Susan W. McCampbell

Criminal justice practitioner, policymaker, and researcher, with extensive experience in corrections and criminal justice system leadership. Local government experience includes: four years of managing one of the nation's largest local jail systems and managing a full service urban sheriff's office. Experience as a Federal Court Special Master, Court Monitor, and expert witness in the area of correctional practices. Significant experience in: conducting and managing criminal justice and corrections operations, and workforce and leadership development.

Education

Bachelor of Arts, Political Science, School of Government and Public Administration, The American University, Washington, D. C.

Master of City and Regional Planning, School of Engineering and Architecture, The Catholic University of America, Washington, D. C.

Certified Jail Manager (CJM), The Jail Manager Certification Commission, American Jail Association, May 1998 – October 2002, May 6, 2013 award CJM, Life.

MBTI® Qualified, May 2004.

Professional Memberships

American Probation and Parole Association, Board of Directors (2012- 2014)
American Jail Association, Life Member
Texas Jail Association, Life Member

Professional Experience

President Center for Innovative Public Policies, Inc. (CIPP) and McCampbell and Associates, Inc. 1999 – Present

Founder and president of CIPP, a not-for-profit Florida corporation specializing in criminal justice, law enforcement, public education and public health related topics. Firm provides services private foundations and to state and local units of government. Ms. McCampbell is a faculty member of the National Jail Leadership Command Academy, Correctional Management Institute of Texas, Sam Houston State University.

McCampbell and Associates, Inc. provides expert litigative services for federal, state and local governments as well as the private bar. McCampbell and Associates has worked with the Department of Justice, Civil Rights Division, and the Department of Homeland Security, Office of Civil Rights and Liberties to conduct investigations, develop findings, and provide recommendations.

Initiatives of CIPP include:

- Project development and management for a large urban school district;
- Partnership with the National PREA Resource Center to provide training and technical assistance, as well as subject matter expertise;
- Curriculum development and training delivery to address staff sexual misconduct and responses to the Prison Rape Elimination Act for jails and law enforcement funded by both the U. S. Dept. of Justices Bureau of Justice Assistance and the National Institute of Corrections;
- Leadership development through production of books and articles, and provision of training, including lead faculty of the National Jail Leadership Command Academy.
- Development of www.leadingjails.com with BJA funding, along with development of the core competencies for jail administrators.
- Partner with the American Probation and Parole Association to develop and implement www.discovercorrections.com

- Improvement of public health through building bridges between law enforcement and public health entities; and
- Workforce initiatives for criminal justice to include managing the multi-generational workforce, improving recruitment, retention, succession planning and leadership development in criminal justice agencies.

Go to www.cipp.org for description of these and other initiatives.

Federal Court Monitor September 2013 – Present. Serves as the lead Court Monitor to oversee the Consent Judgment between the LaShawn Jones et. al. vs. Marlin Gusman. www.nolajailmonitors.org

Federal Court Monitor May 2013 – Present. Serves as the lead Court Monitor to oversee the settlement agreements between the U. S. Dept. of Justice v. Miami-Dade County.

Court Monitor February 2012 – Present. Serves as the lead Court Monitor to oversee a private settlement agreement involving the jail in Passaic County, New Jersey.

Federal Court Monitor May 2010 – January 2017. Served as a Court Monitor to oversee the settlement agreement between the U. S. and Cook County, Illinois and the Cook County Department of Corrections. Case dismissed by Federal Court pursuant to defendants achieving and maintaining substantial compliance with the provisions of the Agreed Order.

Special Master March 2006 – February 2012. Appointed by the Federal Court as Special Master in the matter of the United States of America v. Territory of the Virgin Islands addressing conditions of confinement in the Territory's prison and the jail on St. Croix.

Broward County, Florida, Sheriff's Office

Chief Deputy/ Acting Sheriff Broward County Sheriff's Office, Fort Lauderdale, Florida September 1997 - January 1998 - Named Chief Deputy/Acting Sheriff upon the death of Sheriff Ron Cochran. Responsible for the day-to-day operations of the 3,400 member Sheriff's Office including corrections, law enforcement, communications, criminal investigation and all special operational activities associated with a major urban full service Sheriff's office.

Director/Corrections January 1995 to September 1997, January 1998 - January 1999. Daily responsibility for the management of a large local jail system, including 1,600 employees, three jail facilities, 4,300 inmates, and an annual operating budget of $110 million. Agency received initial accreditation from the Commission on Accreditation for Corrections in January 1996, and reaccreditation in 1999. Programs and services including booking, inmate classification, programs for incarcerated inmates, adult boot camp, inmate work programs, community work programs, pre-trial services, inmate medical and mental health services.

Assistant Director/ Corrections August 1994 - January 1995 - Assistant Director/Community Corrections - supervised community corrections to include pre-trial services, work release, inmate community work programs, military-style offender boot camp and programs and services to county sentenced inmates. Responsible for the daily operation of a facility with an average daily population of 750.

Commissioner Criminal Justice Standards and Training Commission, Florida Department of Law Enforcement, State of Florida October 1995 – January 1999 - Appointed by Governor Lawton Chiles to the 19-member Commission that oversees the training and licensing for more than 70,000 law enforcement, correctional probation and corrections officers.

Assistant Sheriff Office of Sheriff, City of Alexandria, Virginia May 1983 - July 1994 - Directed inmate classification, mental health services, and alternatives to incarceration, work release, electronic monitoring, inmate programs, community volunteers, and the unit counselor program. Detention Center is a 343-bed direct supervision facility with an average daily population of 530.

May 1983 - January 1993 - Responsible for Administrative services Division, directed all administrative duties including personnel related activities (recruitment, testing, hiring, training, training officer program), budget and fiscal management, fleet management, public information, planning and research, inmate accounts and canteen, and policy and procedure development and implementation.

Program Director Police Executive Research Forum, Washington, D. C. October 1981 - May 1983 – Program Director for PERF's participation in standards development and implementation for the national law enforcement accreditation project. Responsibilities included research to develop standards, drafting of policies and procedures relating to the accreditation process, liaison with staff and members of the Commission on Accreditation for Law Enforcement Agencies, Inc.

Director/Public Safety Northern Virginia Planning District Commission, Annandale, Virginia August 1973 – October 1981- Public Safety Division Director - responsible for conducting all tasks associated with the Commission's regional public safety program, including staffing the Northern Virginia Criminal Justice Advisory Council and its subcommittees, primary staff support to the Northern Virginia Chiefs of Police Commission, and the Northern Virginia Sheriffs' Association.

Research Assistant Brookings Institution, Washington, and D. C. August 1971 - September 1972 – Research Assistant assigned to a project to develop evaluation criteria for projects funded by the Law Enforcement Assistance Administration, U. S. Department of Justice.

Selected Publications

Jeanne B. Stinchcomb and Susan W. McCampbell, Resource Guide for Newly Appointed Warden, Second Edition, 2017, U. S. Department of Justice, National Institute of Corrections
http://www.cipp.org/uploads/3/7/5/7/37578255/nicresourceguide2017.pdf

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http://www.cipp.org/uploads/3/7/5/7/37578255/15_manage_labor_relations.pdf

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Susan W. McCampbell and Malik Muhammad, "Core Competencies and Jail Leadership: Critical Thinking: Solving the Real Problem," *American Jails*, May/June 2017, page 45,
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Susan W. McCampbell, "Core Competencies and Jail Leadership: The Physical Plant and Infrastructure: the Jail Leader's Responsibilities," *American Jail,* September/October 2016, page 41, http://www.cipp.org/uploads/3/7/5/7/37578255/20_physical_plant.pdf

Susan W. McCampbell, "Core Competencies and Jail Leadership: Organizational Accountability: The Real Breakfast of Champions," *American Jails*, July/August 2016, page 35, https://cipp.weebly.com/uploads/3/7/5/7/37578255/2_organizational_accountability.pdf

Susan W. McCampbell, "Core Competencies and Jail Leadership: Time Management is Managing Yourself," *American Jails*, Volume XXIX Number 2, May/June 2016, page 35, http://www.cipp.org/uploads/3/7/5/7/37578255/17_time_management.pdf

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Susan W. McCampbell
1880 Crestview Way, Naples, Florida 34119
Email: susanmccampbell@cipp.org
Web: www.cipp.org
Telephone (954) 856-7913

Updated 3 10 18