

## EVELYN S. CAHALEN, MS

Innovative, proactive, solution-oriented law enforcement professional with over 25 years of experience in a major law enforcement organization of over 1600 employees. Recognized communicator, facilitator, and manager, with excellent presentation and interpersonal skills. Extensive experience in police accountability and internal investigations and developing collaborative community partnerships with law enforcement through Community Policing and problem-solving techniques. Extensive skills in public speaking, curriculum development, and training, and highly skilled in energizing and motivating individuals and groups. Outstanding leader with a fair-minded attitude and reputation for honesty, loyalty and integrity. Specialized training includes:

- Law enforcement executive development
- Internal investigations and oversight
- Law enforcement ethics
- Risk Management
- Community policing
- Public speaking
- Media relations and public information
- State and Local Anti-Terrorism training
- School vulnerability assessment
- Strategic Planning
- Performance Evaluation
- Terrorism detection
- Residential and commercial crime prevention
- Crime Prevention Through Environmental Design (CPTED) certified
- Curriculum development
- School safety and active shooter
- The Pennsylvania State University Instructor Certification
- Organizational Development
- International Anti-Terrorism
- US Department of State Instructor Certification
- Domestic Violence

### ***EDUCATION***

Johns Hopkins University, Baltimore, Maryland  
Master of Science in Management, Police Executive Leadership Program

The American University, Washington DC  
Bachelor of Science, Administration of Justice

### ***PROFESSIONAL EXPERIENCE***

#### **Contractor/Trainer, United States Department of State, Anti-Terrorism Assistance**

- ◆ ***Facilitate*** international police/media relations training to law enforcement organizations world-wide
- ◆ ***Facilitate*** international leadership development training to assist law enforcement executives in combating terrorism
- ◆ ***Facilitate*** the Trainer-of-Trainers program on police media relations to National Police Force police executives
- ◆ ***Develop*** curriculum for executive-level law enforcement training related to strategies for combating terrorism through strategic planning
- ◆ ***Coordinate*** resources with United States Embassy personnel, foreign dignitaries and National Police Force executives to ensure a professional learning environment and attainment of learning objectives

#### **Office of Community Oriented Policing Services, United States Department of Justice**

- ◆ Subject Matter Expert conducting peer review and edits of Community Policing Problem-Oriented Policing (POP) Guides prior to final publication and release

- ◆ Subject Matter Expert performing peer review for grant applications related to Community Policing Development programs

**Independent Contractor/Facilitator, The Pennsylvania State University, JASI**

- ◆ *Facilitate* executive development law enforcement training for senior law enforcement professionals to include organizational development and change management, field training and evaluation, first-line supervision, leadership and management skills, strategic planning, performance evaluation, liability/risk management, police ethics, and internal investigations
- ◆ *Facilitate* media relations training to all levels of law enforcement with a focus on command level preparation and presentation in crisis management situations
- ◆ *Curriculum development* for specific training courses to include managing police conduct, risk management, police/media relations, advanced leadership and police liability

**Consultant/Trainer, Community Safety Institute, Dallas, TX**

- ◆ *Facilitate* school safety training to administration and staff to include emergency preparedness and active-shooter preparedness at primary, secondary and post-secondary institutions
- ◆ *Conduct* vulnerability assessments of school physical plant
- ◆ *Perform* organizational assessments to improve administrative and operational standards and policies
- ◆ *Curriculum development* for police/media relations training

**Consultant, National Sheriffs' Association, Alexandria, VA**

- ◆ *Facilitate* nation-wide training on Neighborhood Watch program and related community policing and community relations topics
- ◆ *Provide* training in building and sustaining community partnerships between police and community stakeholders

**District Commander, Field Services Bureau, Montgomery County, Maryland, Department of Police**

- ◆ *Managed* daily operations of a patrol district consisting of 100 sworn and 20 non-sworn employees
- ◆ *Analyzed* crime analysis reports and police activity for deployment of resources to address crime trends
- ◆ *Developed* long and short-term strategic goals and objectives to optimize service delivery
- ◆ *Facilitated* community partnerships with schools, citizens, and other government organizations
- ◆ *Prepared* statistical and narrative reports for the Chief of Police and outside agencies on crime and traffic issues within the district
- ◆ *Prepared* annual district budget with a focus on strategic budgeting to conserve resources while maintaining effective and efficient service delivery
- ◆ *Conducted* performance reviews and counseling sessions on personnel assigned to the district
- ◆ *Investigated* complaints of misconduct against sworn and non-sworn staff members
- ◆ *Coordinated* joint operations between Montgomery County Police and other law enforcement or regulatory agencies to address identified public safety problems
- ◆ *Coordinated* preparation of district's Operating and Capital Improvement budget and managed expenditures throughout fiscal year
- ◆ *Collaborated* with community groups, organizations, and members to develop community policing projects to address public safety issues related to crime and traffic enforcement, as well as community response plans for potential terrorist threats

**Consultant, United States Department of State, Romania**

- ◆ *Conducted needs assessment and evaluation* of the Romanian National Police force, country of Romania

- ◆ *Reviewed* law enforcement training curriculum to ensure compliance with European Union standards
- ◆ *Assessed* Internal Affairs complaint process to ensure standardization and accessibility to community
- ◆ *Assisted in establishing* fair practices both internally and externally in complaint handling process
- ◆ *Assessed* marketing strategies and public relations policies and practices
- ◆ *Assisted in developing* community partnerships through policy review of community policing strategies

**Consultant, Frazier Group LLC, Major Cities Chief’s Association**

- ◆ *Program development and facilitation* of criminal justice-related projects to include anti-terrorism training, and leadership and management training for police officers and executives
- ◆ *Organized and developed “white paper”* related to law enforcement/media relations and use of social media to develop transparent communication channels between law enforcement and community

**Consultant, International Association of Chiefs of Police**

- ◆ *Curriculum development and training facilitation* on establishing a Juvenile Operations division in law enforcement agencies
- ◆ *Invited to attend and review* Offender Reentry policy and programs as developed by IACP staff
- ◆ *Invited to attend conference and make recommendations* on IACP’s national “Leadership in Police Organizations” training in Washington, DC

**Director, Family Crimes Division, Captain, Montgomery County Department of Police**

- ◆ *Managed* the day-to-day operations of the Family Crimes Division, including oversight of investigations relating to child physical and sexual abuse, internet crimes against children, pedophiles, domestic violence, and adult abuse especially related to caregiver abuse
- ◆ *Reviewed* all investigative documentation related to case files
- ◆ *Participated* in Multi-Disciplinary Review Panels for the successful coordination and prosecution of child-victim crimes
- ◆ *Oversight and participation* in the development of the Juvenile Assessment Center
- ◆ *Appointed* as Board member of the non-profit Collaboration Council for Children, Youth and Families and participated in the recommendation process for budgetary and social service needs of youth and families in Montgomery County
- ◆ *Responsible* for the annual Operating and Capital Improvement budget of the Division

**Adjunct Instructor, Montgomery Community College, Montgomery County, Maryland**

- ◆ *Facilitated instruction* of Criminal Justice course curriculum to college students
- ◆ *Presented* basic level Criminal Justice curriculum instruction
- ◆ *Developed* test materials based on course curriculum
- ◆ *Assigned and reviewed* research papers
- ◆ *Worked with* school faculty in Criminal Justice arena developing additional curriculum based on current issues in the field

**Director, Internal Affairs Division, Captain, Montgomery County Department of Police**

- ◆ *Managed* the day-to-day operations of the Internal Affairs Division, including oversight and review of internal administrative investigations; *liaison* between the department, internal and external customers, and police Union.
- ◆ *Reorganized* operational structure of division.
- ◆ *Oversight* of the United States Department of Justice review of matters related to Internal Investigative process of the police department.
- ◆ *Initiated, created and managed* the development and implementation of a database to track administrative investigations.

- ◆ *Trained* and *educated* the department and the community on the complaint process; *delivered* presentations before the County Executive, County Council, Citizen's Academy, Police/Community Liaison Committees
- ◆ *Developed protocol* for internal investigative process to include development of an Administrative Investigative manual for departmental management staff.
- ◆ *Conducted staff inspections* in order to ensure compliance with United States Department of Justice standards under Memorandum of Agreement
- ◆ *Responsible* for the Operating and Capital Improvement budget of the Division

***ADVISORY BOARDS, COMMISSIONS AND COMMITTEES***

- ◆ Flathead County Sheriff's Department Advisory Board
- ◆ Advisor on Police Misconduct to the Montgomery County, Maryland Council Public Safety Committee
- ◆ Advisor to the Mid-Atlantic Regional Community Policing Institute Regional Internal Affairs Forum
- ◆ Montgomery County Collaboration Council on Children, Youth and Families
- ◆ Former Chair, Youth Strategies Consolidated Grant Committee, Collaboration Council on Children, Youth and Families
- ◆ Former Chair, Gang Workgroup, Collaboration Council on Children, Youth and Families
- ◆ Advisory Board to develop the Juvenile Assessment Center in Montgomery County, Maryland
- ◆ Multi-Disciplinary Review Board to review child abuse cases requiring special attention
- ◆ Former Chair, Commander's Citizens' Advisory Board, Germantown, Maryland
- ◆ Juvenile Drug Court Steering Committee, Montgomery County, Maryland

***PROFESSIONAL AFFILIATIONS***

\*President, Flathead County Republican Women

\*2<sup>nd</sup> Vice President, MT Federation of Republican Women

\*Flathead County Republican Central Committee, Precinct 1 Committeewoman