

Bob Harrison

harrison@rand.org 619-948-3638

Curriculum Vitae

Education

PG Diploma University of Oxford, Said Business School, Postgraduate Diploma (Master's Qualification), Oct 2017
M.S. Degree California State Polytechnic University, Pomona, M.S. Management, 1993
M.S. Degree Chapman University, M.S. Human Resource Mgmt & Development, 1991
B.A. Degree University of Redlands, Redlands, CA, B. A. Management, 1988

Professional Experience

2017-Pres **RAND Corporation**, Santa Monica CA, Intelligence & Defense Researcher in the Homeland Security Operational Assessment Center (HSOAC).
2008-Pres **President, ER Harrison & Associates, Inc.** Consultancy to policing organizations on issues including Leadership, Strategic Planning, Team Development, Foresight, and Innovation.
2008-Pres **Course Manager, CA POST Command College.** The Command College is an 18-month graduate course for aspiring police executives, taught by an eclectic faculty of leaders across a number of disciplines and leading universities.
2004-Pres **Member of faculty, CA POST Command College.** Subjects taught include: Writing for Publication, Horizon Scanning for Foresight, Organizational Culture, and Strategic Planning
2005-2007 **Facilitator** for POST Facilitation Skills & Academy Instructor Certificate Course, and other special seminars for academy and in-service law enforcement instructors
2004-2006 **Management Fellow**, CA Commission on Peace Officer Standards and Training (POST), Sacramento CA
1998-2004 **Police Chief, City of Vacaville CA** – led a municipal police department for a community of 100,000 residents. The agency has earned a reputation as an industry leader, especially in elder abuse, family violence prevention, innovative juvenile crime diversion and the use of staff mental health professionals across a wide range of duties for staff and citizenry
1995-1998 **Assistant Chief of Police, City of Coronado CA** – served as the executive officer for the police department, managing all aspects of the delivery of police services to the community.
1988-1995 **Police Lieutenant, City of Coronado CA** – served both in administrative and field management positions; managed the creation of the agency's annual budget; liaison to federal law enforcement for Presidential protection assignments; member, coordinating committees for the 1996 Republican National Convention & 1998 Super Bowl
1982-1988 **Police Sergeant, City of Newport Beach CA** – assigned to a wide range of assignments, including patrol, traffic services, and detectives. Co-Chair 1986 California Police Olympics
1976-1982 **Police Officer, City of Newport Beach CA** – worked in patrol, traffic, investigative and administrative assignments
1974-1976 **Police Officer, City of Hawthorne CA** – Graduated Class 167, LA County Sheriff's Academy, worked uniform patrol

Fellowships

- 2018-Pres **Visiting Scholar, Claremont Graduate University**, Center for Neuroeconomic Studies
- 2014-2015 **Visiting Scholar, Federal Bureau of Investigation**, National Academy – “Futurist in Residence” assigned to the Behavioral Research & Instructional Unit, Training Division, FBI National Academy.
- 2004-2006 **Management Fellow, CA Commission on Peace Officer Standards and Training (POST)** Created and implemented training for academy instructors to convert from traditional training to active, student-focused adult learning in the police academy. This fellowship emerged from POST’s Leadership, Ethics & Community Policing project.
- 1993-1994 **Fulbright Fellow** – Awarded by the William J. Fulbright Scholarship Board. Fellow in Police Studies to the United Kingdom at the University of Exeter; research focus was theories of leadership that underpinned the training of new police managers in the UK Police Service.

Professional Affiliations

- Association of Professional Futurists
- CA Police Chief’s Association
- Oxford Business School Alumni
- Oriel College, University of Oxford, Alumni
- Society of Police Futurists International

Publications

- Author, *Command College – Foresight as a Foundation to Law Enforcement Executive Development*, On the Horizon Magazine, March 2019
- Author, *Why Should Cops Study the Future?* FBI National Academy Associates Magazine, March 2015
- Author, *Forrester’s Rules for Police Leadership*, The Police Chief Magazine, January 2015
- Author, *Police Training 2032 – A Retrospective*, FBI Law Enforcement Bulletin September 2014
- Contributor, *The Art of Subtraction* by Matthew May, McGraw Hill 2012
- Contributing author, *CA POST Academy Instructor Certificate Course* workbook
- Co-author, *CA POST Advanced Facilitation Skills Course* workbook, 2006
- Author, *Writing Your Command College Article*, CA POST 2004; rev 2008, 2016
- Primary Author, *Instructor’s Guide to Learning Activities*, CA POST 2005
- Author, articles appearing in various professional periodicals, 1991 - Present
 - Police Chief Magazine
 - The FBI Law Enforcement Bulletin
 - The Journal of California Law Enforcement
 - Law and Order Magazine
 - The San Diego Union-Tribune
 - The Police Officer Research Association of CA (PORAC) News

Executive Development

- University of Oxford, Said Business School, Scenarios Programme graduate, September 2018
- Methods and Statistics in Social Sciences Certificate, January 2017, University of Amsterdam
- Certificate in Strategic Foresight, University of Houston, January 2010
- Graduate of the PERF Senior Management Institute for Police, Class 22, 1998
- Graduate, CA POST Command College Class 15, January 1993; named Outstanding Student for Academic Achievement

Career Highlights

- Course Manager, CA POST Command College, 2008-Present
- Member of Faculty, CA POST Command College, 2004-Present
- Business School Final Project researched the Impact of Highly-Autonomous Vehicles on the police funding and business model in California, submitted January 2017
- Working with the University of San Diego to accredit the Command College for 12 units of graduate credit for transfer to a MS in Law Enforcement Leadership program, 2015-Present
- Member, US Attorney's Advisory Committee, Eastern District of CA, 2002-2004
- Member, CA Governor's Medal of Valor Review Board, 2002-2006
- Co-facilitator, Executive Conference for the Police, Anhui Province, People's Republic of China, 2014
- Member, Steering Committee for CA POST Leadership, Ethics and Community Policing Project, 2000-2005
- Created the Vacaville Family Investigative Response Service Team (FIRST), an interdisciplinary investigative and social service team aimed at mitigating the impact of crime and violence in families, 1999-2005
- Agency became the manager of the region's Family Resource Center (FRC) and assumed leadership role for youth development, school readiness and family social service needs, 2003
- Led the design and construction of the first LEEDS-certified police facility in the State, 2005
- Member of the Vacaville Youth Roundtable 1998-2004, Chair 2003
- Member, Citizen's Advisory Committee (CAC) for State Prisons, 1998-2004
- Led work to design and construct a new 50-year police headquarters facility, 1991-1998
- Member, Executive Committee to plan and execute law enforcement's response to the 1998 Super Bowl
- Agency liaison responsible to protect the Presidential and Vice-Presidential candidates at appearances and in their residences, 1996 Republican National Convention
- Agency liaison to the U.S. Secret Service to coordinate numerous Presidential visits to the San Diego region, 1988-1998
- Facilitator, CA Sherman Block Supervisory Leadership Institute, member of founding facilitation team. SBSLI is an eight-month experiential learning program for mid-career police supervisors, 1991-1997
- Awarded and managed a grant from the CA Office of Traffic Safety to implement the first municipal Commercial Vehicle Enforcement program in CA, 1982.

Consultant, Speaker & Trainer

- Panelist and Speaker, IACP 2019 Technology Conference; topic of "Virtual Reality for Officer Critical Decision Making" NIJ grant, member of RAND Corporation Project Team, May 2019
- Consultant, Chula Vista Police Department, 2019-2024 Strategic Plan, May-October 2019
- Consultant, Signal Hill Police Department 2019-2021 Strategic Plan, January-May 2019
- Trainer, Introduction to Foresight, Florida Department of Law Enforcement's Senior Leadership Program,

April 2019

- Trainer, Introduction to Foresight, American Jails Association's California Jail Command Academy, 2016, 2017, 2019
- Facilitator, Tulare County Sheriff's Office, Team Building Workshop, October 2018
- Facilitator, Signal Hill Police Department, Team Building Workshop, June 2018
- Facilitator, Los Alamitos Police Department, Team Building Workshop, April 2018
- Facilitator, Laguna Beach Police Department, Team Building Workshop, Jan 2018
- Facilitator, Riverside County District Attorney's Office, Team Building Workshop, Dec 2017
- Facilitator of Assessment Workshops to select the State's trainers for Principled Policing, California's effort to implement the tenets of Procedural Justice, May/June 2017
- Member, CA POST Planning team to develop training for Law Enforcement executives and managers on the management of refugee populations in California communities, 2017
- Co-creator of a pilot hybrid delivery CA POST Academy Instructor Certificate Course, 2017
- Consultant, Upland Police Department, 2016-2021 Strategic Plan, April-June 2016
- Facilitator, Irwindale Police Department, Team Building Workshop, June 2016
- Member, Team proposing the creation of a Center for Police Foresight, Abu Dhabi, United Arab Emirates, 2015 - 2016
- Trainer, Written Skills for Supervisors and Managers, Central San Joaquin Valley Risk Management Authority, December 2015
- Facilitator, Westminster Police Department, Team Building Workshop, June 2015
- Member of Strategic Planning Workshop Team, American Jails Association, May 2015
- Facilitator, Bell Police Department, Team Building Workshop, May 2015
- Consultant, Banning Police Department, 3-year Strategic Plan March-April 2015
- Facilitator, Ceres Police Department, Team Building Workshop, March 2015
- Facilitator, Pomona Police Department, Team Building Workshop, Jan 2015
- Trainer, Organizational Culture for Police Agencies, Central San Joaquin County Risk Management Authority & Public Entity Risk Management Authority 2014-2015
- Consultant, Chula Vista Police Department, 5-Year Strategic Plan 2014
- Facilitator, Santa Ana Police Department, Team Building Workshop 2014
- Speaker, Orange County Chief's and Sheriff Annual Conference 2014
- Speaker, Fresno-Madera Chief's and Sheriff Annual Conference 2014
- Trainer, Introduction to Futures and Foresight, Central San Joaquin Valley Risk Management Authority 2014
- Facilitator, CA POST Futures Vision Team; wrote Team report to Executive Staff, 2013
- Consultant and Workshop Facilitator, LA IMPACT 5-Year Strategic Plan 2012
- Facilitator, Desert Hot Springs Police Department, Team Building Workshop 2011
- Speaker, CA Police Chief's Association Annual Conference, Fresno 2008
- Consultant to the City and County of Milwaukee, WI to create a Family Services Center for the community. Led work to consolidate family services in a collaborative model involving the Mayor's Office, the Police, the District Attorney's Office, the medical community, and public and private family justice & social service providers, 2005-2007
- Speaker, World Futures Society Annual Conference, San Francisco 2003
- Keynote Speaker, CA POST Command College, 2001 & 2003
- Speaker, CA League of Cities Annual Conference 1999
- Speaker, *Preparing for the Future* Conference, CA Commission on POST, Burbank CA 1997
- Speaker, 1994 National Conference on Ethics, Long Beach CA
- Graduation Project Presenter, CA POST Command College 1993