
Thomas Stanley Alexander

15712 Gregory Ct. Hagerstown, MD 21740

H: 301-797-0377

C: 301-573-0742

talexander@myactv.net

PROFESSIONAL EXPERIENCE

44+ years of Law Enforcement Experience

Instructing at the College level since 1995

SKILLS

Problem Solving

Statistical techniques and modeling

Tactical Communications

Self-defense

Management and Supervision

Security threat assessment

WORK HISTORY

HAGERSTOWN POLICE DEPARTMENT (July 1975 to Present)
--

Captain of Police- Operations Division Commander

July 2018- Present

- Oversee the Patrol Division, Special Operations Division, Investigative Division, and the Administrative Specialist

Lieutenant of Police- Patrol Watch Commander (Alpha Platoon)

July 2017- July 2018

- Uniform Patrol Shift Commander- responsible for one of 3 uniform patrol shifts overseeing 3 Sergeants and 15 patrol officers
- Northeast Sector Manager (November 2017-July 2018) - responsible for problem solving in the northeast section of the city of Hagerstown for crime related matters and other neighborhood concerns.

- East Sector Manager (July 2017-October 2017) responsible for problem solving in the northeast section of the city of Hagerstown for crime related matters and other neighborhood concerns.

Lieutenant of Police- Patrol Watch Commander (Charlie and Delta Squads)

January 2017- June 2017

- East Sector Manager- responsible for problem solving in the east section of the city of Hagerstown for crime related matters and other neighborhood concerns

Lieutenant of Police- Research and Grants Administrator

October 2006 – January 2017

- Responsible for Grant Writing/ Have written/monitored approximately \$8 million in grants 2006-2016
- Responsible for reporting on Crime Data and Trends in conjunction with the crime analyst and in support of grant applications

Lieutenant of Police- Uniform Patrol

June 2000 – October 2006

- Uniform Patrol Shift Commander- responsible for one of 3 uniform patrol shifts overseeing 3 Sergeants and 15 patrol officers
- East Sector Patrol Commander- responsible for problem solving in the east section of the city of Hagerstown for crime related matters and other neighborhood concerns

Lieutenant of Police- Professional Standards Division Commander

July 1999 – June 2000

- Professional Standards Division Commander.
- Internal Affairs Division Commander.
- Supervised In-Service Training.
- Supervised Accreditation Manager
- Background Investigator (civilian and sworn personnel)

Sergeant of Police- Professional Standards Division

July 1991-June 1999

- Internal Affairs Investigator.
- Background Investigator (New Hires- Sworn and Civilian).

Sergeant of Police- Uniform Patrol Division

January 1991-July 1991

- Assigned to Uniform Patrol as a Street Supervisor

Corporal of Police- Planning and Research Division

August 1987-January 1999

- Grant Writer.
- Responsible for Crime Data and Trends.
- Responsible for Yearly Report.
- Records and Communications Supervisor

Patrol Officer- Uniform Division

January 1978-August 1987

- General Patrol Duties

*Assigned to Special Response Team 1979-1992

Police Cadet

July 1975-January 1978

- Assigned to Uniformed Patrol
- Assigned to Criminal Investigation Division.
- Assigned to Records Division
- Assigned to Training Division
- Assigned to the Traffic Safety Division
- Assigned to the Communications Section

UNIVERSITY OF MARYLAND COLLEGE PARK
--

Professional Track Faculty (Lecturer) - Shady Grove campus

2014 - Present

Courses:

- Social Construction of Homicide
- Research Methods
- Race in the Criminal Justice System
- Crime Prevention and Delinquency

UNIVERSITY OF MARYLAND UNIVERSITY COLLEGE
--

Associate Professor (Graduate school in the Master of Science Criminal Justice Management program. Also, teach undergraduates when requested)

2012 - Present

Courses:

- Introduction to Security Management
- Seminar in Security Management
- Law Enforcement Administration
- Justice Administration
- The Psychology of Crime
- Perspectives in Law Enforcement Management
- Digital Forensics
- Criminology
- Drugs and Crime
- Introduction to Criminal Justice

SHIPPENSBURG UNIVERSITY OF PENNSYLVANIA
--

Adjunct Faculty Member

1997/2000/2003/2004/2009/2010/2011/2016/2017

Courses:

- Foundations of Justice
- Policing a Democracy
- Criminal Investigation
- Criminal Evidence
- Social Construction of Homicide
- Survey of Corrections
- Terrorism

OTHER ACADEMIC INSTRUCTION

Police Academy Instructor (Hagerstown Community College)

2013

Courses:

- Statistical Analysis
- Discipline in Law Enforcement
- Introduction to the Justice System
- History of American Law Enforcement

Western Maryland Police Academy Instructor (Hagerstown Police Department)

1979, 1990

Topics:

- Sexual Harassment

- Emergency Petitions/Commitments
- Ethics
- Chemical Munitions
- Physical Training
- Baton
- Self-defense
- Search and Seizure
- Arrest Control
- Introduction to Law Enforcement- History

Hagerstown Police Department- In-Service Training Instructor

2016- Present: Fair and Impartial Policing

EDUCATION

University of Maryland- College Park

College Park, MD

1995-2001, 2004-2012

Doctor of Philosophy

Dissertation- Homicide Clearances: An Examination of Race and Police Investigative Effort

Major: Criminology/Criminal Justice

G.P.A. - 3.692

Member of Alpha Phi Sigma

Research Interests: Homicide Clearances, Race and Policing, Evidence-Based Policing, Strategic Security

Shippensburg University of Pennsylvania

Shippensburg, PA

1992-1994

Master of Science

Major: Criminology/Criminal Justice

G.P.A. - 4.0

Member of Phi Kappa Phi (In recognition of academic excellence in higher education)

Hood College

Frederick, MD

1985-1987

Master of Arts

Major: Psychology

G.P.A. – 3.9 - Member of Psi Chi (National Honor Society for Psychology Majors)

University of Baltimore

Baltimore, MD

Bachelor of Science

Major: Criminal Justice

G.P.A. – 3.778 - Summa Cum Laude, Ranked 19/251- Member of Wilson Honor Society

Western Maryland Police Academy

Hagerstown, MD

1979

State of Maryland Police Certification

Major: Police Certification

G.P.A. – 99.2 - Ranked 1/25- Academic Award Winner, 2/25 Physical Fitness

Hagerstown Junior College

Hagerstown, MD

1974-1976

Associate of Arts

Major: Administration of Justice - Police

G.P.A. – 3.9531 – with High Honors, Ranked 9/297- Member of Phi Theta Kappa.

RESEARCH and PUBLICATIONS

- Analysis of citizen attitudes towards the police and reductions in crime and calls for service after Community Resource Officers are assigned to specific areas under Federal Grant CHP 2015-UMWX-0077 “Building Trust”. (In-works- 2018)
- Co-authored a Chapter “*Solving Homicide: Trends, Causes, and Ways to Improve by Charles Wellford and Thomas S. Alexander*” in The Handbook on Homicide with Professor Emeritus Charles Wellford from the University of Maryland College Park. Published by Wiley Publishing 2017.
- The Relationship between Police Education and Work Habits (In works- 2018)

- Police Investigative Effort in Homicide Case Clearances (In works- 2018)
- Grant monitor of COPS Technology grant research that was conducted by a doctoral student from the University of Maryland at College Park under the supervision of Dr. Charles F. Wellford
- N.I.J. research grant #NIJ 95-IJ-CX-0051 with Donna C. Hale, Ph.D. and Thomas L. Austin, Ph.D. of Shippensburg University of Pennsylvania examining the effectiveness of Community Policing in several communities in the Hagerstown, MD area

SKILLS AND TRAINING

- United States Secret Service Counterfeit Currency Training, Hagerstown Police Department, June 6, 2018.
- Sensitivity Training (Sexual Harassment & Respect in the Workplace), City Hall Hagerstown, Md., June 5, 2018.
- See Something Send Something Application Training conducted at the Hagerstown Police Department April 2018.
- The Value of Nonfatal Shooting Data - A Police Foundation Webinar Resources April 2018.
- Faculty Training - Responding Effectively to Discrimination & Sexual Misconduct training University of Maryland College Park April 2018.
- Faculty Training- Disability and Accessibility training University of Maryland College Park October 2017.
- Faculty Training - Responding Effectively to Discrimination & Sexual Misconduct training University of Maryland College Park October 2017.
- Basic Crime Prevention through Environmental Design (CPTED) Training August 2017.
- Fair and Impartial Policing Train the Trainer training funded through the Office of Justice Programs and developed by Dr. Lorie Fridell. Held in Hagerstown, MD. December 2016.
- COPS 2016 Building Trust Cohort Quarterly Conference Group Call with a Focus on Trust from a City Manager's Perspective. May 11, 2016 given by the Department of Justice COPS Office presented by Norton Bonaparte, City Manager of Sanford, Florida.

- COPS 2015 Building Trust Cohort Quarterly Conference Group Call with a Focus on Developing a Strategic Mindset. February 3, 2016 given by the Department of Justice COPS Office by Wanda Seawright Grants Administration Office, February 3, 2016.
- Lunch and Learn Webinar Series Time Management, Organization, and Study Skills by Ruth Markulis, University of Maryland University College January 27, 2016.
- Faculty Training - Responding Effectively to Discrimination & Sexual Misconduct training University of Maryland College Park, October 23, 2015.
- Webinar: Sage Publications talk on “Why Use Mixed Methods?” by Russell K. Schutt (February 2015).
- Security Assessments conducted on all Washington County Public Schools (15 schools) and two private schools (Elementary and High School) within the City Limits of Hagerstown.
- Learning Experience Online (D2L) training University of Maryland University College- December 2013.
- Maryland Police Training Commission Certified General Instructor certified March 2013 Crime Analysis for Compstat Training at the University of Maryland @ College Park 03-22-13 given by The Institute for Governmental Service and Research at the University of Maryland.
- Advanced Crime Analysis Training at the University of Maryland @ College Park 08-08-12 through 08-10-12 given by The Institute for Governmental Service and Research at the University of Maryland.
- Planning and Teaching Hybrid Courses at the University of Maryland University College- July 2012.
- Effective Undergraduate Teaching at the University of Maryland University College (WebTycho)- July 2012.
- G.I.S. Workshop at the University of Maryland @ College Park October 2011.
- Grant-related training seminars/workshops for the Governor’s Office of Crime Control & Prevention 2006-2013.
- Yearly In-Service Training as required by the Maryland Police Training Commission.
- Homeland Security: Operational WMD Response for Law Enforcement Training, 2007.
- Workload Analysis and Resource Allocation, 2006.

- Fingerprinting Techniques- Automated, Pikesville, MD 2006.
- Incident Command System for Law Enforcement (FEMA), 2006.
- Department of Homeland Security IS- 700 Training, 2005.
- Weapons of Mass Destruction Training, 2002.
- Facilitator Training for the University of Phoenix, June-July 2002.
- Administrator's School – Maryland Police & Correctional Training Center, June 2000.
- Regional Skills Manager Training for Trainers- Overview of CATS replacement software, Maryland Police Training Commission Hagerstown, MD 1999.
- Verbal Judo: Tactical Communications Course, Greenbelt, MD 1996
- Maryland Chiefs of Police Legal Advisors Update, Hagerstown, MD 1996.
Surviving the Litigation Training: Internal Affairs, Use of Force, Legal Issues, Upper Marlboro, MD 1996.
- Eastern Regional Recruiters/Applicant Investigators Seminar, Anne Arundel County, MD 1996.
- Administrative Hearing Board/Internal Investigation Training, Hagerstown, MD 1994
- Eastern Regional Recruiters/Applicant Investigators Seminar, Fort Meade, MD 1994
- Kinesic Interviewing and Interrogation Techniques- Pennsylvania State Police, McConnellsburg, PA 1994.
- Domestic Violence Act of 1994 Training- Frederick, MD 1994
- Background Investigator Seminar- University of Delaware 1994.
- Hostage Negotiation Seminar- Federal Bureau of Investigation/Baltimore County P.D. 1994.
- Internal Investigation Seminar- University of Delaware, Cherry Hill NJ 1993.
- Conducting Background Investigations Hagerstown, MD 1993.
- United States Secret Service Protective Seminar- United States Secret Service, Frederick, MD 1993.

- Hazardous Materials First Responder Training National Fire Academy Course Hagerstown, MD 1992.
- Oleoresin Capsicum Instructors Course- Maryland Police Training Commission Woodstock, MD 1992.
- Labor Management Training- Hagerstown Junior College 1992.
- Maryland State Police Drug Interdiction- Maryland State Police 1992.
- Employee Assistance Constructive Confrontation- E.A.P. Hagerstown, MD 1992.
- Maryland Police Training Commission Records Retention and Review- Maryland Police Training Commission 1991.
- Chemical Agents in Law Enforcement Instructors School- Federal Bureau of Investigation 1991.
- Stun Munitions/Diversory Devices- Executech International 1991.
- How to Handle People with Tact- Hagerstown, MD 1991.
- Preliminary Breath Testing Training- Maryland State Police 1990.
- High Risk Warrant Service- Hagerstown, MD 1990.
- Reverse Drug Sting training- Maryland State Police 1989.
- Uniform Crime Reporting System- Maryland Police Training Commission, Frederick, MD 1989.
- Wound Ballistics Teleconference- Federal Bureau of Investigation 1989.
- Chemical Munitions/Riot Agents Instructors School- Executech International 1989.
- Traffic Safety Engineering Enforcement- Maryland State Police 1988
- Basic Excellence Seminar, Hagerstown, MD 1988.
- Traffic Safety Engineering Enforcement- Maryland State Police 1988
- Criminal Sexual Behavior Teleconference- Federal Bureau of Investigation 1987.
- First Line Supervisor's School- Maryland Police Training Commission 1987.
- POSSE (Computer) Users Group Training- Vision Technology, Williamsburg, VA 1987.

- Hostage Negotiations- Federal Bureau of Investigation 1983.
- Awarded 1st Degree Black Belt in Chung Da Kwan Style of Tae Kwon Do Korean Karate, December 1978.

OTHER

- Member of the Board of Directors for the Washington County Maryland Homeless Coalition, 2019.
- Recipient of the Lifetime Achievement Award for Law Enforcement awarded by the Washington County Maryland Chamber of Commerce, June 2019.
- Book Reviewer for Oxford University Press for the second edition of *The Murder Book: Examining Homicide* by Dr. Kim Davies of Augusta University (May 2018).
- House of Worship Security Assessment conducted on Zion Evangelical and Reformed Church of Christ 201 N. Potomac St. Hagerstown, MD, May 2018
- House of Worship Security and Threat Assessment conducted on John Wesley United Methodist Church 129 N. Potomac St. Hagerstown, MD, April 2018
- Book Reviewer for SAGE for *Research Methods in Criminal Justice and Criminology* by Callie Rennison & Timothy Hart (January 2018).
- Book Reviewer for SAGE Publications for *Using IBM® SPSS® Statistics: An Interactive Hands-On Approach, Third Edition* by Aldrich and Cunningham (January 2018).
- Member of The International Association of Crime Analysts 2017
- Appointed Member of the Washington County Public School's Diversity Committee
- Grant writer authoring and monitoring over \$8 million of grants, both State and Federal.
- Chairperson of the Staff Parish relations committee for the Williamsport MD United Methodist church (2016-2018)
- Co-authored a Chapter on Homicide in Handbook on Homicide, Brookman, F., Maguire, E., and Maguire, M. (Eds.) (2017). Wiley-Blackwell
- Guest Speaker for Hagerstown Chamber of Commerce Learning Lunch- Grant Writing (2016)

- Book Reviewer for SAGE for Contemporary African-American Classics in Criminology and Criminal Justice (July 2016)
- Book Reviewer for Routledge for Winthrow's Research Methods in Crime and Justice (Summer 2015)
- Conducted Security and Threat Assessments for all Washington County MD public schools within the City of Hagerstown, MD (6 Elementary, 3 Middle, and 3 High Schools (Includes technical school and Barbara Ingram School for the Arts).
- Member of ASIS International (the American Society for Industrial Security)
- Book Reviewer for Pearson Education for Hagan's, Research Methods in Criminal Justice and Criminology, 9e (Spring 2015)
- Book Reviewer for McGraw-Hill Higher Education for Walker's "The Police in America: An Introduction" (Spring 2015)
- Gubernatorial appointment to the State of Maryland's Cease Fire Council (2014)
- Member of the Washington County Board of Education Diversity Recruitment Task Force
- Volunteer member of the Washington County Board of Education's Citizen Advisory Budget Committee
- Book reviewer: Publisher Leadership Training Associates, LLC for Police Workload Analysis and Patrol Deployment by John F. Reintzell
- Peer Grant Reviewer for the Maryland Governor's Office of Crime Control and Prevention- Spring 2014 (School Bus Safety) (Domestic Violence Unit Program) (Spring 2013 (School Bus Safety), 2012 (Gun Violence Reduction Grant), August 2010, VOCA (Victims of Crime Act)
- Guest Panel Member at Dickinson Law School for Police Search and Seizure Forum- March 2010
- Member of the Homicide Research Working Group
- Member of the American Society of Criminology
- On-line Instructor for University of Phoenix for Introduction to Criminal Justice, Criminology, Criminal Law, Criminal Procedure, Interpersonal Communication