podcast. Aired July 21, 2022.
25. *How to have patience with others.* Magnyfied Podcast. Aired July 20, 2022.
26. *Are you emulating the leader you wish to be?* Magnyfied Podcast. Aired July 14, 2022.
27. *The importance of paying attention to trends.* Magnyfied Podcast. Aired July 13, 2022.
28. *How diversity of thought can save you from embarrassment.* Magnyfied Podcast. Aired July 12, 2022.
29. *You must fail in order to succeed.* Magnyfied Podcast. Aired July 11, 2022.
30. *How emotional intelligence can save your life.* Magnyfied Podcast. Aired July 10, 2022.
31. *Mindfulness.* Magnyfied Podcast. Aired July 7, 2022.
32. *Tips on keeping your cool.* Magnyfied Podcast. Aired July 5, 2022.
33. *The importance of morale in the workplace.* Magnyfied Podcast. Aired June 20, 2022.
34. *Motivating factor: The work itself.* Magnyfied Podcast. Aired June 16, 2022.
35. *Motivating factor: Advancement.* Magnyfied Podcast. Aired June 15, 2022.
36. *Motivation: Growth.* Magnyfied Podcast. Aired June 7, 2022.
37. *Intrinsic Motivation: Achievement.* Magnyfied Podcast. Aired June 3, 2022.
38. *Motivating Employees: Recognition.* Magnyfied Podcast. Aired June 1, 2022.
39. *Extrinsic Motivation: Salary.* Magnyfied Podcast. Aired May 31, 2022.
40. *Extrinsic Motivation: Working Conditions.* Magnyfied Podcast. Aired May 26, 2022.
41. *Extrinsic Motivation: Status.* Magnyfied Podcast. Aired May 18, 2022.
42. *Extrinsic Motivation: Interpersonal relations with others.* Magnyfied Podcast. Aired May 17, 2022.

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43. *Extrinsic Motivation: Supervision*. Magnyified Podcast. Aired May 16, 2022.
44. *Extrinsic Motivation: Company Policy and Administration*. Magnyified Podcast. Aired May 13, 2022.
45. *Motivation*. Magnyified Podcast. Aired May 9, 2022.
46. *Don't be fake with your emotions*. Magnyified Podcast. Aired May 5, 2022.
47. *Empathy vs. Sympathy*. Magnyified Podcast. Aired May 2, 2022.
48. *How to lead with empathy*. Magnyified Podcast. Aired April 26, 2022.
49. *Relationship Management: be grateful, selfless, curious, and present*. Magnyified Podcast. Aired April 23, 2022.
50. *Relationship Management and Trust*. Magnyified Podcast. Aired April 13, 2022.
51. *Relationship Management*. Magnyified Podcast. Aired April 11, 2022.
52. *Service and what it means for Social-Awareness*. Magnyified Podcast. Aired April 4, 2022.
53. *Organizational Awareness*. Magnyified Podcast. Aired March 23, 2022.
54. *Social Awareness*. Magnyified Podcast. Aired March 14, 2022.
55. *Be a participant, not a casualty*. Magnyified Podcast. Aired February 28, 2022.
56. *Adaptability: Being flexible when change happens to you*. Magnyified Podcast. Aired February 22, 2022.
57. *Self-Control*. Magnyified Podcast. Aired February 11, 2022.
58. *Self-Regulation*. Magnyified Podcast. Aired February 4, 2022.
59. *Self-Awareness*. Magnyified Podcast. Aired January 29, 2022.
60. *Pillars of Emotional Intelligence*. Magnyified Podcast. Aired January 22, 2022.
61. *What is Emotional Intelligence?* Magnyified Podcast. Aired January 15, 2022.
62. *54th Mile*. Magnyified Podcast. Aired September 21, 2020.
63. *Implicit Bias in Policing. Special Guest: Dr. Lois James*. Magnyified Podcast. Aired July 28, 2020.

### AWARDS & SCHOLARSHIPS

1. 2022 Emerald Awards. Literati Award for Outstanding Paper on, *Emotional Intelligence in Policing: A state-of-the-art review*.
2. 2017 – 2019 Law Enforcement Advancing Data and Science (LEADS) Scholar. The National Institute of Justice, Washington D.C.

### GRANTS AND FELLOWSHIPS

1. 2017 – Present. Policing Fellow. The National Policing Institute, Washington D.C.

### INVITED TALKS

1. **Magny, O.** (2022) Operationalizing Evidence-Based Policing. George Mason University

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- (Virtual). April 27.
2. **Magny, O.** (2022) The Climate in Policing and the 54th Mile Policing Project. The University of Cincinnati (Virtual). April 19.
  3. **Magny, O.** (2022) Pracademia in Policing: Building Partnerships between Police Agencies and the Academy. Academy of Criminal Justice Sciences (ACJS) Annual Conference. Panelist. March 19.
  4. **Magny, O.** (2020) Evidence-Based Policing 101. Simon Fraser University. Burnaby, British Columbia (Canada).
  5. **Magny, O.** (2020) Emotional Intelligence in Policing. University of North Carolina, Charlotte. CJUS 4375, Community Policing, Problem Solving, and Data Analytics. CJUS 3380, Law Enforcement Behavioral Systems. A recorded interview with Dr. Janne Gaub. November 4.
  6. **Magny O.** (2020) Police Diversity and Community Relations in Post-Floyd America: Walking from Selma to Montgomery for Change. The University of Alabama at Birmingham. CJ 321 Police Community Relations. Dr. Natalie Todak. September 11.
  7. **Magny, O.** (2019) Engage Sacramento: A Primer on Officer Use of Deadly Force. McGeorge Law School. Sacramento (CA). Community education forum providing insight into the existing laws and policies governing officer-involved shootings, and the current efforts to change those laws and practices. April 4.
  8. **Magny, O.** (2018) Evidence-Based Policing: Knowledge Transfer and Translation. George Mason University. Fairfax (VA). Organized Panel. International Summer School for Policing Scholarship at June 18-22.
  9. **Magny, O.** (2018) 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. McGeorge Law School. Sacramento (CA). April 19.
  10. **Magny, O.** (2016) Police and Community Relations. Speaking on policing, Black Lives Matter Movement and policing in minority communities. Sacramento City College. Sacramento (CA). November 14.

## CONFERENCE ACTIVITY/PARTICIPATION

### Conferences/Symposia Organized

1. 2017: 1st Annual American Society of Evidence-Based Policing Conference. Arizona State University. Phoenix (AZ). May 22-23.
2. 2018: 2nd Annual American Society of Evidence-Based Policing Conference. Temple University. Philadelphia (PA). May 22-23.
3. 2019: 3rd Annual American Society of Evidence-Based Policing Conference. The University of Cincinnati. Cincinnati (OH). May 27-28.
4. 2020: 4th Annual American Society of Evidence-Based Policing Conference. Virtual Conference. June 1-2.
5. 2021: 5th Annual American Society of Evidence-Based Policing. Hybrid Conference. August 28-29.
6. 2022: 6th Annual American Society of Evidence-Based Policing. American University (Washington DC). May 23-24.

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### **Panels Organized**

1. **Magny, O.** (2022) Tips on being a success when facilitating a listening session. ACT NOW Conference. Dallas (TX). June 11-12.
2. **Magny, O.** (2021) Police-Community Relationship- 54th Mile Screening. The American Society of Evidence-Based Policing Annual Conference. The University of South Carolina. Columbia (SC). August 29.
3. **Magny, O.** (2018) Officer Well-Being & The State of Officer Safety Training: Risk, Satisfaction, and Resilience. The American Society of Evidence-Based Policing Annual Conference. Temple University. Philadelphia (PA). May 23.
4. **Magny, O.** (2020) Use of Force. 4th Annual American Society of Evidence-Based Policing Conference. Virtual Conference. June 1-2.
5. **Magny, O.** (2020) Leveraging Police-Researcher Partnerships for Successful Field Experiments. 4th Annual American Society of Evidence-Based Policing Conference. Virtual Conference. June 1-2.
6. **Magny, O.** (2020) Critical Police Data during Times of Crisis. 4th Annual American Society of Evidence-Based Policing Conference. Virtual Conference. June 1-2.

### **Papers Presented**

1. McGuire, T., **Magny, O.**, Barnes, S., Love, L., Stokes, J. (2019) *Community Engagement after a Critical Incident: Evaluating Secondary Trauma in Police Departments*. The International Association of Chiefs of Police Annual Conference. Chicago (IL). October 29.
2. Richtor, N., Williams, L., **Magny, O.**, and Luechtefeld, R. (2011) *The Effect of Emotive Language in Virtual Teams*. Frontiers in Education Conference. Rapid City (SD). October 15.

### **Discussant**

1. **Magny, O.** (2022) The Impact of Leadership on Organizational Culture and Morale. Justice Clearinghouse. Webinar Presenter. September 29.
2. **Magny, O.** (2022) The 54th Mile Policing Project. Featured Panel. Washington DC. October 11.
3. **Magny, O.** (2022) The 54th Mile Policing Project. Featured Panel. The International Association of Chief of Police Annual Conference. Dallas (TX). October 15.
4. **Magny, O.** (2022) Community and Officer Mental Health & Wellness. ACT NOW Conference. Dallas (TX). June 11-12.
5. **Magny, O.** (2022) Officer Safety, Wellness, and Resilience in Mass Demonstrations. The National Policing Institute/COPS Office virtual roundtable. Panelist. March 3
6. **Magny, O.** (2022) 54th Mile Screening. National Underground Railroad Freedom Center (Harriet Tubman Theater) Cincinnati (OH). Panelist. February 19.

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7. **Magny, O.** (2021) Black Hair in the Workplace. The Sacramento African-American Employee Leadership Council Black Bag Lunch Event. Moderator. May 19
8. **Magny, O.** (2021) Morale in Criminal Agencies: An Evidence-Based Approach to Rebuilding the Confidence in the Age of Reform. Justice Clearinghouse. Webinar Presenter. May 18
9. **Magny, O.** (2021) A community-led discussion on serving the justice-involved through collective action. Co-Moderator. Unite Us California. May 14
10. **Magny, O.** (2021) A Discussion Regarding Bias in our Community. Sacramento Valley Bankruptcy Forum. March 25
11. **Magny, O.** (2021) Emotional Intelligence and the Public Safety Professional: The Nexus and Integration Imperative. The International Association of Chiefs of Police. Officer Safety and Wellness Symposium. March 18.
12. **Magny, O.** (2021) The 54th Mile Project, Black Law Enforcement Leaders' Journey to Heal the Racial Divide. North Carolina A&T. February 25.
13. **Magny, O.** (2021) Food For Your Soul. Master of Ceremony. African-American Leadership Council Black History Month Event with Dr. David Pilgrim from the Jim Crow Museum (Virtual). February 24.
14. **Magny, O.** (2020) Evidence-Based Policing 101. MEASURE Big Data and Community Policing Conference: Making Data Work for Communities. San Diego (CA). January 10-11.
15. **Magny, O.** (2020) Job Satisfaction: An Evidence-Based Approach to Improving Morale and Reducing Stress with the Employees in your Organization. Justice Clearinghouse. Webinar Speaker. September 24.
16. **Magny, O.** (2020) The Contagiousness of Vicarious Trauma: Impacts, Considerations, and Responses. Justice Clearinghouse. Webinar Presenter. August 13.
17. **Magny, O.** (2019) How to improve police-community relations. Seminar at the Higher Attainment through Wisdom and Knowledge Academy. Sacramento (CA). October 19.
18. **Magny, O.** (2018) Evidence-Based Policing: Bridging the Gap between Policing and the Ivory Tower. American Society of Criminologists Annual Meeting. Atlanta (GA). November 16.
19. **Magny, O.** (2018) Mentoring for Success: The importance of mentoring others in the City of Sacramento workforce. African American Leadership Council Luncheon Training Seminar. Sacramento (CA). October 24.
20. **Magny, O.** (2018) How to avoid the wrong side of the tracks. 100 Black Men (Sacramento Chapter) Youth and Law Forum. Sacramento (CA) County Jail. October 20.
21. **Magny, O.** (2018) How to improve police-community relations. Presenter. Seminar at the Higher Attainment through Wisdom and Knowledge (HAWK) Academy. Sacramento (CA). October 13.
22. **Magny, O.** (2018) Radical Technology and Evidence-Based Policing. Intro to Evidence-Based Policing. MEASURE's Big Data and Community Policing Conference. Dallas (TX). August 23-25.
23. **Magny, O.** (2018) Policing in Immigrant Communities. 67<sup>th</sup> Southern Police Institute Alumni Association Conference: Critical Issues in American Policing. Concord (NC). July 10.
24. **Magny, O.** (2018) The Need for Emotional Intelligence in Policing. American Society of



- Evidence-Based Policing Annual Conference. Philadelphia (PA). May 21-22.
25. **Magny, O.** (2018) Evidence-Based Policing. MEASURE's Big Data & Community Policing Conference. Austin (TX). Keynote Speaker. March 8.
  26. **Magny, O.** (2018) Global Perspectives on Police, Law & Society: Common Ties across Communities of Color. Howard University (Washington D.C.). March 23-24.
  27. **Magny, O.** (2017) Emotional Intelligence in Policing. Community Service Officer Academy. Sacramento Police Academy. Sacramento (CA). November 19.
  28. **Magny, O.** (2017) Evidence-Based Policing 101. Radical Technology and Evidence-Based Policing. MEASURE's Big Data & Community Policing Conference. Austin (TX). October 27-28.
  29. **Magny, O.** (2017) Job Satisfaction. Twitter facilitated online discussion with @WeCops. October 16.
  30. **Magny, O.** (2016) Real Talk: Life lessons and how to turn your experiences into something positive when reintegrating into society. California Department of Correction and Rehabilitation. Solano (CA). April 2.
  31. **Magny, O.** (2016) Important Lessons in Policing and Life. Criminal Justice Academy. McClatchy High School. Sacramento (CA). March 12.
  32. **Magny, O.** (2016) Cyberbullying. 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.
  33. **Magny, O.** (2016) 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). Keynote Speaker. October 13.
  34. **Magny, O.** (2016) Graduation Speech. Robbins Elementary School. Robbins (CA) Graduation (Outgoing 8th Graders). Robbins (CA). Keynote Speaker. June 7.
  35. **Magny, O.** (2014) Career Day: Being a Police Officer. Luther Burbank High School. Sacramento (CA). November 14.
  36. **Magny, O.** (2014) Skills for Success in the Doctoral Journey and Beyond. Brandman University's Summer Immersion. Costa Mesa (CA). Keynote Speaker. June 30.
  37. **Magny, O.** (2013) Career Day: Being a Police Officer. Luther Burbank High School. Sacramento (CA). December 4.
  38. **Magny, O.** (2013) Intro to Emotional Intelligence. Riverside County Office of Education Grantee Operated Staff Orientation. Riverside (CA). Keynote Speaker. August 28.
  39. **Magny, O.** (2013) Emotional Intelligence: An introduction. Next Generation 911 (NG911) Course for Statewide Public Safety Dispatchers. Sacramento Police Department. Sacramento (CA). March 25.
  40. **Magny, O.** (2013) Discovering Emotional Intelligence: A One-Day Accelerated Session on Emotional Intelligence. Sacramento Police Department (CA). February 5.
  41. **Magny, O.** (2012) Discovering Emotional Intelligence: A One-Day Accelerated Session on Emotional Intelligence. Oakland Police Department. Oakland (CA). October 15.
  42. **Magny, O.** (2012) Advanced Placement Statistics: Field Sobriety Tests in Policing. John F. Kennedy High School. Sacramento (CA). June 1.

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## **CAMPUS OR DEPARTMENTAL TALKS**

### **TEACHING EXPERIENCE**

#### **Brandman University (CA) / Doctorate Level**

1. Diversity and Intercultural Aspects of Leadership (2013-2015)

#### **Brandman University / Irvine (CA) / Graduate Level**

1. Culturally Responsive Leadership: Best practices of running successful meetings. (June 14, 2016).

#### **Merritt Community College / Oakland (CA) / Undergraduate Level**

1. Community Relations. Evidence-Based Policing 101. (May 1, 2020).
2. Community Relations. Emotional Intelligence in Policing. (May 8, 2020).

#### **Sacramento Police Department**

1. Intro to Emotional Intelligence (March 2013)
2. Why Emotional Intelligence is Important for Emergency 911 (May 2014)

#### **Oakland Police Department**

1. Intro to Emotional Intelligence (October 2012)

### **RESEARCH EXPERIENCE**

### **SERVICE TO PROFESSION**

1. (PRESENT) Rank and File/Line Officer working group member on the Council on Policing Reforms and Race Recommendations: Accountability, Culture, Redefining Policing. The National Police Foundation.
2. Editor-In-Chief. (2018 - 2021) [Blog Posts](#) for the American Society of Evidence-Based Policing.
3. External Reviewer. (2017-2019) Vera Institute. The State of Justice Reform in and Emerging Issues in American Policing.
4. Chair Participant for students looking for dissertation chairs and committee members. Brandman University. Irvine (CA). June 26th, 2016.

#### **One-on-One Student Advising on their Dissertation**

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1. Christopher Sanders, Doctoral Student. (Anticipated Completion 2024). *Evidence-Based Policing*. The University of La Verne.
2. Dafna Gauthier, Doctoral Student. (Completed Fall 2019). *Exploring the challenges of African American women's intimate relationships and their strategies to overcome them*. Grand Canyon University.
3. Juanita Kelly, Doctoral Student (Completed Fall 2018). *Teacher Emotional Intelligence and Best Practices for Classroom Management*. Brandman University.
4. 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.
5. 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.
6. Carla Tweed, Doctoral Student (Completed Fall 2017). *Women in Leadership, in a Male-Dominated Field, Specifically the California Highway Patrol*. Brandman University.
7. Jacqueline Kearns, Doctoral Student (Completed Fall 2015). *The Examination of Grit in California Superintendents*. Brandman University.

### **Field Service**

1. Listening session with Nashville Police Officers. Collaboration with ACT NOW gathering qualitative data to inform national policies related to policing. Nashville (TN). June 13-14.
2. 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.
3. August 2016 - Present. Executive Board Member, American Society of Evidence-Based Policing.
4. October 2007 – October 2010. Board Member, Sacramento Police Officers Association (SPOA). Sacramento (CA).
5. 2017- Present. Executive Board Member, African American Employees Leadership Council (AAELC). Sacramento (CA).

### **Documentary Films Produced**

1. Executive Producer: The 54th Mile Project. Anticipated release, June 26, 2022. Trailer: <https://youtu.be/Lco9GPbSMjo>

## **DEPARTMENTAL/UNIVERSITY SERVICE**

### **Brandman University Dissertation Committee Membership**

1. German Caballero, Doctoral Student (2022). *A Study to Identify and Describe the*

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*Influence of Political Styles on Latino Officers in Los Angeles County when Attaining the rank of Captain.* Brandman University

2. Layton Matthews, Doctoral Student (2022). *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 (2018). *Understanding and Describing the Impact of Self-Concept on Weight Loss as Perceived by African American Women.* Brandman University.
5. Vincent Haecker, Doctoral Student (2016). *Factors Seeking Mental Health Seeking Behaviors of Law Enforcement Officers.* Brandman University.
6. Ricardo Miranda, Doctoral Student (2016). *The Correlation Between Emotional Intelligence and Decision Making Among Military Police Officers.* Brandman University.
7. Dan Llorens, (2015). *The Impact of Realignment on Property Crime: Perspectives of Chiefs of Police.* Brandman University.

### **The University of La Verne Dissertation Committee Membership**

1. Delfin Merlan (2013). *Leadership Attributes in High Performing Teams in Youth Sports Organizations.* The University of La Verne.

### **EXTRA TRAINING**

1. 2012 - Present. Level I & Level II Instructor for TalantSmart (In Progress).
2. Personal and Executive Coach. College of Executive Coaching and International Coaching Federation (In Progress).

### **COMMUNITY INVOLVEMENT/OUTREACH**

1. Peace Walks in Oak Park. Sacramento (CA)
2. O.K. Program. Sacramento (CA)

### **MEDIA APPEARANCES**

1. Interview Guest: The Black in Blue Podcast. Suicide Prevention. Aired: September 11, 2022.
2. Interview Guest: The Hollow Bunny Leadership Podcast: I want to hug your brain. Aired: September 12, 2022.
3. Interview Guest: Supply the Why. Aired: September 12, 2021.
4. Interview Guest: Policing Matters Podcast. [How Emotional Intelligence Benefits Officers on and off Duty](#). Recorded: June 9, 2021.
5. Interview Guest: [The Only One in the Room Podcast](#). Aired: January 21, 2021.

September, 2022

6. Interview Guest: The Truth Prescription Podcast with Dr. Seku Gathers. [The Truth about American Policing](#). Aired: October 26, 2020.
7. Interview Guest: [The Sheila Mac Show](#). Aired: December 10, 2020.
8. Interview Guest: True North Man Podcast. Recorded: October 27, 2020. Anticipated Air Date, January 2021.
9. Interview Guest: [The Editor's Guest with host Brenda Warren](#). Aired September 4, 2020.
10. Interview Guest: Supply the Why. [Cancel Culture](#). Aired October 26, 2020.
11. Interview Guest: [The Healing Powers Podcast](#). Aired: November 11, 2020.
12. Interview Guest: [Supply the Why](#). Facebook LIVE. Aired: September 28, 2020.
13. Feature. [Good Day Sacramento](#). 54th Mile. CBS13 Sacramento
14. Feature. WFAA 8 Dallas (TX) September 11, 2020. [Waking to Improve Community-Police Relations](#)
15. Interview Guest on KPFK Radio Show. Episode: [Politics or Pedagogy? Education Report. How can a police officer help students](#). Aired: July 5, 2020.
16. Interview Guest: [Supply the Why](#). Facebook LIVE. Aired: August 30, 2020.
17. 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](#).
18. Interview Guest: [Special Report with Areva Martin. TV Interview. Two Divergent Views on Policing in America](#). Aired: June 17, 2020.
19. Expert Contributor. Article: [Police training programs have a pseudoscience problem](#). (Kelly McLaughlin for Insider Magazine, June 17, 2020)
20. Interview Guest. [The Black in Blue Podcast](#). Aired November 16, 2020
21. Contributor. ["One Force - Keeping The Peace for All." What I can do?](#) (Appearance made at 3:46)
22. Australia & New Zealand Society of Evidence Based Policing. (2019). [Police Geeks trying to win over old school cops](#).
23. Young, J., **Magny, O.**, Powell, N., McGuire, T. (2017). [NIJ's Law Enforcement Advancing Data and Science \(LEADS\) Program](#)
24. Police Officer Research Association of California (PORAC). [Public Safety Matters](#) June 15, 2010.
25. Police Officer Research Association of California (PORAC). [Steve Cooley for Attorney General 2010](#). Oct 12, 2010.
26. KVUE 24 Austin (TX) Data and Community Policing Conference. October 28, 2017.
27. CBS 13 Sacramento (CA) [Sacramento Police Officer with Doctorate. Provides Perspective to Professional Standards](#). February 2, 2015.
28. Centerstage: Black Men in Leadership. The HUB Magazine (The Urban Entertainment and Lifestyle Magazine). Summer 2011 Edition.

## **RELATED PROFESSIONAL SKILLS**

## **TEACHING AREAS/COURSES PREPARED TO TEACH**

September, 2022

## **Course Development Liberty University (VA)**

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

## **Other Courses**

1. Policing
2. Diversity
3. Race and Policing
4. Health & Wellness in Criminal Justice Practitioners
5. Trauma
6. Evidence-Based Policing
7. Qualitative & Mixed Research Methods
8. Emotional Intelligence

## **ONLINE COURSES**

1. Utilizing Emotional Intelligence
2. Magnetic Leadership

## **LANGUAGES**

1. Haitian Creole (conversational)

## **PROFESSIONAL MEMBERSHIPS OR AFFILIATIONS**

1. American Society of Evidence-Based Policing
2. International Association of Chiefs of Police
3. National Institute of Justice LEADS Program
4. The National Police Foundation
5. The American Society of Criminologists
6. Black Youth Leadership Project
7. Police Executive Research Forum