

Associate Professor, Department of Criminal Justice
Co-Director, Center for Police Practice, Policy and Research
College of Humanities and Behavioral Sciences
Radford University, Radford, VA
rsantos4@radford.edu ~ www.radford.edu/cp3r

Education

- Sep. 2013 **Doctor of Philosophy**, Criminal Justice, Concentration in Organizational Leadership
Nova Southeastern University, Fort Lauderdale, FL
Dissertation: A Quasi-Experimental Test and Examination of Police Effectiveness in Residential Burglary and Theft from Vehicle Micro-Time Hot Spots
- Aug. 2005 **Master of Science**, Criminology and Criminal Justice
Florida Atlantic University, Boca Raton, FL
- May 2002 **Bachelor of Professional Studies**, Concentration in Business
Barry University, Miami, FL
- Dec. 2009 **Graduate Certificate**, FBI National Academy, Session 239
Quantico, VA

Employment

- 2020 to Present** **Radford University, Radford, VA**
Associate Professor and Graduate Faculty
Department of Criminal Justice
- 2018 to Present** **Radford University, Radford, VA**
Co-Director, Center for Police Practice, Policy and Research
Department of Criminal Justice
- 2016 to 2020** **Radford University, Radford, VA**
Assistant Professor and Graduate Faculty
Department of Criminal Justice
- 1994 – 2016** **Port St. Lucie, FL Police Department (Retired)**
- 2015 – 2016 Special Investigations Division Commander
 - 2012 – 2015 Professional Standards Division Commander
 - 2008 – 2016 Crime Analysis and Intelligence Unit Supervisor
 - 2013 Acting Assistant Chief, Neighborhood Policing Bureau (Patrol)
 - 2009 – 2012 Criminal Investigations Division Commander

ROBERTO G. SANTOS, PHD

2008 – 2009 Special Investigations Division Commander
2006 – 2008 Neighborhood Policing Bureau (Patrol) District Commander
2004 – 2006 Detective Sergeant, Criminal Investigations Division, Person Crimes
2003 – 2008 Team Leader, Supervisor of the Crisis Negotiation Team
2002 – 2004 Sergeant, Supervisor of the K-9 Unit
2001 – 2004 Sergeant, Neighborhood Policing Bureau
2000 – 2001 Detective, Assigned to the St. Lucie County Narcotics Task Force
1999 – 2001 Detective, Criminal Investigations Division, Special Investigations Unit
1999 – 2001 Team Member, Special Weapon and Tactical (SWAT)
1998 – 1999 Uniformed Crime Scene Investigator, Neighborhood Policing Bureau
1994 – 1999 Police Officer, Neighborhood Policing Bureau

2006 – 2016 **Florida Atlantic University**
Adjunct Professor, School of Criminology and Criminal Justice

1989 – 1997 **United States Marine Corps**
(Desert Storm/Desert Shield Veteran)
1993 – 1997 Sergeant, United States Marine Corps (Ready) Reserve
1991 – 1993 Corporal, United States Marine Corps
1989 – 1991 Lance Corporal, United States Marine Corps
1989 – 1989 Private First Class, United States Marine Corps

Research Interests

Crime reduction strategies	Stratified policing
Evidence-based policing	Practice-based research
Crime and place	Environmental criminology
Police use-of-force	Police training
Criminal investigations	Police organizational culture and change
Police leadership	Police accountability
Police and community partnerships	Crime analysis
Experimental research methodology	Program evaluation

Courses Taught

Crime and Criminal Behavior	Critical Perspectives in Criminal Justice
Policing in America	Studying Violence
Fundamentals of Criminal Investigations	Crime in the Schools
Police Effectiveness	Applications in Crime Analysis (graduate)
Police and Society	Foundations of Law Enforcement (graduate)
Introduction to Crime Analysis	Environmental Criminology (graduate)

Publications

Peer Reviewed Journal Articles

- Santos, R. B. & Santos, R. G. (2020). Proactive police response in property crime micro-time hot spots: Results from a partially-blocked blind random control trial. *Journal of Quantitative Criminology*, 1-21. DOI 10.1007/s10940-020-09456-8.
- Santos, R. G., Santos, R. B. (2019). A four-phase process for translating research into police practice. *Police Practice and Research*, 20(6), 585-602.
- Santos, R. G. (2018). Offender and family member perceptions after an offender-focused hot spots policing strategy. *Policing: An International Journal*, 41(3), 386-400.
- Santos, R. B., & Santos, R. G. (2018). Introduction crime analysis practice, research partnerships, and role in evidence-based policing. *Policing: A Journal of Policy and Practice*, 12(3), 251-254.
- Santos, R. G. (2018) Police organizational change after implementing crime analysis and evidence-based strategies through stratified policing. *Policing: A Journal of Policy and Practice*, 12(3), 288-302.
- Smith, J., Santos, R. B., & Santos, R. G. (2018). Evidence-based policing and the stratified integration of crime analysis in police agencies: National survey results. *Policing: A Journal of Policy and Practice*, 12(3), 303-315.
- Santos, R. B., & Santos, R. G. (2016). Offender-focused police strategies in residential burglary and theft from vehicle hot spots: a partially blocked randomized controlled trial. *Journal of Experimental Criminology*, 12(3), 373-402.
- Santos, R. G. & Santos, R. B. (2015). An ex post facto evaluation of tactical police response in residential theft from vehicle micro-time hot spots. *Journal of Quantitative Criminology*, 31(4), 679-698.

- Santos, R. G.,** & Santos, R. B. (2015). Practice-based research: Ex post facto evaluation of evidence-based police practices implemented in residential burglary micro-time hot spots. *Evaluation Review*, 39(5), 451-479.
- Santos, R. B., & **Santos, R. G.** (2015). Examination of police dosage in residential burglary and theft from vehicle micro-time hot spots. *Crime Science*, 4(27), 1-12.
- Santos, R. B., & **Santos, R. G.** (2012). The role of leadership in implementing a police organizational model for crime reduction and accountability. *Policing: A Journal of Policy and Practice*. 6(4), 344-353.
- Santos, R. G.** (February 2011). Systematic pattern response strategy: Protecting the beehive. *FBI Law Enforcement Bulletin*. <https://leb.fbi.gov/2011/february/systematic-pattern-response-strategy-protecting-the-beehive>
- Boba, R. & **Santos, R. G.** (2008). A review of the research, practice, and evaluation of construction site theft occurrence and prevention: Directions for future research. *Security Journal*, 21(4), 246-263.
- Boba, R. & **Santos, R. G.** (2007). Single-family home construction site theft: A crime prevention case study. *International Journal of Construction Education and Research*, 3(3), 217-236.

Books and Book Chapters

- Santos, R. G.,** & Santos, R. B. (Forthcoming, December 2020). *Stratified Policing: An organizational model for proactive crime reduction and accountability*. Lanham, MD: Rowman & Littlefield.
- Santos, R. B., & **Santos, R. G.** (2020). Construction site theft and burglary in Port St. Lucie, Florida. In Scott, M.S. & Clarke, R.V. (Eds.). Chapter 22. *Problem-Oriented Policing: Successful Case Studies*. Crime Science Series. London and New York: Routledge.
- Santos, R. B., & **Santos, R. G.** (2019). The role of technology in hot spots policing. In Utecht, C. (ed.). *Current issues in policing*. San Diego: Cognella.
- Santos, R. B., & **Santos, R. G.** (2013). Theft at construction sites, crime specialization and concentration section. In G.J.N. Bruinsma, D.L. Weisburd (eds.), *Encyclopedia of criminology and criminal justice: Crime and Place Volume*. New York: Springer Science and Business Media.

Reference Books, Research Reports, and Technical Articles

- Santos, R. G.** (2019). *Community-oriented policing for police supervisors*. Washington DC: Department of Justice, Office of Community-Oriented Policing Services.
- Santos, R. B., & **Santos, R. G.** (2018). *Evidence-based policing and SmartForce™*. Greenwood Village, CO: Adventos.
- Santos, R. G.**, Santos, R. B., Gregory, R., Cordero, L., Skinner, J., & Wiley, F. (2018). *Collaborative Reform Initiative: An assessment of the Chester, PA Police Department*. Washington, DC: Office of Community Oriented Policing Services.
- Santos, R. B., & **Santos, R. G.** (2017). *Crime pattern bulletin study: Results*. Greenwood Village, CO: Adventos.
- Santos, R. G.**, Gregory, R., & Cordero, L. (2017). *Collaborative Reform Initiative: A final assessment of the Salinas, CA Police Department*. Washington, DC: Office of Community Oriented Policing Services
- Santos, R. G.**, Gregory, R., & Cordero, L. (2017). *Collaborative Reform Initiative: A six-month assessment of the Salinas, CA Police Department*. Washington, DC: Office of Community Oriented Policing Services.
- Santos, R. G.**, Gregory, R., Cordero, L., & Richard, G. (2016). *Collaborative Reform Initiative: An assessment of the Salinas Police Department*. Washington, DC: Office of Community Oriented Policing Services.
- Santos, R. B., & **Santos, R. G.** (2016). *5 Reasons to use an agency management system for disseminating crime analysis information*. Greenwood Village, CO: Adventos.
- Santos R. G.**, & Santos, R. B. (2015). Evidence-based policing, “What works” and Stratified policing, “How to make it work.” *Translational Criminology*, 8, 20-22
- Santos, R. B., & **Santos, R. G.** (2014). *An experimental test of offender-based strategies in residential burglary and theft from vehicle hot spots*. Final Report for Grant No. 2012-DB-BX-0002. Washington DC: Bureau of Justice Assistance, Smart Policing Initiative.
- Boba, R. & **Santos, R. G.** (2011). *A police organizational model for crime reduction: Institutionalizing problem solving, analysis, and accountability*. Washington DC: Department of Justice, Office of Community-Oriented Policing Services.
<http://ric-zai-inc.com/ric.php?page=detail&id=COPS-P208>
- Boba, R. & **Santos, R. G.** (2006). *Burglary at single family house construction sites*. Problem-Oriented Policing Guide Series. Washington DC: Office of Community Oriented Policing Services. http://www.popcenter.org/problems/PDFs/burglary_construction.pdf

Grant Funding

- 2019-2022 **Regional Multi-Agency Collaboration: Implementation of Information Sharing Technology for Offender-Focused Strategies in the Roanoke Valley, VA.** 500,000 US Department of Justice, Bureau of Justice Assistance, Strategies for Police Innovation. (Roanoke, VA Police Department; Dr. Roberto Santos and Dr. Rachel Santos, Research Partners). For a description see, <https://www.radford.edu/content/chbs/home/police-practice/research-projects/evidence-based.html>
- 2020-2021 **Proactive Police Response to Prevent Domestic Violence and Increase Victim Safety in Danville, VA.** \$100,000 US Department of Justice, Office of Community-Oriented Policing Services. (Danville, VA Police Department; Dr. Rachel Santos and Dr. Roberto Santos, Research Partners). For a description see, <https://www.radford.edu/content/chbs/home/police-practice/research-projects/evidence-based.html>
- 2019-2021 **Translating Best Practices: Developing a Framework for Institutionalizing Community Policing by Rank.** US Department of Justice, Office of Community Policing Services. \$135,000. (Dr. Rachel Santos and Dr. Roberto Santos, Co-Principal Investigators). For a description see: <https://www.radford.edu/content/chbs/home/police-practice/research-projects/police-practice-based.html>
- 2018-2019 **Stratified Policing: Agency Assessment and Training.** Delaware State Police submitted to the State of Delaware, Criminal Justice Council, (Byrne/Justice Assistance Grant). \$74,000. (Dr. Rachel Santos and Dr. Roberto Santos, Co-Principal Investigators).
- 2017 to 2018 **Implementation of Evidence-Based Policing Strategies and Crime Analysis in Rural Police Departments in Southwest Virginia.** Galax, VA Police Department/Radford University submitted to the Virginia Department of Criminal Justice (Byrne/Justice Assistance Grant). \$125,000. (Radford University, Dr. Rachel Santos and Dr. Roberto Santos, Co-Principal Investigators, Radford Portion: \$106,148).
- 2016 to 2017 **Development of Stratified Policing and Crime Reduction Education for Agency Management Systems.** Grant awarded by Adventos. \$110,000 (Dr. Roberto Santos, and Dr. Rachel Santos Co-Principal Investigators).
- 2015 to 2016 **Development of Stratified Policing and Crime Reduction Education for Agency Management Systems.** Grant awarded by Adventos. \$55,000 (Dr. Roberto Santos, and Dr. Rachel Santos Co-Principal Investigators).

- 2008 to 2013 **Implementing CompStat and Crime Analysis in Maryland Police Agencies.**
Awarded by the State of Maryland Governor's Office of Crime Control and Prevention, to the University of Maryland, Institute for Governmental Service and Research. \$1,101,612 (Policing Specialist).
- 2012 to 2014 **Experimental Test of Offender-Based Police Response in Long-Term Property Crime Hot Spots In Port St. Lucie, FL.** Awarded by Bureau of Justice Assistance, Smart Policing Initiative, to the Port St. Lucie, FL Police Department. \$272,342. (Project Director).

Research-Related Activities

- 2020 to Present **Subject Matter Expert**
Matthews, NC Police Department
With Dr. Rachel Santos, provided training to implement Stratified Policing (organizational change, problem solving, crime analysis, and accountability).
- 2019 to Present **Subject Matter Expert**
Portsmouth, VA Portsmouth Police Department
With Dr. Rachel Santos, conduct a needs assessment and provide a comprehensive recommendations, organizational plan, and training to implement Stratified Policing (organizational change, problem solving, crime analysis, and accountability). Conduct ongoing technical assistance and development of train-the-trainer program for Stratified Policing and advanced problem solving, crime analysis, and crime reduction training.
- 2019 to Present **Subject Matter Expert**
Washoe County, NV Sheriff's Office
With Dr. Rachel Santos, conduct a needs assessment and provide a comprehensive recommendations, organizational plan, and training to implement Stratified Policing (organizational change, problem solving, crime analysis, and accountability). Conduct ongoing technical assistance and development of train-the-trainer program for Stratified Policing and advanced problem solving, crime analysis, and crime reduction training.
- 2019 to Present **Subject Matter Expert**
International Association of Chiefs of Police, COPS Office CRI-TA
Work with IACP and other police experts to assist the Greenville, NC Police Department to address crime and community relationships in the downtown area.

- 2019 **Subject Matter Expert**
Bureau of Justice Assistance
With Dr. Rachel Santos, conducted an assessment and recommendations for implementation of Stratified Policing (*Matthews, NC Police Department*). Funded through Bureau of Justice Assistance, National Training and Technical Assistance Program.
- 2019 **Subject Matter Expert**
Richmond County, GA School System Police Department
With Dr. Rachel Santos, provide comprehensive recommendations, and training to implement Stratified Policing (organizational change, problem solving, crime analysis, and accountability).
- 2019 **Subject Matter Expert**
Fort Myers, FL Police Department
With Dr. Rachel Santos, conduct a needs assessment and provide a comprehensive recommendations, organizational plan, and training to implement Stratified Policing (organizational change, problem solving, crime analysis, and accountability).
- 2019 **Subject Matter Expert**
Putnam County, FL Sheriff's Office
With Dr. Rachel Santos, conduct a needs assessment and provide a comprehensive recommendations, organizational plan, and training to implement Stratified Policing (organizational change, problem solving, crime analysis, and accountability).
- 2018 to 2019 **Subject Matter Expert**
Danville, VA Police Department
With Dr. Rachel Santos, conduct a needs assessment and provide a comprehensive recommendations, organizational plan, training (of all ranks) and in depth assistance to implement Stratified Policing (organizational change, problem solving, crime analysis, and accountability).
- 2016 to 2019 **Subject Matter Expert**
Delaware State Police
With Dr. Rachel Santos, conduct a needs assessment and provide a comprehensive recommendations, organizational plan, and training to implement Stratified Policing (organizational change, problem solving, crime analysis, and accountability). Conduct ongoing technical assistance and development of train-the-trainer program for Stratified Policing and advanced problem solving, crime analysis, and crime reduction training.

- 2016 to 2018 **Lead Researcher**, Institute for Intergovernmental Research (Office of Community-Oriented Policing Services funded project)
Collaborative Reform Initiative: Chester, PA Police Department
Serve as the lead researcher with a team of law enforcement researchers and practitioners to assess the police department's use of force practices, crime reduction strategies, training and relationships with the community. On behalf of the COPS Office, the team issues a series of findings and recommendations that is consistent with best practices in policing. The team then monitors the agency's progress toward addressing the recommendations over a period of 18 months to ensure the changes are sustained.
- 2018 **Subject Matter Expert**
Harrisonburg, VA Police Department
With Dr. Rachel Santos, provide recommendations to implement Stratified Policing (organizational change, problem solving, crime analysis, and accountability) and conduct 1-day training. Continue technical assistance.
- 2014 to 2017 **Stratified Policing Subject Matter Expert**
Walton County, FL Sheriff's Office
With Dr. Rachel Santos, conduct a needs assessment and provide a comprehensive recommendation and organizational plan to implement Stratified Policing (organizational change, problem solving, crime analysis, and accountability). Monitor progress and assist in implementation. Conduct Stratified Policing and crime analysis training.
- 2015 to 2017 **Lead Researcher**, Institute for Intergovernmental Research (Office of Community-Oriented Policing Services funded project)
Collaborative Reform Initiative: Salinas, CA Police Department
Serve as the lead researcher with a team of law enforcement researchers and practitioners to assess the police department's use of force practices, crime reduction strategies, training and relationships with the community. On behalf of the COPS Office, the team issues a series of findings and recommendations that is consistent with best practices in policing. The team then monitors the agency's progress toward addressing the recommendations over a period of 18 months to ensure the changes are sustained.
http://www.cops.usdoj.gov/pdf/2015AwardDocs/crita/CRI-TA_one-pager.pdf
- 2017 **Subject Matter Expert**
Salisbury, NC Police Department
With Dr. Rachel Santos, conduct an organizational survey and provide recommendations to implement Stratified Policing (organizational change, problem solving, crime analysis, and accountability).

- 2017 **Subject Matter Expert**
San Mateo CA, County Sheriff's Office
With Dr. Rachel Santos, conduct a needs assessment and provide a comprehensive recommendation, organizational plan, and training to implement Stratified Policing (organizational change, problem solving, crime analysis, and accountability).
- 2014 – 2015 **Subject Matter Expert**
Police Foundation (Bureau of Justice Assistance funded project)
Increasing Analytical Capacity: Training for the Law Enforcement Executive.
<http://www.policefoundation.org/content/increasing-crime-analysis-capacity>
- 2014 – 2015 **Researcher**
Universidad Nacional De Villa Maria (Inter-American Development Bank funded)
Developing evidence-based strategies for implementing treatment in a randomized controlled trial testing of PredPol™ Software in the Montevideo, Uruguay Police Department.
- 2013 – 2015 **Researcher**
Port St. Lucie, FL Police Department
Randomized Controlled Trial testing the effectiveness of tactical police response in micro-time hot spots.
- 2013 – 2015 **Subject Matter Expert**
Office of Community-Oriented Policing Services
Sole author of a guidebook for first-line supervisors on implementing community-oriented policing: developing community partnerships, problems solving, and organizational transformation.
- 2012 – 2015 **Project Director**
Port St. Lucie, FL Police Department
Randomized Controlled Trial testing offender-based strategies in long-term property crime hot spots. BJA Smart Policing Grant.
- 2014 **Subject Matter Expert**
Smyrna, GA Police Department
With Dr. Rachel Santos, conduct a needs assessment and provide a comprehensive recommendation, organizational plan, and training to implement Stratified Policing (organizational change, problem solving, crime analysis, and accountability).

- 2014 **Subject Matter Expert**
Dayton, OH Police Department
With Dr. Rachel Santos, conduct a needs assessment and provide a comprehensive recommendation, organizational plan, and training to implement Stratified Policing (organizational change, problem solving, crime analysis, and accountability).
- 2008 – 2014 **Policing Specialist**
University of Maryland College Park, Institute for Governmental Services and Research: Initiative entitled, “Implementing CompStat and Crime Analysis in Maryland Law Enforcement Agencies.”
- 2008 – 2010 **Subject Matter Expert**
Police Executive Research Forum (PERF): Project entitled, “Integrating Crime Analysis into Patrol Work within a Community Policing Context.”

Invited Presentations¹

- 2019 October: Stratified Policing: Organizational Change for Proactive Crime Reduction **International Association of Chiefs of Police Annual Conference**. Chicago, IL.
- 2019 July: Stratified Policing: An Organizational Model for Proactive Crime Reduction. **Florida Sheriff’s Association Summer Conference**, Tampa, FL.
- 2019 June: The Promising Future of Crime Analysis in Effective Policing. **International Association of Crime Analysts: International Symposium**, Calgary, AL.
- 2018 November: Measuring Organizational Systems for Problem Solving. **28th Annual Problem-Oriented Policing Conference**, Providence, RI.
- 2018 September: Evidence-Based Crime Reduction and Stratified Policing. **2018 Virginia Chief of Police Annual Training Conference**, Roanoke, VA.
- 2018 August: Introduction to Stratified Policing and Evidence-Based Crime Reduction. **SmartForce™ Command Academy Conference**, Breckenridge, CO.
- 2018 August: Operationalizing to Stratified Policing and Evidence-Based Crime Reduction. **SmartForce™ Command Academy Conference**, Breckenridge, CO.
- 2018 Results from a Blind Random Controlled Trial Testing Police Response in Micro-Time Hot Spots. **Environmental Criminology and Crime Analysis Conference**, Elche, Spain.

¹ These presentations were competitive and/or were invite only. Some or all expenses for travel and conference fees were paid by the conference/organization.

- 2018 Predictive Policing: Where's The Evidence? **Environmental Criminology and Crime Analysis Conference**, Elche, Spain.
- 2017 The Role of Crime Analysis in Effective Policing Approaches to Crime Reduction. **23rd Annual Massachusetts Association of Crime Analyst Conference**, Hyannis, MA.
- 2017 Crime Analysis for Managers. **23rd Annual Massachusetts Association of Crime Analyst Conference**, Hyannis, MA.
- 2017 Stratified Policing. Presentation to the **Roanoke, VA Police Department**.
- 2016 Measuring Organizational Change for Problem Solving. **26th Annual Problem-Oriented Policing Conference**, Tempe, AZ.
- 2016 Stratified Policing: Institutionalizing Crime Analysis. **Tennessee Association of Law Enforcement Analyst Conference**, Oak Ridge, TN.
- 2016 Police Effectiveness in Responding to Micro-Time Hot Spots: Results from a Random Controlled Trial. **Tennessee Association of Law Enforcement Analyst. Conference**, Oak Ridge, TN.
- 2016 Introduction to Stratified Policing. **Southern Police Institute Alumni Association Conference**, Miramar Beach, FL.
- 2016 Elements of Stratified Policing. **Southern Police Institute Alumni Association Conference**, Miramar Beach, FL.
- 2016 Panel discussion: Leading Stratified Policing. **Southern Police Institute Alumni Association Conference**, Miramar Beach, FL.
- 2015 Stratified Policing: Implementing and Sustaining Problem Solving in a Police Organization. **25th Annual Problem-Oriented Policing Conference**, Portland, OR.
- 2015 Police Response to Property Crime Micro-Time Hot Spots: Results from a Blind Random Controlled Trial. **International Association of Crime Analysts Annual Conference: National Institute of Justice Research Track**, Denver, CO
- 2015 Stratified Policing. **Southern Police Institute**, University of Louisville, KY.
- 2014 Stratified Policing. **Southern Police Institute**, University of Louisville, KY.
- 2014 Assessing and Improving Analytic Capacities in Smaller Law Enforcement Agencies (Bureau of Justice Assistance Panel). **International Association of Chiefs of Police Annual Conference**. Orlando, FL.

- 2014 Increasing Crime Analysis Capacity in Your Agency: Discussing the Importance, Feasibility, Challenges, Tools and Processes. **International Association of Chiefs of Police Annual Conference**. Orlando, FL.
- 2014 Protecting Our Communities: Data-Driven, Effective Public Safety Systems and Solutions. **Senate Judiciary Committee for Vera Institute of Justice**, October 14th. Capitol, Washington DC.
- 2013 Not Necessarily a Myth: Addressing Short-Term Problems with Police Response Can Work. **24th Annual Problem-Oriented Policing Conference**, Dayton, OH.
- 2013 A Quasi-Experimental Test of Police Effectiveness in Residential Burglary and Theft from Vehicle Micro-Time Hot Spots. **International Association of Crime Analysts Annual Conference: National Institute of Justice Research Track**, Ft. Lauderdale, FL.
- 2012 Integration of Crime Analysis into Patrol Work. **23rd Annual Problem-Oriented Policing Conference**, Providence, RI.
- 2011 Integrating Problem Solving, Analysis, and Accountability into your Agency, **22nd Annual Problem-Oriented Policing Conference**. Center for Problem Oriented Policing. Miami, FL
- 2011 Police Organizational Model for Crime and Disorder Reduction. Session: Using Analysis to Enhance Responses to Your Community, **2011 National Community Policing Conference: Advancing Public Safety in a New Economy**. Office of Community Oriented Policing Services, Washington DC
- 2008 Identifying Meaningful Patterns for Police. **International Association of Crime Analysts Annual Conference**, St. Petersburg Beach, FL.
- 2008 Mainstreaming Problem-Oriented Policing in a Police Agency. **19th Annual Problem-Oriented Policing Conference**, Bellevue, WA.
- 2006 Analysts' Hot Ideas and Bulldozing Construction Site Burglary: Port St. Lucie (FL) Police Department Herman Goldstein International Policing Award Finalist, **17th Annual Problem-Oriented Policing Conference**, Madison WI.

Academic, Grant Related, and Community Presentations²

- 2020 February: Regional Multi-Agency Collaboration for the Implementation of Offender-Based Strategies and Technology in the Roanoke Valley, VA. **Southwest Virginia Reginal Chiefs Meeting**, Roanoke County, VA.

² *These presentations were either done as part of the requirements of a grant project, in front of a large community audience, or were at an academic conference that required a submission of an abstract, but were not competitive. Expenses were paid by the grant or presenter.*

- 2018 November: Evidence-Based Crime Reduction and Stratified Policing: Implementation in Small Police Departments. **American Society of Criminology Conference**, Atlanta, GA.
- 2017 Use of Force, Crime Reduction, and Community Engagement: Methods and Results of Assessment and Evaluation in Police Departments. **American Society of Criminology Conference**, Philadelphia, PA.
- 2017 Evidence-Based Policing and Organizational Change: Findings from Three Police Departments. **American Society of Criminology Conference**, Philadelphia, PA.
- 2017 Methods for Assessing and Improving Police Legitimacy and Police/Community Relationships. **Academy of Criminal Justice Sciences**, Kansas City, MO.
- 2017 Measuring Organizational Change for the Implementation of Evidence-Based Policing Practices. **Academy of Criminal Justice Sciences**, Kansas City, MO.
- 2016 Offender Perceptions of a Police Response in Long-Term Property Crime Hot Spots. **American Society of Criminology Conference**. New Orleans, LA.
- 2016 Comparing Directed Patrol and Offender and Citizen Contacts in Micro-Time Hot Spots: Blind RCT Result. **American Society of Criminology Conference**. New Orleans, LA.
- 2015 Smart Policing in Action 1: Finding and Accomplishments from the Smart Policing Initiative (Port St. Lucie Police Department: Experimental Test of Offender-Based Police Response in Long-Term Property Crime Hot Spots). **Academy of Criminal Justice Sciences Conference**. Orlando, FL.
- 2015 Roundtable: Making Smart Policing Happen: Facing Challenges in Police Agency Organizational Change. **Academy of Criminal Justice Sciences Conference**. Orlando, FL.
- 2013 Ideas in American Policing Series: Translating Research into Practice: A Police Organizational Model for Crime Reduction and Effectiveness of Police Response to Micro-Time Hot Spots. **Police Foundation**, Washington DC.
- 2013 A Quasi-Experimental Test of Police Effectiveness in Residential Burglary and Theft from Vehicle Micro-Time Hot Spots. **Environmental Criminology and Crime Analysis Conference**, Philadelphia, PA.
- 2013 Offender-Focused Hot Spots Policing. **Bureau of Justice Assistance Smart Policing Initiative Annual Conference, Phase IV Sites**. Alexandria, VA.
- 2013 Sustainability: Crime Reduction Best Practices. **Bureau of Justice Assistance Smart Policing Initiative Annual Conference, Phase IV Sites**. Alexandria, VA.
- 2010 Chiefs, Sheriffs, and Command Staff Seminar: Advanced CompStat Practices. **State of Maryland, Governor's Office of Crime Control and Prevention**, Hanover, MD

- 2009 Overview of the COMPSTAT on Demand Project. **Maryland Governor's Office of Crime Control and Prevention Research**, Annapolis MD
- 2006 Institutionalizing Problem Solving, Analysis, and Accountability: A Case Study of Port St. Lucie, FL, 14th **International Symposium on Environmental Criminology and Crime Analysis**, Chilliwack, British Columbia, Canada.

Policing Training Conducted

- 2020 Training: Long-Term Problem Solving. (4 hours: 30 participants) **Portsmouth, VA Police Department**, August.
- 2020 Training: Stratified Policing. (4 hours: 200 participants) **Portsmouth, VA Police Department**, July/August.
- 2020 Training: Stratified Policing for Commanders. (8 hours: 30 participants) **Portsmouth, VA Police Department**, July.
- 2020 Training: Accountability for Stratified Policing. (8 hours: 20 participants) **Portsmouth, VA Police Department**, July.
- 2019 Training: Stratified Policing: Long-Term Problem Solving. (8 hours: 15 participants) **Danville, VA Police Department**, September.
- 2019 Training: Stratified Policing Accountability Training. (8 hours: 10 participants) **Richmond County, GA School District Police Department**, July.
- 2019 Training: Stratified Policing. (8 hours: 2 sessions: 35 participants) **Richmond County, GA School District Police Department**, July.
- 2019 Training: Stratified Policing for Supervisors and Deputies. (16 hours: 2 sessions: 40 participants) **Putnam County, FL Sheriff's Office**, June.
- 2019 Training: Stratified Policing for Police Commanders. (8 hours: 25 participants) **Fort Myers, FL Police Department**, June.
- 2019 Training: Stratified Policing for Supervisors and Officers. (8 hours: 25 participants) **Danville, VA, Police Department**, June.
- 2019 Training: Stratified Policing for Executive Staff. (4 hours: 5 participants) **Delaware State Police**, June.
- 2019 Train-the-Trainer: Stratified Policing. (16 hours: 25 participants) **Delaware State Police**, June.

ROBERTO G. SANTOS, PHD

- 2019 Training: Stratified Policing for Supervisors and Officers. (8 hours: 25 participants) *Danville, VA, Police Department*, May.
- 2019 Training: Accountability for Stratified Policing. (4 hours: 2 sessions: 20 participants) *Danville, VA, Police Department*, May.
- 2019 Training: Stratified Policing for Police Commanders. (8 hours: 15 participants) *Danville, VA*, April.
- 2019 Training: Stratified Policing for Police Commanders. (8 hours: 20 participants) *Putnam County, FL Sheriff's Office*, April.
- 2019 Training: Accountability for Stratified Policing. (4 hours: 2 sessions, 20 participants) *Putnam County, FL Sheriff's Office*, April.
- 2019 Training: Stratified Policing and Problem Solving for Police Commanders. (8 hours: 2 sessions: 25 participants) *Delaware State Police*, March.
- 2019 Training: Stratified Policing for First-Line Supervisors. (8 hours: 2 sessions: 75 participants) *Delaware State Police*, February and March.
- 2018 Training: Evidence-Based Policing and Stratified Policing. (6 hours: 1 session: 55 participants) *Harrisonburg, VA Police Department*, May.
- 2018 Training: Evidence-Based Policing and Stratified Policing. (6 hours: 1 session: 20 participants) *Chester, PA Police Department*, April.
- 2018 Workshop: Stratified Policing Implementation (5 hours: 4 sessions: 22 participants, four agencies) *Radford University*, March.
- 2018 Training: Evidence-Based Policing and Stratified Policing. (6 hours: 4 sessions: 92 participants, 15 agencies) *Galax, Radford, Pulaski, VA Police Departments*, January through March.
- 2017 Chiefs Seminar: Evidence-Based Policing and Stratified Policing for Agencies in Southwest Virginia. (4 hours: 1 session: 25 participants total) *New River Valley Training Academy, Dublin, VA*. December.
- 2017 Training: Evidence-Based Policing and Stratified Policing. (4 hours: 1 session: 50 participants total) *Salisbury, NC Police Department*, August.
- 2017 Training: Evidence-Based Policing and Stratified Policing. (8 hours: 1 session: 50 participants total) *San Mateo County Sheriff's Office*, June.
- 2017 Training: Evidence-Based Policing and Stratified Policing. (8 hours: 2 session: 50 participants total) *Walton County, FL Sheriff's Office*, May.

- 2007 – 2016 Training: Evidence-Based Policing and Stratified Policing: An Organizational Approach for Problem Solving, Analysis, and Accountability, *Port St. Lucie, FL Police Department*.
- 2016 Webinar: Micro-Time Hot-Spots Policing: Effective Tactical Crime Reduction. (2 hours: 1 session: 120 participants) *Adventos*.
- 2016 Training: Stratified Policing. (8 hours: 2 sessions: 60 participants) *Delaware State Police*.
- 2015 Training Webinar: Getting Better Pro-Active Crime Reduction Results During Uncommitted Time. (2 hours: 1 session 120 police participants) *Adventos*.
- 2015 Training: Advancing Policing through Innovation and Science: A Crime Analysis Symposium for Law Enforcement Leaders. (8 hours: 1 session: 50 participants) *Southern Policing Institute, University of Louisville, Administrative Officers Course, Louisville, KY*.
- 2014 Training: Stratified Policing: (8 hours: 1 session: 50 participants) *Southern Policing Institute, University of Louisville, Administrative Officers Course, Louisville, KY*.
- 2014 Training: Evidence-Based Policing and Stratified Model of Problem Solving, Analysis, and Accountability. (8 hours: 1 session: 30 participants) *Smyrna, GA Police Department*.
- 2014 Seminar: Advancing Policing through Innovation and Science: A Crime Analysis Symposium for Law Enforcement Leaders. (8 hours: 1 session: 80 participants) *Cambridge, MA*.
- 2014 Training: Evidence-Based Policing and Stratified Model of Problem Solving, Analysis, and Accountability. (16 hours: 1 session: 55 participants) *Dayton, OH Police Department*.
- 2014 Training: Evidence-Based Policing and Stratified Model of Problem Solving, Analysis, and Accountability. (8 hours: 2 sessions: 50 participants total) *Walton County, FL Sheriff's Office*.
- 2013 Training: Accountability and Crime Reduction Strategies for Police Supervisors and Commanders (8 hours: 1 session: 25 participants total) *State of Maryland, Governor's Office of Crime Control and Prevention*.
- 2013 Seminar: Advanced Evidence-Based Policing Seminar for Chiefs, Sheriffs, and Command Staff (3 hours: 1 session: 20 participants total) *State of Maryland, Governor's Office of Crime Control and Prevention*.
- 2011 Training: Accountability and Crime Reduction Strategies for Police Supervisors and Commanders (8 hours: 2 sessions: 20 participants total) *Salisbury, MD Police Department*.
- 2011 Seminar: Advanced Evidence-Based Policing Seminar for Chiefs, Sheriffs, and Command Staff (3 hours: 1 session: 20 participants total) *State of Maryland, Governor's Office of Crime Control and Prevention*.

ROBERTO G. SANTOS, PHD

- 2010 Seminar: Advanced Evidence-Based Policing Seminar for Chiefs, Sheriffs, and Command Staff (3 hours: 1 session: 40 participants total) *State of Maryland, Governor's Office of Crime Control and Prevention.*
- 2010 Training: Accountability and Crime Reduction Strategies for Police Supervisors and Commanders (8 hours: 3 sessions: 110 participants total) *State of Maryland, Governor's Office of Crime Control and Prevention.*
- 2010 Training: Implementing and Improving Evidence-Based Practices in your Agency (8 hours: 1 session: 20 participants total) *State of Maryland, Governor's Office of Crime Control and Prevention.*
- 2009 Seminar: Advanced Evidence-Based Policing Seminar for Chiefs, Sheriffs, and Command Staff (3 hours: 2 sessions: 50 participants total) *State of Maryland, Governor's Office of Crime Control and Prevention.*
- 2009 Training: Accountability and Crime Reduction Strategies for Police Supervisors and Commanders (8 hours: 6 sessions: 150 participants total) *State of Maryland, Governor's Office of Crime Control and Prevention.*
- 2009 Training: Implementing and Improving Evidence-Based Practices in your Agency (8 hours: 2 sessions: 40 participants total) *State of Maryland, Governor's Office of Crime Control and Prevention.*
- 2005 Training: Analysis for Police Managers (24 hours: 1 session: 100 participants), *Florida Atlantic University/Broward County Sheriff's Office Executive Leadership Program.*
- 2005 Training: Problem Analysis for Sergeants (8 hours; 2 sessions: 30 participants total), *Port St. Lucie, FL Police Department.*
- 2005 Training: Problem Analysis for Law Enforcement Personnel (16 hours: 1 session: 40 participants), *The Florida Atlantic University Criminology/Criminal Justice Department, International Center for Leadership and Development (ICLAD), and John Scott Dailey Florida Institute of Government at FAU, May.*
- 2004 Training: Problem Analysis (4 hours; 12 sessions: 275 participants total), *Port St. Lucie, FL Police Department.*

Awards

2014 **Evidence-Based Policing Hall of Fame Inductee**
Center for Evidence-Based Crime Policy, George Mason University
<http://cebcp.org/hall-of-fame/roberto-santos/>

The Hall recognizes innovative law enforcement practitioners who have been central to the implementation of high quality research in the field and are relentless champions of institutionalizing evidence-based practices. These leaders of evidence-based policing not only help conduct high-quality police scholarship but also advance significant reforms in policing by utilizing science in their decision making. (<http://cebcp.org/hall-of-fame/>).

1994 – 2016 **Port St. Lucie, FL, Port St. Lucie Police Department**

Ribbons: Exceptional Duty, Law Enforcement Purple Heart, Commendation (w/4 stars), Manager of the Quarter, Detective of the Quarter, Officer of the Quarter, Unit Citation (w/3 stars), Administrative Excellence, Problem Solving (w/1 star), Education, FBI National Academy, Safest City, Distinguish Service, Natural Disaster Response.

1989 – 1993 **United States Marine Corps**

Medals: National Defense Service, Southwest Asia Service (w/3 stars), Good Conduct, Kuwait Liberation

Ribbons: Naval Unit Commendation, Sea Service Deployment (w/1 star)

Memberships

2014 – Present American Society of Criminology (ASC)
2016 – Present Divisions: Communities and Place, Policing, Experimental Criminology

2016 – Present Academy of Criminal Justice Sciences (ACJS)
Section: Police

2015 – Present George Mason Crime and Place Working Group
2014 – Present International Association of Chiefs of Police
2012 – Present International Association of Crime Analysts and Place Working Group

Professional Service

2020 – Present	Advisor , Student Veteran Organization, Radford University
2019 – Present	Board Member , University’s Military Resource Center, Radford University
2020 – Present	Peer Reviewer , Policing & Society
2018 – Present	Peer Reviewer , Journal of Experimental Criminology
2018 – Present	Peer Reviewer , Journal of Quantitative Criminology
2014 – Present	Peer Reviewer , Policing: A Journal of Policy and Practice
2006 – Present	Peer Reviewer , Office of Community-Oriented Policing Services
2016 – 2018	Guest Editor , Policing: A Journal of Policy and Practice
2015	Technical Peer Reviewer , Bureau of Justice Body Worn Camera Problem-Solving Demonstration Program
2014	Technical Peer Reviewer , National Institute of Justice Research on Gangs and Gang Violence
2005 – 2013	Peer Reviewer , Center for Problem-Oriented Policing

Community Service

2014 – 2016	Board Member , LifeBuilders of the Treasure Coast To reduce recidivism by assisting individuals who have come out of the criminal justice system.
2013 – 2016	Board Member , Treasure Coast Training Council Region XI Law Enforcement Training
2012 – 2016	Board Director , United Against Poverty (Harvest Food Outreach) To provide a hand up for those in need on the Treasure Coast of Florida, helping them to break free from poverty by offering hunger relief, crisis care, transformative education, and employment training opportunity.