

Margaret A. (“Penny”) Fischer

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FORMAL EDUCATION

Michigan State University, East Lansing, Michigan

Ph.D.-Doctor of Philosophy degree in Criminal Justice, August 2013

Dissertation topic: The Impact of Police Stress based on Race, Gender and Sexuality.

Thomas M. Cooley Law School, Lansing, Michigan

J.D.-Juris Doctorate, May 1995

Member and Managing Associate of Law Review and Book Award recipient for Trial Workshop

Graduated Cum Laude

Michigan State University, East Lansing, Michigan

M.S.-Master of Science degree in Criminal Justice with emphasis in Public

Administration, December 1992

Graduated with Honors

Grand Valley State University, Allendale, Michigan

B.S.-Bachelor of Science degree in Criminal Justice, December 1981

Graduated Magna Cum Laude

ADDITIONAL TRAINING

Emergency Management Institute, Emmitsburg, Maryland

Train-the-Trainer courses for All-Hazards Incident Management Teams

(AHIMT):

Planning Section Chief-PSC (January 2011)

Liaison Officer-LOFR (June 2011)

All Hazards Incident Management Teams (AHIMT), Lansing, Michigan

Public Information Officer-PIO (December 2010)

Liaison Officer-LOFR (April 2011)

Federal Bureau of Investigation-National Academy, Quantico, Virginia

233rd National Academy, June 6, 2008

Office of Domestic Preparedness, Center for Domestic Preparedness

Trainer Certification Program for Weapons of Mass Destruction

First Responder Training Course

Anniston, Alabama, November and December 2004
Training Program Instructor and Facilitator
Leading from the Front: Executive Planning for WMD
East Lansing, Michigan, February 2005

Michigan State Police
Professional Emergency Management Course, Lansing, Michigan
Training in Emergency Management
Completion certificate, July 2004

Grant Writing Seminar, The Foundation Center, East Lansing, Michigan
Training in writing proposals for grants, March 2001.

Dale Carnegie Course in Effective Speaking and Human Relations, East Lansing, Michigan
Training in public speaking and completed course with four achievement awards and 100% attendance, December 1991

Grand Valley State University Police Academy, Allendale, Michigan
Graduated Valedictorian, December 1981.

Miscellaneous

More than 200 courses attended on Incident Command System-Instructor, management techniques, supervision styles, leadership and related topics.

EMPLOYMENT HISTORY

Michigan State University Department of Police and Public Safety (1987 to present). Michigan State University is located east of Lansing, Michigan serving a population of over 50,000 people. This department offers police services through the use of 70 sworn and approximately 25 civilian positions. The department uses community based policing to specialize officers in several targeted areas of this diverse and global community. This department is progressive and proactive in its policing philosophy.

Police Captain. Promoted to Inspector September 1, 2011 after serving as second in command of the division since June 2007. On March 27, 2013, promoted to Captain. Currently lead the Emergency Management and Special Events Division for employees working on Special Events and Emergency Planning, Event Security, Art Museum Security, Facility for Rare Isotope Beams Homeland Security Officer, College of Human Medicine-Secchia Center Security Manager, and Response and Recovery. Command the Emergency Operations Center for extended response and recovery from disasters. Trained as an instructor in the All-Hazard Incident Management Team-Planning Section Chief and Liaison Officer. Currently Secretary on Michigan's AHIMT Consortium developing protocols for deployment of state/federal Type III AHIMT in Michigan. Also serving as committee chairperson for creation of federal Type IV AHIMT in the Tri-County area (Ingham, Eaton and Clinton counties). Serve as

Deputy Emergency Program Manager for Ingham County's Emergency Operations Center. Provide instruction to command level officers, firefighters, and civilian personnel in national protocols for Incident Command Systems Level 300 and 400 training. Continue as a contributing author to two professional police publications on Constitutional Law and Liability Issues and working on several research activities within the School of Criminal Justice to measure police stress.

Police First Lieutenant. Promoted in June 2007 after serving as a Second Lieutenant since January 2000. Was assigned as second-in-command within the Emergency Management and Special Events Division since 2005 and completed duties associated with the position outlined above. Serving as co-chair of the Region One Homeland Security Planning Board (ROHSPB) Incident Management Workgroup. Also, assigned as Liaison Member to the ROHSPB that allowed Michigan State University to successfully obtain over \$1 million from Department of Homeland Security grant-funding. Led the Boldness by Design-Emergency Planning initiative developed by the President and Vice President for Finance and Operations and finalized a comprehensive Emergency Operations Plan for the university. Active in mentoring unit personnel to aid in succession planning and sought grant money from a variety of sources over the last ten years that has provided the university over \$3 million.

Police Second Lieutenant. Formerly worked as the Professional Standards Officer completing Internal Investigations, Training, and grant-writing functions. Previous experience as a Police Academy Coordinator, policy and procedure reviewer, and administration of P.A. 302 funds. Also experience as a Platoon Commander of 15 command staff and line officers that created innovative strategies to address emerging issues and crime trends. Developed an in-service workshop for employees on diversity utilizing various student leaders from among the ethnic and racial minority community to network with our department. Created and served as coordinator for the department's Mentor Program. Developed and teach a course on mentoring for those who wish to participate and served on a Design Implementation Committee for a University Wide Initiative on Mentoring. Supervised the Field Training Unit for training newly hired officers through the use of eleven trained Field Training Officers. Designed the annual in-service training for Field Training Officers and revised the department's performance evaluation manual. Developed a comprehensive internal assessment center for police promotions completing a process including a written examination, supervisory evaluations, oral board and practical examination.

Police Sergeant. Promoted August 1997. Assigned as an Assistant Platoon Commander for five sworn officers. Additional assignment as a sector supervisor of four officers to work on problem solving in a targeted community policing area. Previous assignment supervising multi-jurisdictional narcotics team and developed a database to track all information for this position. Created and implemented a Diversity Awareness workshop for department members in the Annual Retreat by using community leaders to instruct in diversity topics.

Assigned to supervise the Bicycle Team and worked on upgrading equipment and numbers of officers assigned from three to eight.

Community Policing Officer. Assigned in May 1996. Delivered police services to a targeted geographic area and utilized community resources to problem solve issues. Also participated in presentations, education, and outreach to other campus units. Designed a strategy to reduce bicycle larceny crime in a concentrated area and was successful in reducing it over 60% in the first year of implementation utilizing multiple police and community based techniques. Was recognized in a national community policing publication for this effort. Trained as a bicycle unit officer.

Public Safety Officer. Appointed in September 1987. Initial assignment as a patrol officer with experience in the Detective Bureau as an investigator and Court Liaison Officer. Later assigned as an undercover officer in a multi-jurisdictional narcotics unit being developed. Created a searchable database on problem areas and persons for intelligence gathering purposes.

Practicing Attorney, State of Michigan (1995 to present). Admitted to the State Bar of Michigan November 1995. Providing consulting services to municipal agencies on Labor Law. Conducted numerous training sessions on legal topics including: Sexual Harassment, Discipline and Discharge, Constitutional Law, Criminal Law and Procedures, Employee Interviews, Liability Issues, and Traffic Law. Sole practitioner in practice established in 1996 (Margaret A. Fischer, Attorney at Law).

Grandville Police Department (1984-1987). Grandville is a small, mostly residential area, located in the suburbs of Grand Rapids, Michigan. It has 17 sworn officers that provide police services to its community utilizing traditional policing methods.

Patrol Officer. Appointed March 1984. Assigned to the patrol division and performed standard police services to the community. No additional assignments were performed.

Grand Valley State University Safety and Security Department (1982-1984).

Safety and Security Officer. Appointed March 1992. Worked as a patrol officer with experience serving a diverse student, faculty and staff population in police and safety matters. Assigned as an Assistant Coordinator to the Grand Valley State University Police Academy in 1993.

Coopersville Police Department (1981-1982). Appointed as a part time patrol officer in a small, rural city of less than 5,000 people to provide police services.

OTHER PROFESSIONAL AFFILIATIONS AND EXPERIENCE

FBI-National Academy Associates (2008 to present). A member of this organization upon completion of the FBI's National Academy for Police Leadership in June 2008. Extensive training in executive management and leadership for a police organization. Achieved the Yellow Brick Road award for fitness and completed the program earning a 4.0 G.P.A. in all courses completed.

National Association of Women Law Enforcement Executives (1999 to present). Joined this organization devoted to enhancing the role of women in law enforcement and assisting those seeking administrative and executive roles. Served as the National Mentor Program Coordinator from 2001-04 to develop and implement a mentoring program for its members. Also serve as a trainer in Mentoring for Police Organizations within its in-service training curriculum at the Annual Conference in Seattle, Washington in 2002, Tempe, Arizona in 2003, and Washington, D.C. in 2004. Former elected as National Treasurer (2005-2012) facilitating a \$100,000 budget.

Michigan State University Anti-Discrimination Judicial Board (2000-2008). Appointed by the Vice President for Finance and Operations to serve on a judicial panel representing various units on campus. Serve on appointed judicial boards that review issues of discrimination and harassment by reviewing documentation, testimony presented and using the relevant laws, procedures and policies render written decisions.

Michigan State University Women's Advisory Committee to the Vice President for Finance and Operations (WACFO) (1999 to 2004). Appointed to the committee (elected Chairperson in 2000-01 and 2001-02) to serve as an advisory committee to the Vice President for Finance and Operations on issues of concern for women support staff. Worked on issues concerning evacuation/safety planning, benefits, training and professional development and diversity. Created a new brochure and methodology for recruiting more diverse members to apply for appointment. Worked on implementing mentoring programs at the support staff level with over 5,000 full time employees in a variety of functions. Directed review of existing parking patterns and safety evacuation plans for their impact to women.

Lansing Community College, Lansing, Michigan (1988-2000). Instructor for the college in Criminal Justice topics and also served as instructor in their Mid-Michigan Police Academy on legal issues. Experience developing instructional curricula material and utilized different teaching methodology for a diverse student population.

Other professional associations:

State Bar of Michigan

American Society of Criminal Justice Professionals

**Michigan State University Administrative-Professional Association
National Association of Women Law Enforcement Executives
Association of Criminal Justices Scholars**

ADDITIONAL REFERENCES AVAILABLE UPON REQUEST