

Robert P. Peacock

Curriculum Vitae

Permanent Mailing Address
1040 Briar Ridge Road
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Education

Ph.D. in Criminal Justice Michigan State University
M.B.A. in Finance Ohio University
B.A. in Public Policy University of Michigan

Higher Education Positions

8/2018 - **Assistant Professor** (tenure track)
Department of Criminology and Criminal Justice
School of International and Public Affairs
Florida International University

10/2020 - **Ukraine Program Manager**, Gordon Institute for Public Policy
1/2021 - **Affiliated Faculty**, Cybersecurity@FIU Center

Courses Taught

2018-2022 **DSC6020 Terrorism and Homeland Security**, FIU Graduate School
CJE6025 Global Comparative Policing, FIU Graduate School
CCJ6486 Global Search for Justice – FIU Master’s in Global Studies

2011-2012 **CJ 335 American Policing**, School of Criminal Justice, Michigan State University – the policing course required for criminal justice majors.

1992-1993 **Social Science 102: The Economic Condition**, Department of Social Science, Lansing Community College.

Peer-Reviewed Publications

(First author is listed first)

2022 Contrasting the role of trustworthy versus fair supervisors in organizational justice models of police outcomes. *Policing: An International Journal*. Authors: Peacock,

- R., Kutnjak Ivkovich, S., Wu, Y, Sun, I., Mraovic. DOI 10.1108/PIJPSM-07-2022-0099.
- 2022** The generalizability of public judgments of procedural justice across police interaction and demographic variables. *Journal of Criminal Justice*. Author: **Peacock, R.** Accepted by JCJ on Oct 21, 2022.
- 2022** Can individualism/collectivism paradigm explain disparate roles of intermediaries in an organizational justice model of police compliance with agency rules? *Policing: An International Journal*. Authors: **Peacock, R.**, Kutnjak Ivkovich, S. & Mraovic, I. C. Accepted for forthcoming special issue on Aug. 10, 2022.
- 2022** The distinct role of peers and supervisors in shaping officer attitudes toward just and unjust interactions with citizens. *Criminal Justice & Behavior*. Authors: **Peacock, R.**, Kutnjak Ivkovich, S., Wu, Y, Sun, I., Mraovic, I. C. R&R for forthcoming CJB issue.
- 2022** The surprising asymmetry in the impact of organizational justice on police outcomes. *Policing: A Journal of Policy & Practice*. Authors: **Peacock, R.**, Kutnjak Ivkovich, S., Wu, Y, Sun, I., Mraovic. R&R for forthcoming issue.
- 2022** Police-disabled citizen interactions: Testing the role of disability awareness training and experience on officer confidence. *Disability & Society*. Authors: Vega, O. & **Peacock, R.** R&R for forthcoming D&S issue.
- 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. Author: **Peacock, R.** *International Journal of Comparative and Applied Criminal Justice*, 45(Issue 3: Honoring David Bayley's Contributions to the Study of Police), 285-297.
- 2021** Dominance Analysis of Police Legitimacy's Regressors: Disentangling the Effects of Procedural Justice, Effectiveness, and Corruption. Author: **Peacock, R.** *Police Practice and Research*, 22(1), 589-605.
- 2021** A comparative study on factors affecting citizens' willingness to cooperate with the police: Focusing on the mediating effect of police confidence in South Korea and Ukraine. Authors: Hong, S., Hwang, E., **Peacock, R.** *Korea Social Sciences Review*, 69(5), 117-144.
- 2020** Shades of Blue: Exploring the Code of Silence in Croatia and Serbia. Authors: **Peacock, R.**, Prpic, M., Kutnjak Ivković, S. & Mraovic, I. C. *International Journal of Comparative and Applied Criminal Justice*, 46(2), 167-182.

- 2020** Officer Perceptions of Organizational Justice: Comparing the Influence of Officer Trust in the Organization with Their Trust in the Public. Authors: **Peacock, R.**, Kutnjak-Ivković, S. & Mraovic, I. C. *Policing: An International Journal*, Online first: <https://journals.sagepub.com/doi/10.1177/1057567721996790>.
- 2020** A Comparative Study of the Police Code of Silence: Exploring the Relation between the Code of Silence and Societal Characteristics. Authors: KutnjakIvković, S., Haberfeld, M. R., Kang, W., **Peacock, R.**, Porter, L., Prenzler, T., Sauerman, A. *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*. Available online at: <https://www.tandfonline.com/doi/abs/10.1080/01924036.2019.1599972>.
- 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

- 2022** Promoting stress resilient officers even under extraordinary circumstances. In *Routledge Handbook of Policing Within A Crisis*. Authors: **Peacock, R.**, Hardy, T., Monastyrskiy, T. & Bilogurova, S. Forthcoming.
- 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.

Non-Peer Review Articles

- 2022** “How Ukraine has defended itself against cyberattacks – lessons for the US,” *The Conversation*, 5 April, 2022. Retrieve at: <https://theconversation.com/howukraine-has-defended-itself-against-cyberattacks-lessons-for-the-us-180085>.
- 2022** “How Ukraine has defended itself against cyberattacks – lessons for the US,” *The Conversation*, 21 September, 2022 [Newsweek Japan ran Japanese translation of article].

Student Advising and Support (Ph.D. in International Crime & Justice)

Role	Committee	Student	Status
Chair	Dissertation Committee	Olga Glubiak Vega	2022 Doctorate
Member	Dissertation Committee	Brent Blakeman	2022 Doctorate
Member	Dissertation Committee	Teresa Encalada	2022 Doctorate
Chair	Comp. Exam Committee	Charles Berichi	2022 Comp Pass
Chair	Comp. Exam Committee	Enrique Chavez	2022 Comp Pass
Member	Comp. Exam Committee	Kim Przeszlowski	2021 Comp Pass
Member	Comp. Exam Committee	Britanee Kane	2021 Comp Pass
Chair	Comp. Exam Committee	Olga Glubiak	2020 Comp Pass

Student Advising and Support (M.A. in Public Affairs Capstones)

- 2021-22 Capstone External Research Advisor for 4 FIU capstone graduates.
2020-21 Capstone External Research Advisor for 2 FIU & 3 Georgetown graduates.
2020-21 Capstone External Research Advisor for 2 FIU.
2019-20 Capstone External Research Advisor for 3 Syracuse graduates.
2018-19 Capstone External Research Advisor for 2 Univ. of Michigan graduates.

Externally Funded Research and Grants

- 2022 USAID's Regional Gender Equity in Cybersecurity Program for the Balkans.** Principal Investigator. This program starts with the first cohort of program-supported students in Fall 2023 at universities in Balkan countries that will be determined based on interviews held in summer 2023 (First year budget of \$150,000).
- 2022 USAID's Critical Infrastructure Digitalization and Resilience Program.** Principal Investigator. I formed a coalition of faculty from US universities (Ohio State University, Purdue University, and FIU) to support the development of cybersecurity studies in social science and technical degree programs in participating Balkan countries. As of September 2022, USAID mission - Skopje has provided the matching funding to start the first higher education component in North Macedonia by the end of 2022. As many as eight other USAID missions are negotiating their buy-in to the program funded by USAID's Bureau for Europe and Eurasia. (North Macedonia component budget for first year will not exceed \$450,000)
- 2021 USAID's Cybersecurity for Critical Infrastructure in Ukraine.** Principal 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.** Principal 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).

Employment History

TDY Advisory Positions

- 03/2022 – 4/2022 Cybersecurity Assessor. USAID Bureau for Europe and Eurasia.**
Oversaw the higher education component of the assessment for standing up USAID's first regional cybersecurity program for countries in the Balkans and Eastern Europe.
- 05/2020 – present Program Coordinator – Coalition of US Universities (Purdue/FIU/Ohio State/Houston)** implementing the USAID Cybersecurity for Critical Infrastructure in Ukraine. Stood up a team of a dozen cyber crime and cybersecurity faculty that over first two years have trained more than 200 Ukrainian higher education faculty across ten 6-week cybersecurity courses

and more than 700 university students in cloud-based practical cybersecurity training modules.

11/2021 – 2/2022 Assessor – Morocco Law Enforcement Assistance Program

Lone academic on the DOJ assessment team that developed the first police assistance program that the DOJ's International Criminal Investigative Training Assistance (ICITAP) will implement in Morocco over 2023 – 2026.

10/2021 – 11/2021 Assessor – Standing up Mozambique Counter-Terrorism Rapid Reaction Units

Only outside member of a joint State/DOJ assessment team conducting a field assessment of prospects for training and assisting Mozambique police in developing their counter-terrorism rapid reaction teams.

8/2018 – 4/2020 Police Curriculum Advisor - Armenia

Developed the 3-month curriculum for retraining existing Armenian police to become a service-oriented patrol police. Funded by US Department of Justice International Criminal Investigative Training Assistance (ICITAP) Project Office – Yerevan, Armenia

Full-Time Contractor Positions

11/05 – 7/2018 Program Office Director – US Department of Justice International Criminal Investigative Training Assistance Program (ICITAP) Regional Office – Kyiv, Ukraine.

Duties Either developed or oversaw the following 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. The stand-up of the Patrol Department is widely considered the most successful public sector 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 cybercrime investigators and prosecutors with training and equipment.
- 11/12 – 1/15 **Project Co-Director. *Community Policing Program.*** Trained and mentored Ukrainian neighborhood and juvenile police in problem-oriented policing as part of Ukrainian national rollout of community policing.
- 02/13 –3/14 **Project Director. *Penitentiary Service Reform Project.*** Developed national electronic registry for State Penitentiary Service of Ukraine to share health and security information that previously did not follow prisoners between institutions [implementation interrupted by Revolution of Dignity].
- 11/12 –3/14 **Project Director. *Police Academy Instructor Development Program.*** 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 **Second Secretary, Political Section (Analyst in Embassy Program)**
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 relationship with Russia and the political and economic environment in the region. 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 to conflicts. Served on Madeline Albright's NGO Forum on Reducing Conventional Arms Trade to African Conflicts and drafted first of its kind unclassified report that State/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 the task force.

10/96 – 11/98 **Editor - UN Libyan Sanctions Report**

Served as editor and senior analyst for the National Security Council 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.

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

Bridge Magazine Coffee Hour (interview on Russian-Ukrainian war) on March 17 and August 18, 2022

Workshop on Higher Education Priorities for Cybersecurity in Ukraine. Joint USUkrainian sponsored roundtable on September 6, 2022.

Participant in US Institute for Peace Working Group on Curbing Elite Manipulation of Security Sectors on June 24, 2022.

Interview by Ukrainian Weekly on police reform in Ukraine on July 6, 2020.

Georgetown University Capstone Faculty Advisor, over 2020-2021 supported Master's in Public Policy students on developing assistance strategy to support Ukrainian maritime security.

“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 Corder 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.

Certifications

Graduate Certificate in Conservation Criminology

Michigan State University, 2014

International Banking and Money Laundering Certification

Federal Law Enforcement Training Center, US Treasury. 1994

Languages

State/FSI Testing.	Russian	Advanced reading/speaking
	Ukrainian	Intermediate reading

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.