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Mark J. Lang, MCJ, CPP, CHPA

Mark.lang@investigationsHQ.com

Office: (321) 804-0221, Cell: (407) 468-7345

Education:

Master of Criminal Justice: Boston University: 2009

Bachelor of Arts Criminal Justice Administration: Columbia College: 2007

Associate of Arts General Studies: Columbia College: 2003

Command Officers Development Certificate: Southern Police Institute 23RD CODC: 1998
Kissimmee, FL. Police Academy: 1984

Certifications:

ASIS International / CPP - Certified Protection Professional

IAHSS International Association for Healthcare Security and Safety/CHPA: The Certified Hospital Protection Administrator.

Employment History:

Owner: Investigations HQ 2017 to Present

Provides expert witness and consultation services in criminal and civil litigation involving negligent security, premises liability, workplace violence, and police practices. The opinions are based on recognized industry standards, accepted security practices, policies, training expectations, reasonable foreseeability, preventable analysis, and police policies and procedures.

Dr. George Kirkham & Associates Inc., Criminal Justice Consultants, Senior Research Associate. 2023 to Present

Orlando Health 2015 to 2023

Senior Director, Corporate Security Operations, Executive.

As Senior Director of Security Operations, I provided executive leadership for security operations across a regional healthcare system consisting of 10 hospitals, more than 375 outpatient facilities, over 3,100 licensed beds, more than 25,000 team members, and an annual operating budget of approximately \$5.6 billion. Ensure that the development and security strategy aligns with the organization's established goals and objectives. Mitigate operational risks and enhance security by compiling, reviewing, and summarizing federal, state, and local regulations. Assist management by providing sound legal and regulatory advice, assistance, and information during critical moments.

Security Manager, Orlando Regional Medical Center

ORMC is an 800-bed Level One Trauma Center located in downtown Orlando, Florida

Supervised overall campus security while managing all aspects of the security command. Involved in workforce allocation, budgeting, training, and hiring to achieve desired results and enhance business efficiency by obtaining a Security Program of Distinction from the International Association for Healthcare Security and Safety. I conducted various administrative activities, including providing direction, managing and guiding staff, and designing policies and procedures to meet our goals. Committed to supporting the HR department by screening, interviewing, recruiting, and scheduling employees, I managed hospital security during the Pulse Nightclub mass casualty incident.

Orange County Sheriff's Office, Retired Captain, 1984 to 2008

The Sheriff's Office serves a population of more than 1.1 million residents across approximately 903 square miles (1,003 square miles total), making it one of the largest and busiest law enforcement agencies in Florida. At the time, the agency employed approximately 1,550 sworn deputies and operated on an annual budget of approximately \$340 million, providing full-service law enforcement to unincorporated Orange County and contracted municipalities while responding to hundreds of thousands of calls for service.

Captain Special Investigations Division

As the SID Captain, I supervised and managed many of the agency's highest-liability operational units, including undercover narcotics, fugitive apprehension, package interdiction with K9's pharmaceutical investigations, vice, tactical operations, and uniform patrol. As a Captain, I served in many roles, including the following: administrative review captain, responsible for evaluating discipline; mediator for agency new-hire interview boards; and policy and procedure board member.

Commander Tactical Patrol Section

I managed over 100 sworn personnel involved in countywide operations, including three Lieutenants and fourteen Sergeants. I supervised eight uniformed squads, such as the Gang Unit, Juvenile Apprehension and Monitoring Unit, Sexual Offender Squad, Fugitive Unit, and Auto Trap. Additionally, I served as a Reserve Watch Commander, overseeing all county operations. I was responsible for uniform tactical operations, including hotspot and order maintenance, violent crime trend suppression, and emergency response.

Lieutenant, Criminal Intelligence Section, Felony Squad

Managed squads responsible for high-risk felony arrests, undercover surveillance, and tracking registered sex offenders and career criminals. Authored and implemented agency policy regarding registered sex offenders and career criminals. Developed training programs for new agents, which included surveillance, high-risk vehicle takedowns, and basic undercover operations. Posted vacant positions and participated in transfer review boards. Posted manpower allocations, budget assessments, and conducted audits of investigative funds and equipment. Investigated violations of policy and procedure. Provided training for the citizens' police academy run by the agency.

Sergeant, Felony Squad

Leader of an undercover squad that is responsible for high-risk felony arrests, undercover surveillance, tracking, and registration of registered sex offenders and career criminals. Assisted local and Federal law enforcement agencies with undercover operations.

Other duties include Court Deputy, Patrol Deputy, FTO Deputy, Vice Agent, TAC Agent, and CPL Felony Squad.

Orange County Sheriff's Office Commendations

Medal of Merit recipient for exceptional service in protecting life and property.

The Distinguished Service Medal is for recognition of sustained superior performance.

Four-Unit Citations

Two Deputy of the Month awards

Published Works:

Published in the Journal of Healthcare Protection Management Volume 35, Number 2; Pulse Nightclub Lessons Learned

Training:

FEMA IS100: Introduction to the Incident Command System

FEMA IS200: Basic Incident Command System

FEMA IS700: An Introduction to the National Incident Management

FEMA IS800: National Response Framework, An Introduction

FEMA IS-546a: Continuity of Operations

FEMA IS-904: Active Shooter Prevention

FEMA IS-906: Workplace Security Awareness

FEMA IS-907: Active Shooter: What You Can Do

Oregon OSHA: Developing a Violence Prevention Program

ASIS: Certificate Workplace Violence Prevention and Intervention Program

ASIS: Workplace Violence Across Emergency Management Phases

ASIS: Protecting Houses of Worship: Evolving Threats in an Ever-Changing Landscape

ASIS: Active Shooter Preparedness: Best Practices for a Holistic Approach

ASIS: Advanced On-Person Screening Technology for Asset Protection

ASIS: An Integrated Approach to Threat Assessment and Management

ASIS: Can We Reliably Prevent the Next Workplace/School Shooting?

ASIS: Behavior Detection and Recognition
ASIS: Workplace Violence, Active Shooter Preparedness for Managers
ASIS: Planning, Training, Alerting, and Managing: 4 Steps for Handling Violent Intruders
ASIS: CPTED for Beginners.
NICP: Mini-Course Introduction to CPTED
NICP: Mini-Course Conducting a CPTED Site Survey
IAHSS: Virtual Workplace Violence Certificate Program
IAHSS: The Risk of Litigation in Healthcare Security
IAHSS: De-Risking Behavior Health Environments
Reid School: Techniques of Interviewing
CJSTC: Advanced Training Certificate, Interviews and Interrogations
CJSTC: Management Line Supervision
CJSTC: Law Enforcement Instructor Techniques
CJSTC: Advanced Training Certificate, Hostage Negotiations
CJSTC: Crisis Intervention
CJSTC: Officer Stress Awareness Resolution
CJSTC: Human Diversity Awareness Instructor;
CJSTC: Firearms Instructor
CJSTC: Field Training Officer
CJSTC: Advanced Training Certificate, Narcotics Identification and Investigation
OCSO: Executive Development

Memberships:

Southern Police Institute Alumni Organization: Past President of the Florida Chapter
Florida Association of Licensed Investigators: Current Orlando Area Director
ASIS-International
International Association for Hospital Security and Safety

Post Secondary Educator:

Adjunct Professor with 35 post-secondary courses instructed at the University of Central Florida and Valencia College.

Courses include:

Interview and Interrogation
Policing Systems and Procedures
Law Enforcement Emergency Procedures
Law Enforcement Organization and Administration
Ethics in Criminal Justice
Introduction to Security
Introduction to Criminal Investigation
Transportation and Cargo Security
Introduction to Criminal Justice,
Introduction to Criminology
Narcotics and Crime
Introduction to Homeland Security
Introduction to Juvenile Justice
Introduction to Corrections