

# BARRY M. THOMAS

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*Secret Federal Security Clearance valid through March 23, 2021*  
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## Areas of Expertise

<b>FBI National Academy Graduate + Domestic/International Law Enforcement Liaison</b>	<b>Senior Lecturer &amp; Author</b>	<b>Executive Leadership + Collaborative Relationships</b>
<b>Exceptional Oral &amp; Written Communication Skills</b>	<b>Strategic/Operational + Law Enforcement Executive</b>	<b>Teaching Experience in Academia &amp; Industry</b>

## Education

Ph.D. Sociology, Iowa State University – Ames, IA	(Anticipated)	2021
Master of Criminal Justice, Boston University – Boston, MA		2005
FBI National Academy, 223rd Session – Quantico, VA		2005
Bachelor of Liberal Studies, Iowa State University – Ames, IA		2003
State of Iowa Peace Officer Certification – Johnston, IA		1992

## Awards

Preparing Future Faculty Program, Iowa State University	2019
Livio A. Beccaccio Award, FBINAA for Exemplary Character and Valor	2008
State of Iowa Sullivan Brothers Award of Valor	2008
Story County Sheriff's Office Commendation for Bravery	2008
Board Member of the Year, ACCESS Shelter	2006
Story County Sheriff's Office Commendation for Exemplary Leadership	2005

## Academic & Professional Instructor / Invited Keynote Presenter

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State of Iowa – Certified Instruction of Reserve Officers *with over 20 participants annually from multiple law enforcement jurisdictions*

Annual presentations to a 12-week Story County Sheriff's Office Citizen's Academy *attended by 20 participants in courses on ethics, wellness, media relations and internal affairs*

Guest lecturer covering various law enforcement topics *on over ten occasions for Des Moines Area Community College and Iowa State University Professors*

Conducted in excess of 30 keynote presentations to FBINAA U.S. Domestic Chapters *ranging from 80 to 1,200 attendees regarding Officer Safety and Wellness and other law enforcement topics:*

- FBI National Academy Associates, Honolulu 2016
- FBI National Academy Associates, Morocco 2016
- FBI National Academy Associates, Chile 2016
- FBI National Academy Associates, Mauritius 2015
- FBI National Academy Associates, Jordan 2014
- FBI National Academy Associates, Cape Verde 2012

Executive oversight of required and developmental training *for entire Story County Sheriff's Office staff*

Developed first formal Field Training Program *for the Story County Sheriff's Office* 1993

## Publications and Professional Research

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Contributor, *Police Suicide; Is Police Culture Killing Our Officers*, Ronald A. Rufo, 2016

Author, "Association Perspective" Magazine article published in the May/June 2016 Volume 18, Number 3 FBI National Academy Associates Magazine

Author, "Association Perspective" Magazine article published in the March/April 2016 Volume 18, Number 2 FBI National Academy Associates Magazine

Author, "Association Perspective" Magazine article published in the January/February 2016 Volume 18, Number 1 FBI National Academy Associates Magazine

Author, "Association Perspective" Magazine article published in the November/December 2015 Volume 17, Number 6 *FBI National Academy Associates Magazine*

Foreword for the book *The Price They Pay*, authors Karen Solomon, Jeffrey McGill, 2015

Author, "Don't Suffer in Silence"; article published in the July/August 2014 *TMPA In-Service Magazine* <http://www.tmpa.org/news-article/dont-suffer-silence-safe-call-now/>

Author, "Don't Suffer in Silence"; article published in *Washington Council of Police and Sheriffs Shield & Star* Winter 2015 issue:

<http://wacops.org/Magazine/2015%20Magazine.pdf>

Author, "Working Together to Protect Our Own" Magazine article published in the March/April 2009 Volume 11, Number 2 *FBI National Academy Associate Magazine*

Researched and produced "[Addressing Substance Abuse in the Public Safety Population](#)", 2015, published by *Safe Call Now*

## Professional Academic Experience – Iowa State University (Ames, IA) 2017 – Present

*Lecturer / Teaching Assistant / Ph.D. Student – Sociology Department*

- **Course Development**

- CJ ST 351, *Police and Society* **2017 – Present**
  - Adopted course textbook and related material
  - Used both Blackboard and Canvas learning management systems as support software for online content and course management
  - Developed course objectives, syllabus, schedule, and assignments
- Soc 241, *Youth and Crime* **2019**
  - Revised course for online learning environment
  - Used both Blackboard and Canvas learning management systems as support software for online content and course management
  - Developed course objectives, syllabus, schedule, and assignments

- **Teaching**

- CJ ST 351, *Police and Society* **2017 - Present**
  - Solo instructor for 40 – 60 students each semester
  - Bring perspective of 27+ year career professional to the classroom
  - Coordinate guest speakers who bring practitioner experience to students
- Soc 241, *Youth and Crime* **2019**
  - Bring perspective of 27+ year career professional to the classroom
  - Coordinate guest speakers who bring practitioner experience to students

## Employment – Des Moines Area Community College (Ames, IA)

**2020 – Present**

### *Criminal Justice Instructor*

*2020 – Present*

Ames, IA – Criminal Justice Career Academy

- **Full-Time Faculty Member**

- Providing competency-based, quality instruction in accordance with stated philosophy and objectives of the Des Moines Area Community College in classroom, lab, and clinical settings.
- Provide instruction to students as the full-time instructor of record for the following classes:
  - Introduction to Criminal Justice
  - Survey of Criminal Justice Agencies
  - Criminology
  - Juvenile Delinquency
  - Other courses as assigned

## Employment – Story County Sheriff's Office (Nevada, IA)

**1992 – 2019**

### *Chief Deputy Sheriff / Captain*

*2007 – 2019*

Nevada, IA - Direct report to the Story County Sheriff

- **Executive Administration**

- Led a staff of 194, including sworn deputies, professional employees, reserve deputies, and volunteers serving 91,600 citizens of Story County, IA
  - Managed 30 sworn law enforcement officers; 56 professional support comprised of detention officers, telecommunications and clerical staff; 10 Reserve Deputies and 100+ volunteers
  - Oversaw patrol and investigative units responsible for proactive and reactive law enforcement services
  - Oversaw memorandums of understanding with more than 20 police chiefs, sheriffs, and other state and federal law enforcement agencies
  - Commanded sheriff's office in absence of the Sheriff
- Executive oversight in collaboration with four Division Commanders (Field Services, Support Services, Telecommunications, and Jail)
  - Improved operational field efficiencies and effectiveness contributing to a 24% reduction in crime as well as an 86% increase in arrests
  - Oversaw Support Services volunteers resulting in excess of 51,000 hours of community volunteer engagement; resource cost savings of three full-time employees annually
  - Oversaw jail operations. Jail had capacity of 94 inmates, averaged daily housing of 70 inmates with zero escapes and zero court ordered oversight; Established mental health programs contributing to an approximate 20% decrease in daily population
  - Led the implementation of a Computer Aided Dispatch system in 2012
  - Championed 82% reduction in overtime costs in Telecommunications Division from 2014 to 2015

- **Operational Command**

- Designed, developed, implemented and conducted ongoing compliance review of over 300 administrative and operational policies and procedures
  - Participated in over 20 internal and external law enforcement promotional assessments
  - Conducted approximately one internal affairs investigation annually; resulting in progressive discipline when applicable, up to and including termination of employment
- Developed and led autonomous decision-making and strict notification procedures for escalating events
- Reviewed daily security and threat notifications to assess for local, national and international impact and perspective
- Enacted risk mitigation through data review and identification of high-risk practices and business vulnerabilities
  - Provided multiple community presentations as a crime prevention mechanism to prevent victimization
  - Received and reviewed only four employee grievances between 2006 – 2016; reflection of positive organizational culture

- **Crisis Management**

- NIMS certified at ICS 100, 200, 300, 400, 700, 775 and 800
- Incident Commander for more than 50 events during career to include annual pre-planning for VEISHEA and potential celebration riots on Iowa State University campus (Ames, IA) as well as for drownings in various Central Iowa bodies of water

- **Liaison – Regional / National / International**

- Represented sheriff's office at events for public, community organizations, media, and other law enforcement functions
- Operated as the Public Information Officer (PIO)
- Led and networked with over 17,000 FBI National Academy Associates (FBINAA) domestic and international members
- Acted as primary liaison with all local, state and federal jurisdictions throughout Story County and the State of Iowa
- Member of the FBI's Joint Terrorism Task Force
- Participated in face-to-face meetings with the Director of the FBI on various law enforcement issues

- **Budget & Compliance Oversight / Audits**
  - Executive member of sheriff's office budget committee
  - Oversaw \$8.2 million budget related to services, supplies and personnel costs while championed effective budget management resulting in over \$750,000 in unused funds returned to Story County for allocation elsewhere
  - Managed approximately \$100,000 in annual federal grant funds
- **Public Safety / Facility Security**
  - Developed policies for the public and employees of Story County for active shooter, shelter in place and evacuations of all county facilities
  - Oversaw 6-12 field exercises each year conducted by immediate staff involving six other law enforcement agencies, including 2015 *Missing Child Table Top and Field Exercise* involving law enforcement, search and rescue, medical as well as public and private sector agencies; Portions of the Story County response model being adopted by State of Iowa
  - Led security detail for two public buildings located within Story County

***Deputy Sheriff/Patrol Sergeant***

***1992 – 2007***

Nevada, IA - Direct report to Field Services Lieutenant

- **Patrol Sergeant**
  - Supervised 18 Patrol Deputies
  - Commanded multi-jurisdictional Emergency Response Team (commonly known as S.W.A.T) comprised of 12 sworn law enforcement officers from two law enforcement agencies and a hospital
  - Designed, developed, implemented, and supervised the Field Training Program with two annual trainees
  - Created the Story County Sheriff's Office Community Policing Model in 2004
    - Mandatory for each deputy to "bid" for a contract town in which they would "community police"
    - Each deputy worked with the city leaders of their assigned town to identify two problems and work towards solutions; problems had to be historically captured in written form and submitted to each deputy's Sergeant for review
- **Deputy Sheriff**
  - Performed law enforcement, civil process service and crime prevention duties in nine contracted communities
  - Maintained inmate behavior, ensured jail safety
  - Served on the Story County Sheriff's Office dive team for five years (1995 – 2000); underwater recovery of drowning victims and evidence

## Professional Memberships

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***Member, FBI National Academy Associates (FBINAA) 2005 – Present***

***FBINAA International Executive Board Member***

- Immediate Past President 2016 – 2017
- President 2015 – 2016
- Committee Chair:
  - Community Engagement 2016 – 2017
  - Officer Safety and Wellness 2013 – 2017
  - Youth Leadership Program 2013 – 2014
  - Finance 2010 – 2013
- FBINAA Iowa Chapter Secretary/Treasurer 2006 – 2008

***Member, International Association of Chiefs of Police (IACP) 2009 – Present***

***Member, FBI Law Enforcement Executive Development Association 2007 – Present***

***Member, National Sheriff's Association 1992 – Present***

***Member, Iowa Sheriff's and Deputies' Association 1992 – Present***

## Volunteer Service / Community Service

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Guardian Alliance Technology (CA) – Advisory Board Member 2017 – Present

Concerns of Police Survivors Nationwide Capital Campaign Committee Member 2016 – 2017

Executive Director and Chair of the Board of Directors, Safe Call Now, (WA) 2013 – 2015

Led team establishing non-profit Central Iowa Emergency Services Chaplaincy 2012

- <http://www.centraliowachaplains.org>
- Still in operation serving several counties in Central Iowa

Raised \$24K+ for several charities running marathons 2011 – 2017

Member, Board of Directors, Assault Care Center Extending Shelter and Support 2005 – 2007

- Provided guidance for shelter rendering services in Central Iowa
- Chair and Board Member of the Year 2006

Established a local Crime Stoppers program 2009

At Large Member, Board of Directors, Iowa Crime Prevention Association 2005 – 2009

## Technical Experience

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**Educational Learning Management Systems**

- Canvas
- Blackboard

R Statistical Software

R Studio Statistical Software

R Commander Statistical Software

Microsoft Suite