

Susan L. Pickman, Ph.D., CFE
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EDUCATION AND TRAINING

Ph.D. (with honors) in Latin American History, State University of New York at Stony Brook. Graduate Commencement Speaker.

M.A. in Political Science, C.W. Post College of Long Island University

B.A. in Social Sciences, New College at Hofstra University

Certificate, Institute for Educational Management, Harvard University

CFE (Certified Fraud Examiner), Association of Certified Fraud Examiners

Certificate, New York State Management Training Academy

Certified Law Enforcement Officer, J.C. Stone Memorial Police Academy and St. Petersburg Junior College Criminal Justice Institute

Court Qualified Expert Witness NYS Licensed Private Investigator

TEACHING

1/2015 – Present **John Jay College of Criminal Justice**

Department of Security, Fire and Emergency Management. Courses taught: Introduction to Security; Contemporary Issues in Protection Management; Security in Banking and Financial Institutions, Investigations and Legal, Regulatory and Administrative Issues in Private Sector Justice, Maritime Security.

Developed class internship on illegal fishing in conjunction with Global Fishing Watch.

Speaker recruitment: David Palmer, Chief of Staff, Office of the Inspector General, Department of Homeland Security. “Opportunities at DHS,” Feb 27, 2018. Sponsored by Department of Security, Fire and Emergency Management.

Center for Private Security and Safety. Courses taught: Money Laundering, Employee Theft and Consumer Fraud.

United States Coast Guard Auxiliary, Lower Manhattan, Flotilla Staff Officer – John Jay College Detachment 014-05-03-001. Developed this program; recognized by the US Coast Guard in a planking ceremony on November 28, 2017.

USCG Auxiliary University Leadership and Management School – class coordinator – February 23–25, 2018 (Part A) and March 23–25, 2018 (Part B). Recognized by the American Council on Education for three credits.

John Jay Faculty Student Engagement Awards: 2014–2016

Course/Instructor Feedback

“Whenever I needed special answers, I was confident that the instructor would quickly respond to my questions. I was never disappointed.”

“When it was time to do the final exam assignment, I realized how much I had learned from this course. . . . These ideas will stick with me for life.”

“Thank you so much for being the best mentor and professor.”

8/2017 - Present Tenure-track Assistant Professor of Security, Fire and Emergency Management

12/2015 - 8/2017 John Jay College of Criminal Justice

Substitute Full-time Assistant Professor, Department of Security, Fire and Emergency Management

1/2007 – 12/2015 **John Jay College of Criminal Justice**

Department of Law, Police Science and Criminal Justice Administration.

Courses taught: The Patrol Function; The Investigative Function; Introduction to Criminal Justice Administration; Law Enforcement and the Community; Law Enforcement in a Multi-cultural Society; Corrections.

Department of Security, Fire and Emergency Management. Course taught: Methods of Security.

Department of Latina/Latino Studies. Course taught: Gender, Race and Ethnicity.

University of Central Florida, Department of History. Course taught: Western Civilization.

State University of New York at Stony Brook, Department of History. Courses taught: Colonial Latin America, Modern Latin America, Latin American Historiography.

State University of New York at Old Westbury, Academic Administration. Course taught: Research Methods.

Instructor – NYPD Criminal Investigations Course (CIC)

INVITED TALKS & EXPERT CONTRIBUTIONS

Interviewee. “A Conversation with Police on Race,” Season 4. *New York Times Op Docs*. 2015.

International Panelist. “Sexual Harassment” episode of BBC Program *World Have Your Say*. 2016.

Panelist. “Dealing with Trojan Horses in the Maritime Sector.” Maritime Security Conference 2016, 10 Nov. 2016, Maritime Academic Center SUNY Maritime College, Throggs Neck, NY.

PUBLICATIONS

Pickman, Susan, and B. Roberts. “Criminal Justice Programs in the United States.” Presented to the Turkish High Council of Prosecutors and Judges Symposium, 24 Oct. 2013, Antalya, Turkey.

Pickman, Susan, and Dorcas R. Gilmore, “St. Augustine Settlement.” *Latinas in the United States: An Historical Encyclopedia*, edited by Vicki L. Ruiz and Virginia Sanchez Korrol, Indiana University Press, 2000.

Pickman, Susan, Marie-Helen Maras, et al. “Acceptable Risks in the Maritime Sector: Lessons for Security and Emergency Managers.” *Security Management Magazine*, Apr. 2018.

Pickman, Susan. “Private Detectives.” *Encyclopedia of Security Emergency Management*, edited by Marie-Helen Maras and Lauren Shapiro, Springer. Manuscript in preparation.

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Comment [1]:

Pickman, Susan, and Lawrence Howard. “Drug Smuggling and Maritime Security.” Manuscript in preparation.

Pickman, Susan & Lucia Velotti. Office of Academic Research Emergency Grant: “US Coast Guard Participation in Hurricane Harvey Rapid Response Operations.” Manuscript in preparation; to be presented at Emergency Management conference, April 2018, Scotland.

EMPLOYMENT

8/2004 – 1/2015 **President, The Pickman Group, LLC, New York City.** Conduct investigations, fraud examinations, case evaluations and expert witness testimony for business, government, law and accounting firms.

4/2002 – 7/2004 **Director, Special Investigations, Department of Buses, New York City Transit.** Conduct sophisticated fraud and professional misconduct investigations for one of the world’s largest public transportation agencies.

3/1999 – 3/2002 **Manager, Office of Professional Standards, Orange County Government, Florida (Orange County Sheriff’s Deputy).** The Office of Professional Standards is responsible for ensuring the integrity of Orange County Government by conducting impartial investigations regarding allegations of professional misconduct in the areas of fraud, discrimination, sexual harassment, abuse of authority and violations of other appropriate laws, statutes, regulations, and codes of conduct. We also investigated Section 8 housing fraud (HUD). I created and implemented a countywide system of background investigations of prospective employees. Acting as an internal consultant to senior management, I evaluated complex operations and recommended policy and procedural changes, training and enhanced controls. I supervised a diverse staff of fifteen and worked with every level of employee, appointed and elected official in the Central Florida region. Orange County Government had approximately 6,500 employees in over 70 departments and divisions and a budget of \$2.9 billion.

Orange County's departments included a 4,300-inmate jail, jail medical unit, clinics, medical examiner, residential facilities for delinquent and dependent children, head start, and one of the largest convention centers in the country.

- 1998 – 1999 **Police Officer, Ocoee and Oviedo, Florida.** Sworn patrol officer with powers of arrest. Conducted investigations, street patrol and other duties consistent with department requirements.
- 1986 – 1999 **Owner/Manager of Tusawilla Travel.** Specialized in convention travel services to academic organizations of up to 2,500 members (clients included The College Board and the Comparative Language Association).
- 1982 – 1986 **Police Officer First Class/Program Evaluator, Orlando Police Department.** Patrol officer with powers of arrest. Conducted policy and procedural reviews, training, utilization and fiscal reviews for the Chief of Police when assigned to the Division of Professional Standards. Evaluated and co-authored studies including intelligence operations, questioned documents, use of deadly and non-deadly force, training, computers, the police academy, OPD involvement in the Metropolitan Bureau of Investigation, department-wide staffing analyses, streamlining departmental operations, staffing shifts and rotations, resource utilization and the creation and implementation of a system of promoting senior managers. I made recommendations regarding legal and legislative reviews, and worked in a regular and reserve capacity with Sheriffs, Police Chiefs, Judges, the Office of the Mayor, national, state and local police and fire agencies.
- 1977 – 1982 **Grants Business Manager, State University of New York at Stony Brook.** Fiscal Manager for \$40 million in non-state appropriated funds from 125 funding sources (including many federal grants and contracts). Managed a staff of ten and coordinated the activities of sixty others in payroll, personnel, accounting, accounts payable,

receivables, bursar, and purchasing. Conducted statistical and operational audits, pre-audited systems. Did compliance reviews and argued the University's case in the audit appeals process. Developed systems to detect and prevent fraud and theft. Involved in construction cost analysis, hazardous waste management, security, animal research monitoring, infrastructure design, overhead calculations, state computer analyses, disparity reporting, evaluation and writing of grants and contracts and working with attorneys, facilities managers and project directors. The university center had over 5,000 employees, complex research and educational facilities, and a 300-bed hospital.

Other University Experience

Associate in Academic Administration, State University of New York at Old Westbury. Administrative and fiscal responsibility for seven academic departments.

Assistant Registrar, Academic Counselor, Head Resident, C.W. Post College of Long Island University. Implemented the first computerized registration system for 11,000 students.

Other Experience

Deputy Sheriff, Orange County, Florida, Sworn Law Enforcement Officer with Arrest Powers; Board Member, National Conference for Community and Justice. Community Advisory Board (PBS); Trustee, Orange County Library System; Member, Florida Governor's Task Force on Workers' Compensation Reform; Member, Florida Governor's Task Force on Paperwork Reduction; Project 2000 (Law Enforcement Committee); District Advisory Committee, Orange County Public Schools; Languages: English (Native Speaker); Spanish (Conversational); Amateur Radio (WA2HLQ), Avid Boater.

PROFESSIONAL MEMBERSHIPS

Association of Certified Fraud Examiners
Society of Professional Investigators
InfraGard
American Society for Industrial Security International
Pi Gamma Mu, National Social Science Honor Society