Curriculum Vitae (abridged)

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# *Education and Training*

M.A., Professional Development (2019)

*Amberton University*

Learning to Teach Online (2019)

*The University of New South Wales-Sydney*

School of Police Staff and Command Course (2015)

*Northwestern University, Center for Public Safety*

Topics: Planning and policies, media relations, organizational behavior, budgeting and resource allocation, human resources, contemporary policing.

Advancing Accountability for Contract/Grant Management: Contract Manager for under $100,000 (2015)

*Florida Division of Accounting and Auditing/Department of Financial Services*

Leadership in Police Organizations (2011)

*International Association of Chiefs of Police*

B.A., Social Science Interdisciplinary (1993)

*University of West Florida*

Law Enforcement Officer

86th Recruit Class (1991)

*Florida Highway Patrol Academy*

# *Professional Experience*

# Kolins Security Group

Philadelphia, PA

**Vice President of Florida Crime Prevention** (February 2024 – Present)

Oversee and conduct assessments that comply with CPTED principles outlined in HB 837. Develop crime prevention strategies in collaboration with stakeholders. Oversee resource allocation to support effective crime prevention initiatives and evaluate program effectiveness.

# Professional Affiliations

ASIS International

NCIP

# OVID Solutions

Crawfordville, FL

**Project Analyst III** (January 8, 2024 – present)

Synthesize and analyzes data to identify grant opportunities tailored to client-specific needs, culminating in a comprehensive grant funding matrix. Develop and maintain an intricate grant database for tracking ongoing, developed, and successfully acquired grants. Spearhead the creation of training materials to enhance team proficiency and grant management effectiveness.

# Office of the Attorney General

Tallahassee, FL

**Research and Training Specialist** (07/08/2022 – 12/21/23)

Conducted research, developed, and implemented criminal justice educational programs with primary emphasis on training to advance the delivery of services to specialized program areas throughout the state. Developed and monitored training budgets, course close-outs, evaluation process and prepares travel reimbursements. Researched new technology and how it could be incorporated into programs to improve efficiency and productivity.

**Certificates**

Florida Crime Prevention Through Environmental Design Practitioner Designation, (FCP) (2023)

*Office of the Attorney General*

*Bureau of Criminal Justice Programs*

Victim Services Practitioner Designation, (VSPD) (2022)

*Office of the Attorney General*

*Bureau of Criminal Justice Programs*

Florida Crime Prevention Practitioner Designation, (FCPP) (2023)

*Office of the Attorney General*

*Bureau of Criminal Justice Programs*

**Retired** (9/1/2020 – 7/7/2022)

# Florida Highway Patrol (FHP)

# Florida Department of Highway Safety and Motor Vehicles (DHSMV)

Tallahassee, Florida

**Academy Director, Major** (promoted 3/11/2016-8/31/2020)

(*SES, full time, salary based*)

**Retired** (promoted to Chief)

Led Florida Highway Patrol recruitment and training programs, including background, selection, recruit training programs, academy social media platforms and statewide professional development. Led institutional accreditation process (accredited by Commission for Accreditation of Law Enforcement Agencies, Inc.). Responsible for program quality and excellence for recruits, troopers, and other stakeholder groups to develop and support professional, ethical, and well-trained law enforcement officers. Responsibilities included:

* Research and develop new training based on current events affecting public safety.
* Design and implement effective communication for proactive partnerships with government and non-governmental organizations to increase public safety training.
* Implement innovative recruitment and selection efforts to maximize qualified and diverse applicant pool.
* Supervise academy instructors’ professional development to maintain currency on professional knowledge of trends and best practices in law enforcement and training.
* Managed non-sworn personnel to ensure customer service needs are being met.
* Expand online training of non-high liability training needs opportunities.
* Oversee compliance with CJSTC rules, state laws and F.A.C. for various auditing.
* Oversee Academy’s budget for equipment, lodging, dining, and travel services.
* Design strategic plans for the expansion of service delivery.
* Prepare recommendations for legislative budget items for agency needs.
* Create a mentorship program for succession planning.
* Oversee background investigation and selection members statewide.
* Board member on external organizations, such as State and Provincial Police Academy Directors (SPPADS), CJSTC Training Center Directors, Region XV.
* Advise and recommend future planning and messaging to executive management teams.
* Personnel Selection process for sworn and nonsworn employees.

**Captain** (promoted 3/30/2012)

**Deputy Director of Communications/Chief of Public Affairs**

**Acting Director of Communications, DHSMV** (6/2015-10/2015)

**Acting Director of Communications, DHSMV** (5/2013-1/2015)

(*SES, full time, salary based*)

Analyze data for communication strategies and targeted media audiences to improve overall media footprint of DHSMV/FHP. Draft internal and external communications messaging Department’s and Agency’s initiatives and inform leadership of risk and crisis communication needs. Represent Department and Agency in media-related interactions. Supervised and managed public affairs officers statewide. Responsibilities included:

* Communication Crisis Planning
* SEOC Emergency Support Functions (ESF) 14 (Public Information)
* Social Media usage
* Public Affairs Officer Annual Training Curriculum
* FHP Public Records Coordinator
* 75th Commemorative FHP Memorial Book
* Missing Endangered Persons Information Clearinghouse (MEPIC) Advisory Board Member
* Safe Mobility for Life Coalition committee member
* Safe Kids Advisory Board member
* Florida Teen Safe Driving Coalition member
* Safety campaign messaging, including smoke/fog, hit and run, DUI, drowsy driving, and child safety month.
* “Stuff the Charger” Thanksgiving statewide food drive.
* “Celebrate Literacy Week,” partnering with Florida DOE
* State Law Enforcement Chiefs Association (SLECA) awards voting board member
* FHP OED Level 1 Governance committee member
* Content and format of the new DHSMV DL Handbook
* FHP Awards and Recognition Program committee member
* Vulnerable Road User (Bike/Ped) Coalition representative
* American Association of Motor Vehicle Administrators (AAMVA) Social Media Presenter – Region II annual meeting, June 2015
* Operation Lifesaver Board of Directors member (train rail safety)
* Personnel Selection process for sworn and nonsworn employees

**Lieutenant** (promoted 4/2008)

*(Career service, full time, 40 hours week)*

*Academy:* Instructor and Training coordinator and lead instructor overseeing recruit classes. Administrative duties include budget, curriculum development, and SME.

*Office of Professional Compliance:* implemented discipline processes and procedures. Responsibilities included:

*Duty Stations:*

FHP Academy (4/2011-3/26/2012)

Class Coordinator; Training Officer

GHQ Tallahassee (6/2010-4/2011)

Office of Professional Compliance

FHP Academy (4/2008-6/2010)

Class Coordinator; Training Officer

* Leadership Development Plan Coordinator, Curriculum developer
* Basic Recruit Curriculum Test Bank developer/ coordinator
* OMCC Merger Transition Training Coordinator and instructor
* FTO ADORE Program Coordinator
* CVE Training Instructor/Coordinator
* Statewide Firearms Instructor/Coordinator
* 116th and 118th Basic Recruit Class Coordinator
* Statewide First Aid Instructor/Coordinator and ASHI Coordinator
* FHP State Emergency Operations Center Coordinator June 2010-11
  + SEOC ESF16
* Disciplinary Action Review Board June 2010-11
* Committee member for the Arbitrator In-Car Video system
* 2011 Criminal Justice Instructor Training Workshop
* Selection & Training (S&T) Transition Team Group
* SME on Developing Job Task Analyses for Lieutenant
* Promotional Process Explore Team
* Academy Employee Benefit Fund Treasurer
* Personnel section, Academy Armorer Interviewer
* GeoMaestro 5.0 LMS project

# As a sergeant, corporal, and trooper, I supported the mission and values of the FHP through enforcement, education, and training *(Career service, full time, 40 hours week).*

# Sergeant (promoted 12/2004)

*Duty Stations:*

Escambia County/Troop A Pensacola (1/2006-4/2008)

District Sergeant

FHP Academy (12/2004-1/2006)

Assistant Class Coordinator; Instructor/Training Officer

**Corporal** (promoted 11/2000)

*Duty Stations:*

Escambia County/Troop A (7/2001-12/2004)

Putnam County/Troop G (11/2000-7/2001)

**Trooper** (12/1991)

*Duty Stations:*

Escambia County/Troop A-Road Trooper (7/2000-11/2000)

Miami-Dade County/Troop E-Road Trooper (7/1993-7/2000)

*Separated from agency (2/1993 – 7/1993)*

Monroe County/Troop E-Road Trooper (12/1991-2/1993)

**Recruit** (8/1991)

FHP Academy, Tallahassee

CJSTC Law Enforcement Officer Certification

**Reports and Training Development**

Executive Leadership Workshop (2020). Training Development. Designed and developed training for senior level leaders. The training focused on executive engagement in the professional development of leaders. The workshop focuses on the importance of a needs assessment of leadership processes and outcomes and the risks associated with inadequate leadership within an organization.

Field Training Officer Program Revised (2020). Training Development. Designed a new FTO program based on committee feedback, research, and national trends. The goal and objectives were to create a positive training environment to help new members succeed.

Mentorship Program (2019). Training Development. Designed a new program that focused on how to be a mentor to selected supervisors to ensure successful implementation of the FHP strategic mentorship program.

Sergeant Leadership Academy (2019). Training Development. Designed, developed, and led Academy program for professional first-line supervisors. Used data generated from surveys and focus groups to ensure Academy goals and objectives aligned to needs of the Florida Highway Patrol.

Leadership vs. Management (2019). Technical Paper. Differences between a leader and a manager and how those roles interact within an organization were explored. Presented the important roles of both in an organization to set the tone for the culture, direction, and outcomes.

Strategic Mentoring Program (2019). Training Development. Designed a mentoring program based on data and research for a specific agency need. This program focused on succession planning for future leadership.

CALEA Accreditation for FHPA (2020). Technical Paper. Led Academy accreditation (new for FHP Academy) from 2018-2020. Successfully received November 2020 (after retirement).

Academy Training Annual Needs Assessment (2020). Technical Paper. Annual needs of the Training Academy pursuant to Policy. Facilitated committee work which comprised of research, data analysis and national trends, generated recommendations concerning training.

**Professional Affiliations (while employed with FHP)**

* Florida Criminal Justice Training Center Directors’ Association
* CJSTC Rules Committee member – Training Center Directors Association
* FHP Command Officers Association
* National Association of Women Law Enforcement Executives (NAWLEE)
* International Association of Chiefs of Police (IACP)
* State & Provincial Police Academy Directors (SPPADS)
  + Southern Regional Representative
  + Diversity and Inclusion, Chair

Professional Skills and Competencies

* Data Analysis: Data analysis for metrics related to recruitment, retention, student performance, instructor performance, and staff productivity.
* Leadership: Organization change frameworks for law enforcement and executive management messaging, aligned training and development for leadership and risk management curriculum for all levels of supervision. Creating a learning environment that fosters excellence in policing. Promoting good stewardship for individual growth.
* Media Relations and Communication: Strategic messaging for organizational change, crisis management, building partnerships, and public education messaging.
* Professional Development and Training: Comprehensive professional development and training for education team, in-service members, leadership, and recruits, online, in-person, and hybrid.
* Areas of Interest: Leadership, training, human behavior and development, community relations, succession planning, risk management, strategic planning, resource allocation, curriculum development, mentorship, and organizational change.