

Robert P. Peacock

Curriculum Vitae

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Education

Ph.D.	School of Criminal Justice	Michigan State University
M.B.A.	College of Business Administration	Ohio University
B.A.	Political Science Department	University of Michigan

Current Position

8/2018 - Assistant Professor
Department of Criminology & Criminal Justice
School of International and Public Affairs
Florida International University

Peer-Reviewed Publications (First author is listed first)

- 2021** External Procedural Justice: Do just supervisors shape officer trust and willingness to take the initiative with the public. Authors: Peacock, R., Kutnjak Ivkovich, S., Van Craen, M., Mraovic, I. C. & Prpic, M. Accepted by *International Criminal Justice Review* on 13 January, 2021.
- 2021** Bayley's Six Critical Elements of Democratic Policing: Evaluating Donor-Assisted Reform in Armenia, Georgia, and Ukraine. Accepted by *International Journal of Comparative and Applied Criminal Justice*.
- 2021** Dominance Analysis of Police Legitimacy's Regressors: Disentangling the Effects of Procedural Justice, Effectiveness, and Corruption. *Police Practice and Research*, 22(1), 589-605.
- 2020** Shades of Blue: Exploring the Code of Silence in Croatia and Serbia. Authors: Peacock, R., Prpic, M., Kutnjak Ivković, S., Mraovic, I. C. & Bozovic, V. Special issue of forthcoming *International Journal of Comparative and Applied Criminal Justice*.
- 2019** A Comparative Study of the Police Code of Silence: Exploring the Relation between the Code of Silence and Societal Characteristics. Authors: Kutnjak-Ivković, S., Haberfeld, M. R., Kang, W., Peacock, R., Porter, L., Prenzler, T., Sauerma, A. Accepted in *Policing: An International Journal*, 43(2), 285-298.

- 2019** The Role of Organizational Justice and Community Policing Values in the Model of External Procedural Justice in Croatia. Authors: Kutnjak-Ivković, S., Peacock, R., Mraović, I. C. *International Journal of Comparative and Applied Criminal Justice*, 44(1-2), 47-62.
- 2018** Decoding the Code of Silence. Authors: Kutnjak-Ivković, S., Haberfeld & Peacock, R. *Criminal Justice Policy Review*, 29(2), 172-189.
- 2016** “Shock Therapy” in Ukraine: A Radical Approach to Post-Soviet Police Reform. Authors: Peacock, R. & Corder, G. *Public Administration and Development*, 36, 80-92.
- 2016** Does Discipline Fairness Matter for the Police Code of Silence? Authors: Kutnjak Ivkovic, S., Haberfeld, M. & Peacock, R. *Policing: An International Journal of Police Strategies and Management*, 39(2), 354-369.
- 2016** A Multi-Country Comparative Study of the Perceived Police Disciplinary Environments. Kutnjak Ivkovic, S., Haberfeld, M., Kang, W., Peacock, R. Sauerman, A. *Policing: An International Journal of Police Strategies and Management*, 39(2), 338-353.
- 2013** Rainless West: The Integrity Survey’s Role in Agency Accountability. Authors: Kutnjak Ivkovic, S., Haberfeld, M. & Peacock, R. Publication: *Police Quarterly*, 16(2), 148-176.

Book Chapters

- 2020** The Role of Police Reform in Conflict Resolution in Ukraine’s Donbas. Accepted in J. Albrecht & G. den Heyer (Eds.), *International Peacekeeping Missions and Post-Conflict Rule of Law*.
- 2019** Overlapping Shades of Blue: Exploring Police Officer, Supervisor, and Administrator Cultures of Police Integrity. Kutnjak Ivkovic, S., Haberfeld, M. & Peacock, R. In Kutnjak Ivkovich, S., Haberfeld, M. (Eds.) *Exploring Police Integrity: Novel Approaches to Police Integrity Theory and Methodology*. New York: Springer-Verlag.
- 2015** Police Integrity in the United States. Kutnjak Ivkovic, S., Haberfeld, M. & Peacock, R. In Kutnjak Ivkovic, S., Haberfeld, M. (Eds.) *Measuring Police Integrity Across the World* (p. 295-327). New York: Springer-Verlag.

Book Reviews

- 2011** Book Review of Local Integrity Systems: World cities fighting corruption and safeguarding integrity (Editors: Huberts, L., Anechiarico, F. and Six, F.). Author:

Peacock, R. Publication: *International Journal of Comparative and Applied Criminal Justice*, 35(3), 263-265.

Externally Funded Research and Grants

- 2021 USAID's Cybersecurity for Critical Infrastructure in Ukraine.** Principle Investigator. DAI Global Health awarded funds to FIU and sub-grant partner Purdue University to support a more practical-learning curriculum and develop faculty for more than a dozen new cybersecurity degree programs in Ukraine. (\$1.8 million)
- 2018 US Department of Justice.** Principle Investigator. DOJ's International Criminal Investigative Training and Assistance Program (ICITAP) awarded two-year funding to provide strategic advisory support to new police reform program development in Ukraine, Mozambique, and Armenia (\$201,000).

Courses Taught

- 2018-2021 **CCJ 6993 Global Justice and Policing**
- DSC6020 Terrorism and Homeland Security**
- CJE6025 Comparative Policing**
- 2011-2012 **CJ 335 Policing**, School of Criminal Justice, Michigan State University – 2 semesters, the policing course required for criminal justice majors.
- 1992-1993 **Social Science 102: The Economic Condition**, Department of Social Science, Lansing Community College. Taught 6 sessions over 3 quarters while waiting on Department of State's Security Clearance.

Honors and Awards

- 2019 **The Michael C. Braswell/Routledge Outstanding Dissertation Award:** Academy of Criminal Justice Sciences for thesis titled *Applying Tyler's Process-Based Model of Legitimacy in a Developing Country*.
- 2019 **ACJS International Section Graduate Student Paper Award:** shared with co-author Marko Prpic) for paper: *The Police Code of Silence in a Comparative Perspective*.
- 2018 **US Department of Justice Criminal Division Certificate of Appreciation:** Awarded for support to Kyiv Project Office Developing New Law Enforcement Reform Program.

- 2016 **US Department of Justice Criminal Division Certificate of Appreciation:** Awarded for Managing Patrol Police Program.
- 2010-12 **Frank Tomascik Fellowship,** School of Criminal Justice, M.S.U.
- 2003 **US Department of State Superior Honor Award:** Awarded for Support to Department Response to Events in Moldova/Transnistria border region.

Invited Speaker Events

“The Youth Revolution in Ukraine: Starting Over to Build Trust in Police.”
Kutztown University’s Department of Criminal Justice Featured Speaker Series.
Co-presenter with Gary Cordner at Kutztown, Pennsylvania on April 1, 2019.

Presentations at Conferences and Other Forums

“Exploring the Role of Gender in Policing: From Recruitment to the Workplace.”
Co-Presenter at the American Society of Criminology Annual Conference in San Francisco, California on November 14, 2019.

“Testing Procedural Justice in Systemically Corrupt Countries: Do Instrumental Concerns Explain the Weak Role of Legitimacy.” Presented at the Academy of Criminal Justice Sciences in Baltimore, Maryland on March 27, 2019.

“Inside and Outside Procedural Justice: An Exploration of the Croatian Police Officer Views of Internal and External Procedural Justice.” Co-Presenter at the American Society of Criminology Annual Conference in Atlanta, Georgia on November 15, 2018.

“Improving Policing in Ukraine: Model Police Station Program.” Presenter at the 28th Annual Problem-Oriented Policing Conference in Providence, Rhode Island on November 6, 2018.

“The Impact of the 25% of Patrol Officers who are Women on Police Reform in Ukraine.” Co-Presenter at the International Association of Police Chiefs in Orlando, FL on October 6, 2018.

The Role of Material Insecurity in the Failure of Tyler’s Legitimacy Construct in Developing Countries. Redesigning Justice: Promoting Civil Rights, Trust, and Fairness Conference at Oxford University (Keble College) on March 21, 2018.

“Does Being Treated Fairly Lead to Fair Treatment of Citizens.” Co-Presenter with Sanja Kutnjak Ivkovic and Irena Cainer Mraovic. Redesigning Justice: Promoting Civil Rights, Trust, and Fairness Conference at Oxford University (Keble College) on March 22, 2018.

“The Key Next Steps in Reform of the Prosecutors and Police in Ukraine.”
Ukrainian Bar Association’s 8th Conference of the League of Young Lawyers in
Kyiv, Ukraine on August 25, 2017.

“What Matters for the Code of Silence.” Co-Presenter with Kutnjak-Ivkovic at the
National Association of Civilian Oversight of Law Enforcement’s 2nd Annual
Academic Symposium in New York City, NY on April 22, 2016.

”Does Discipline Fairness Matter for the Police Code of Silence?” Co-Presenter at
the Academy of Criminal Justice Sciences in Denver, CO on April 1, 2016.

“Shock Therapy: Ukrainian Patrol Police Reform.” Co-Presenter at the
International Association of Police Chiefs in Chicago, IL on October 24, 2015.

“Ukrainian Community Policing Initiative: Piloting Problem-Oriented Policing in
Ukrainian neighborhoods,” Co-Presenter at the 24th Annual Problem-Oriented
Policing Conference in Dayton, Ohio on October 9, 2013.

“Developing Intelligent and Integrated Rail Corridors Between Europe and Asia,”
Presented at the 19th OSCE Economic and Environment Forum in Prague, Czech
Republic on September 15, 2011. Copy of presentation:
<http://www.osce.org/eea/82524>.

“Rainless West: Do Agency Policies on Minor Misconduct Undermine Police
Integrity. Co-Presenter at the American Society of Criminology Annual
Conference in San Francisco, California on November 19, 2010.

“Reform of the Customs Code of Ukraine,” Panelist at legislative and academic
conference sponsored by the European Business Association of Ukraine and
televised on Ukraine’s First Business Channel. August 17, 2008.

“Linking Ukraine to Europe’s NCTS As a Means of Reducing Corruption in
Border Services.” Presenter at the OSCE and UNECE Roundtable on Border
Crossing Facilitation and Good Governance in Kyiv, Ukraine on December 19,
2007.

GUAM Organization for Democracy and Economic Development’s Conference on
Corruption in Law Enforcement Agencies. Served on panel of outside experts in
the four-country conference hosted by the Georgian Ministry of Justice in Tbilisi,
Georgia on June 6, 2006.

Forum on Light Weapons and Civil Conflict. Panelist on the Carnegie Commission on
Preventing Deadly Conflict in Washington DC. September 1998.

Professional Memberships and Development
Role **Conference**

Member International Section, Association of Criminal Justice Sciences
Member Division of International Criminology, American Society of Criminology

Student Advising and Support

Role	Committee	Student	Date
Chair	Dissertation Committee	Olga Glubiak Vega	March 25, 2021
Member	Comp. Exam Committee	Brent Blakeman	March 6, 2020
Chair	Comp. Exam Committee	Olga Glubiak Vega	April 17, 2019

Past Employment History

Consultant Positions:

11/05 – 7/2018 Program Management

US Department of Justice International Criminal Investigative Training Assistance Program (ICITAP) Regional Office – Kyiv, Ukraine.

Position. Program for initiatives funded by Department of State/Bureau of International Narcotics and Law Enforcement Affairs (INL):

1/15 - 7/18

Project Director. Law Enforcement Reform Project. Managed a team of more than 50 US, third country, and local advisory staff responsible for overseeing recruitment, testing, selection, and training of the first police service in the history of Ukraine. As of 7/17, the ICITAP team had administered the public-led commissions and an independent basic training program for 14,500 new officers that will reach 18,000 by the end of 2017 (25% of new officers are female compared to the pre-reform levels of less than 1% of the former patrol and road militia).

The Patrol Department in the second year of reform has averaged over 60% satisfaction in cities in which less than 15% of the public reported satisfaction with the predecessor road patrol of the militia. Public surveys continue to show that bribes to the patrol police are nearly non-existent compared to pre-reform surveys demonstrating that greater than 50% of the public paid bribes to the former road police. The stand-up of the Patrol Department is widely considered the most successful public reform in the history of independent Ukraine (Atlantic Council, BBC News, and Helsinki Foundation).

10/13 - 1/15

Project Director. Cyber Crime Enforcement Project. In cooperation with Purdue University's Cyber Crime Forensics Lab, provided Ukrainian cyber crime investigators and prosecutors with training and equipment.

11/12 – 1/15

Project Co-Director. Community Policing Program. With instructors Gary Cordner and Ron Glensor, trained and mentored Ukrainian

neighborhood and juvenile police in problem-oriented policing as part of Ukrainian national rollout of community policing.

- 11/12 –3/14 **Project Director. *Police Academy Instructor Development Program.*** With Gary Cordner and Trisha King-Stargel, developed US academy training modules and hybrid training blocks for the new Ukrainian basic police training program.
- 11/12 –1/15 **Senior Adviser. *Forensic Regional Development Program.*** In cooperation with the FBI CODIS network provided training and equipment for Ukraine to stand-up a DNA database, as well as guiding 3 forensic centers to be ISO-certified across a range of forensic investigation processes.
- 11/11–3/14 **Project Director. *Organized Crime Directorate’s Criminal Analysis Project.*** Developing national training program, new standard procedures, and national multiple-source information network for Ukrainian organized crime and state corruption criminal analysts.
- 11/11 -10/13 **Project Director. *Regional Transport Security Project.*** Supporting regional rail lines to adopt electronic-seals by freight forwarders to raise private trade firm confidence in use the rail lines while increase transparency and security.
- 11/08 -10/11 **Project Director. *Risk Analysis Project.*** Provided training and technical assistance to the Risk Analysis Unit of State Customs Service of Ukraine to develop independent secure risk database in key ports of entry.
- 11/08 -10/11 **Project Director. *Narcotic Interdiction Project.*** Working with a team of previously supported customs investigators from Odesa Port to provide training and equipment to three ports of entry frequented by Iranian and Turkish trucks crossing the Black Sea by ferries.
- 11/09 -10/10 **Project Director. *Internal Investigation Unit Project for State Border Guard Service of Ukraine.*** Supported State Border Guard Service in networking the investigators and mobile teams of the Internal Investigation Unit seeking to reduce corruption on the border.
- 11/09 -10/10 **Project Director. *E-Customs Project.*** Project team provided procedural training and technical support for the State Customs Service of Ukraine in reaching their goal of implementing an electronic customs regime for imports.
- 11/07 -9/10 **Senior Adviser. *Anti-Corruption Border and Transport Programs*** Initiated project proposal and served as senior consultant for two ICITAP assistance projects that received a total of \$7.3 million in

Millennium Challenge Corporation funding for anti-corruption programs in the transport and border agencies of Ukraine and Moldova. Though drafting the whole of the two proposals, I oversaw the following project components:

- Train and mentor Ukraine's Ministry of Transportation and the State Customs Service as they streamlined trade procedures while strengthening internal controls focused on corrupt practices.
- Assisted Ukrainian and Moldovan Customs Service's develop computerized transit systems for monitoring cargo.

11/05 -10/07

Regional Field Coordinator. *US-GUAM Framework Program.*

In support of the Organization for Democracy and Economic Development (commonly referred to as GUAM for Georgia, Ukraine, Azerbaijan, and Moldova), oversaw a multinational advisory team composed of eight seconded law enforcement and border security officials from Hungary, Lithuania, Bosnia, Romania, and the US to implement two projects previously developed while working for the Department of Homeland Security:

- *Virtual Law Enforcement Center (VLEC) Program.* Mentored law enforcement agencies from the four GUAM countries to stand up inter-agency law enforcement centers and regional task forces to address trafficking in persons, trafficking in narcotics, multinational money-laundering, and counter-terrorism programs.
- *Transport Trade Facilitation (TTF) Project.* Developed initial training program for a project on increasing trade links among participating customs services and transport regulatory bodies.

10/03-10/05 Project Coordinator, Department of Homeland Security.
(Personal Service Contractor to DHS)/ US Embassy, Kyiv

US-GUAM Framework Program

Recruited and managed a team of senior Central European customs and border security officials seconded by their governments to train and assist the GUAM (Georgia, Ukraine, Azerbaijan, and Moldova) countries in developing what later became the Virtual Law Enforcement Center and GUAM Trade Transportation Facilitation Project.

- *Virtual Law Enforcement Center (VLEC) Program.* Mentored law enforcement agencies from the four GUAM countries to stand up inter-agency law enforcement centers and regional task forces to address trafficking in persons, trafficking in

narcotics, multinational money-laundering, and counter-terrorism programs.

- *Transport Trade Facilitation (TTF) Project.* Developed initial training program for a project on increasing trade links among participating customs services and transport regulatory bodies.

Federal Government Positions:

8/93 - 5/03 **Department of State**
Bureau of Intelligence and Research (INR)

Positions held over the course of employment:

8/00 - 8/03 **Department of State**
Second Secretary, Political Section (Civil Service Rotation)
US Embassy
Kiev, Ukraine

Duties: Served as the political officer responsible for Ukraine's foreign relations issues in a civil service rotation to US Embassy Kyiv. As primary liaison to the Ukrainian Ministry of Foreign Affairs, I delivered more than 100 demarches on behalf of the Department of State and other Federal agencies seeking action from the Government of Ukraine. Responsible for briefing U.S. visiting senior officials on the political and economic environment in the region and served as control officer for more than 25 Congressional and executive branch delegations to Ukraine over the three-year assignment.

11/98 -5/00 ***Gray Arms Trade Analyst***
Senior analyst responsible for conventional arms trade. Served as the analyst on Madelaine Albright's NGO Forum on Reducing Small Arms Trade in Africa and drafted first of its kind unclassified report that State Department / INR released to public exposing licit and illicit arms flows and dealers in Africa. Several of the world's most notorious arms dealers, such as the now imprisoned Victor Butt, were first publicly exposed in the 1999 report of this task force.

10/96 – 11/98 ***Editor - UN Libyan Sanctions Report***
Served as editor and senior analyst for the State Department led inter-agency sanctions group monitoring world-wide compliance with the UN sanctions on military and transport support to the Libyan Government.

8/93 – 10/96 ***Illicit Financial Analyst***
Duties: Responsible for tracking financial and commercial shipment violations of UN Sanctions on Serbia and Montenegro and served as a

training and intelligence liaison to the UN's Sanctions Observer Mission monitoring the land borders with the Former Republic of Yugoslavia.

Certifications

Graduate Certificate in Conservation Criminology

Michigan State University, 2014

International Banking and Money Laundering Certification

Federal Law Enforcement Training Center, US Treasury. 1994

Additional Public Service

1988-1990 ***Vice-Chairman, Michigan Senate Task Force on Higher Education.***
Student representative of the University of Michigan on a bi-partisan Senate task force formed to assess and develop a report on the quality and accessibility of Higher Education in Michigan public universities.