

Richard Morman, CPP, CSSP, PPS
Deputy Chief of Police (Retired)
Independent Consultant

PROFESSIONAL CERTIFICATIONS

Certified Protection Professional (CPP)
Certified Sports Security Professional (CSSP)
Certified Personal Protection Specialist (PPS)

PROFESSIONAL EXPERIENCE

Concentric Risk Solutions LLC: President and CEO, November 2010 to present
Concentric Risk Solutions LLC is an independent security consultancy offering security and law enforcement management consulting services and litigation support.

Ohio Wesleyan University Department of Public Safety: Public Safety Investigator, August 2014 to present (part-time)
Direct report to the Public Safety Director/Chief of Police. Investigate criminal and administrative matters. Investigate violations of the Clery Act, Title IX and assist the Coordinator of Student Conduct. Liaison with local law enforcement.

Ohio Wesleyan University Department of Public Safety: *Interim* Director of Public Safety, September 2019 to December 2019. Fulfill the duties of the Director of Public Safety for the university between retirement of former director and the search and subsequent hiring of a new director.

Texas A&M University, Texas A&M Engineering Extension Service (TEEX) Agency Instructor I 2014 to 2018
Instruct courses *Sport Event Risk Management AWR- 167* and *Sport and Special Event Evacuation Training and Exercise MGT-412* nationwide. Along with one other person, developed and revised curriculum for *Sport and Event Risk Management AWR-167*. Summer of 2015
**Note: course deliveries taken over entirely by NCS⁴*

National Center for Spectator Sports Safety and Security (NCS⁴) Resource consultant 2009 to present
Instruct the following courses nationwide, *Sport Event Risk Management AWR-167*, *Sport and Special Event Evacuation Training and Exercise MGT- 412*, *Sport and Special Event Enhanced Risk Management and Assessment MGT-466*, and *Certified Sport Security Professional Review Course*. Consult on projects as subject matter expert. Past projects include curriculum development for *Sport and Special Event Evacuation Training and Exercise MGT. 412*, *Development of the Certified Sport Security Professional (CSSP) program, including the review class*. *Development of Sport and Special Event Enhanced Risk Management and Assessment MGT-466*. Participated in developing the *NCS⁴ Intercollegiate Athletics Safety and Security Best Practices Guide*. Serve as an assessor for the *Sports and Entertainment Security Designation (SESD)* program.

Executive Protection Institute (EPI): Adjunct Instructor 2012 to present

Consulted with the Executive Protection Institute to develop an executive protection training specific to colleges and universities. Currently instruct this course.

The Ohio State University Police Division September 1986 to March 2015

Deputy Chief of Police: February 2004 to March 2015

(Title changed from Assistant Chief of Police to Deputy Chief of Police in 2007)

- As the Deputy Chief of Police was responsible for the day to day law enforcement operations of The Ohio State University Police Division. Provided guidance and review to Captains, Lieutenants, University Law Enforcement Officers, and non sworn personnel assigned in the management of patrol, law enforcement, criminal investigation, and other public safety services.
- Direct reports included the Patrol Operations Captain, the Support Services Captain, the Records Manager, and the Assistant Accreditation Manager/Training Coordinator.
- Served as the Accreditation Manager, responsible for policy and procedure development. Lead the University Police Division through the Commission on Accreditation for Law Enforcement Agencies (CALEA) law enforcement accreditation process. A major part of the process included revising the divisions written directives.
- Responsible for the oversight and management of Internal Affairs Investigations.
- Participated on the Labor Relations Committee with representatives of both officer and supervisor's labor unions, the local Fraternal Order of Police representative, and the University Human Resources representatives.
- Served on the management negotiation team during four different police officer and three different police lieutenant and captain contract negotiations.
- Oversaw activities and work resources of specialty units such as Special Response Team, Personal Protection Team, Hostage Negotiations Team, the Canine Unit, and the Student Safety Service.
- Served on various University wide teams and committees, such as the University Export Control Committee.
- Acted as a liaison with University Medical Center Security Director, the Director of Student Judicial Affairs, the Associate Director of Student Life, and OSU Athletic Department members.
- Served as President of the Board of Trustees for the Community Crime Patrol (CCP). CCP is a non-profit crime watch program funded by the university and the City of Columbus.

- Served on the Board of Trustees for the Ohio College Law Enforcement Association (OCLEA). (Still currently serving on the board.)
- Held a secret security clearance and was the Terrorism Liaison Officer for the University. Served on the executive committee for the Central Ohio FBI Joint Terrorism Task Force (JTTF).
- Served as the Incident Commander (under NIMS) for collegiate football games with attendance of 105,000 spectators, to other smaller events. Has been involved with special workgroups that have studied fan behavior and celebratory rioting and was a member of The Ohio State University Sportsmanship Council.
- Served as the Section Chief for Homeland Security for The Ohio State University football games. Responsible for the coordination of multiple, state, federal, and local agencies involved in protecting critical assets.
- Was involved in planning and coordinating executive protection details involving United States Presidents, Presidential candidates, visiting foreign heads of state, and other visiting dignitaries.
- Developed, coordinated, and instructed in a 40 hour Executive Protection training program
- Served on two different University Threat Management Teams which are designed to address behavioral problems that may lead to violence. Presented on the topic of threat assessment and dealing with disruptive behavior.
- Provided training to new security officers within Public Safety in the topics of "Introduction to Security" and "Criminal Justice System."

Staff Lieutenant: From September 2002 to February 2004, duties included, supervision of the investigator assigned to Evening Watch, follow up criminal investigations. Special interdiction of specific criminal acts that are identified as plaguing the campus. Placement of covert surveillance cameras

Lieutenant: From 1992 to 2002, served as a Watch Commander, rotating between the three different shifts. Duties included providing supervision, scheduling, review of work product, managing criminal investigations, performance evaluation and guidance for the nine to twelve police officers and non-sworn police employees assigned to the particular shift. Received the Police Chief's Distinguished Service Award for demonstrating excellent leadership in carrying out these duties to accomplish the goals of the Police Division.

Special Projects: Served on a special university wide council that created, implemented, and had oversight over an annual awards and immediate recognition program (PRIDE). Also, served on numerous departmental workgroups, including groups for Scheduling and Community Policing.

Interacted with other safety service agencies. Coordinated the first Burglary Special with Campus Partners, Columbus Police, and Community Crime Patrol.

Developed and implemented the Lieutenants Transition Program, a Field Training and mentoring program for newly promoted Lieutenants. Served as a Field Training Lieutenant, mentoring and coaching newly promoted Lieutenants.

Investigator: From 1989 to 1992. Worked in the Investigative Services Division as an Investigator. Received the Police Chief's Merit Award on two different occasions for exemplary work in achieving success in several high profile investigations.

Police Officer: From 1986 to 1989. Assigned to the Patrol Division as a patrol officer, also served as a Field Training Officer for new officers.

MILITARY: United States Navy, 1975 to 1979 Received honorable discharge.

CURRENT PROFESSIONAL MEMBERSHIPS

International Association of Professional Security Consultants (IAPSC)
ASIS International
Association of Threat Assessment Professionals (ATAP)
National Center of Spectator Sports Safety and Security (NCS4)
Ohio Campus Law Enforcement Association (OCLEA)

SPECIALIZED TRAINING

SEAK, *How to Start, Build, and Run a Successful Expert Witness Practice*, completed January 19 & 20, 2017 San Diego, CA.

EDUCATION

Attended The Ohio State University
FBI National Academy: Graduate of Session 225, June 2006
Certificate in Criminal Justice Education, University of Virginia. Completed June 9th. 2006
Police Executive Leadership College, class XXVI II, Completed June 16th. 2000
High School Nelsonville-York, graduated 1975

SPECIAL PROJECTS

Participated on the focus group assembled by the Bureau of Justice Assistance, US Department of Justice, US Department of Homeland Security, and the Federal Bureau of Investigation to develop *Practitioners' Thoughts on Promising Practices for Securing College and University Spector Events from Criminal Extremist Attacks*, December 2011 Orlando, FL.

Participated on the focus group assembled by the Bureau of Justice Assistance, US Department of Justice, US Department of Homeland Security, and the Federal Bureau of Investigation to develop *Maintaining Safety and Order on College Campuses During Protesters and Demonstrations: Promising Practices*, December 12 & 13, 2013 Madison, WI.

Participated as one of two reviewers for Ohio Attorney General Peace Officer Training Commission, Peace Officer Basic Training course *Civil Disorders*, December 2015. London, OH. The task was to review and insure that the curriculum was up to date.

Participated as one of two reviewers for Ohio Attorney General Peace Officer Training Commission, Private Security Basic Training course *Crowd Control*, December 2015. London, OH. The task was to review and insure that the curriculum was up to date.

PRESENTATIONS

Participated on a Safety Panel and presented on “Fan Behavior,” at the Collegiate Athletic Operations Services Conference (CAOS) June 19, 2008, Mauston, WI.

Participated on a Safety Panel, and presented on “Alcohol Management,” at the Collegiate Athletic Operations Services Conference (CAOS) June 23, 2009, Mauston, WI.

“Threat Assessment,” presented to the Ohio State University Risk Advisory Committee April 9, 2010, Columbus, OH.

“Game On: A Large Venue Security Case Profile,” presented at the Collegiate Athletic Operations Services Conference (CAOS) June 16, 2010, Mauston, WI.

“Changing The Game Day Culture: From Celebratory Rioting to Good Fan Behavior,” presented at the National Sports Safety and Security Conference and Exhibition August 2010, New Orleans, LA.

“Game On: A Large Venue Security Case Profile,” presented at the 5th. Annual Homeland Security Professionals Conference and Expo, October 28, 2010, Las Vegas NV.

“Best Practices: Large Event Security,” invited by the US Department of Justice to present to a group of peers and US Department of Justice officials, December 2011, Orlando, FL.

“Game On: A Large Venue Security Case Profile,” presented at the Campus Fire Safety, Security and Risk Management Conference and Expo March 7, 2011 Columbus, OH.

“Threat Assessment in a Campus Environment,” presented at the Campus Fire Safety, Security and Risk Management Conference and Expo March 8, 2011, Columbus, OH.

“Game On: A Large Venue Security Case Profile,” presented at the International Association of Campus Law Enforcement Administrators (IACELA) Annual Conference and Expo, June 17, 2011 Charlotte, NC.

“Game On: A Large Venue Security Case Profile,” presented at the Commission on Accreditation for Law Enforcement Agencies (CALEA) summer conference July 28, 2011 Cincinnati, OH.

“Response to an Active Shooter Event,” case study of Ohio State University incident. Co-presented with one other person. ASIS Columbus, Chapter, February 16, 2012 Columbus, OH.

“Large Event Security,” presented with other panel members, Attorney General Law Enforcement Conference, October 25, 2012 Columbus, OH.

“Crowd Control in Different Situations: Field Encroachments,” 3rd Annual National Sports Safety and Security Conference and Exhibition for July 31 – August 2, 2012 New Orleans, LA.

“Security Planning for Large Events,” Presented to the Fraternal Order of Police Associates January 2013, Columbus, OH.

“Communications Issues and Challenges During Presidential Campaign Visits,” presented as part of a larger presentation on “Communications Issues at Large Events,” at the International Wireless Communication (IWC) Conference March 2013 Las Vegas NV.

“The Ohio State University Shooting Incident,” co-presented with one other person, Ohio Campus Law Enforcement Association Annual Conference, March 1, 2013, Columbus, OH.

“Overview of Personal Protection,” 10th. Annual Campus Fire Safety, Security, and Risk Management Professional Development Conference and Expo March 5, 2013, Columbus, OH.

“Threat Assessment in a Campus Environment,” presented 10th. Annual Fire, Safety, Security and Risk Management Professional Development Conference and Expo March 5, 2013, Columbus, OH.

“Special Events Planning and Security,” Ohio Homeland Security Briefing May, 9, 2013 Columbus, Oh. Co-presented with one other person

“The Presidents Coming! What’s Your Plan? (And How to Plan for other VIP visits),” *presented* at the International Association of Campus Law Enforcement Administrators Conference (IACLEA) July, 1, 2013 Louisville, KY.

“Threat Assessment: A Simple Team Approach,” presented the Closing Keynote Session at the Security One 2 One Winter Summit by ICS 2014, February 25, 2014, Phoenix, AZ.

“The President is Coming to Your Town/Campus: What’s Your Plan,” presented at the 11th. Annual Campus Fire Safety, Security & Risk Management Conference and Expo, March 4, 2014, Columbus, OH.

“Maintenance Building Shooting March 9, 2010,” presented at the 11th. Annual Campus Fire Safety, Security & risk Management Conference and Expo, March 4, 2014, Columbus, Oh.

“Field Encroachments,” presented as part of a larger presentation, “Behavioral Issues Surrounding Sporting Events,” at the 5th. Annual National Sports Safety and Security Conference and Exhibition July 2014, Indianapolis IN.

“Game On: A Large Venue Security Case Profile,” Participants were US Homeland Security, Protective Security Advisors (PSA) from the Great Lakes Region (FEMA Region V). Presented September 25, 2014 Columbus, OH.

“The Presidents Coming What is Your Plan,” Big Ten Emergency Management Conference, August, 2014 Columbus, OH.

“VIP Protection Course,” presented at Drexel University, December, 16-17, 2014 Philadelphia, PA.

“Sports and Special Event Security Planning: Best Practices,” presented via webinar for the National Center for Campus Public Safety, which was broadcast nationwide, August 14, 2015

“Special Events - Best Practices for Safety and Emergency Management,” 13th Annual Campus Fire Safety and Emergency Management Professional Development Conference and Expo March, 7 2016 Columbus, OH.

It's Election Season - Preparing for a Presidential Level Visit to Your Campus or Community, 13th Annual - Campus Fire Safety and Emergency Management Professional Development Conference and Expo March, 8 2016 Columbus, OH.

“Basic Executive Protection Training,” 16 hours, September 20 & 21, 2016 Dennison University Granville, OH.

“Crowd Management: Understanding the Basics,” 14th. Annual Campus Fire Safety and Emergency Professional Development Conference and Expo February 28, 2017 Columbus, OH.

“Run-Hide-Fight “ 14th. Annual Campus Fire Safety and Emergency Management Professional Development Conference and Expo February 28, 2017 Columbus, OH.

“Security and Operational Planning for Special Events” 33rd. Annual Conference, International Association of Professional Security Consultants, May 7-9 2017 Austin, Tx.

“Security Best Practices for Larger Venues and Stadiums” Joint Webinar with Regroup, June 29, 2017.

“Threat Assessment Teams: Keeping it Simple” National School Safety Conference, July 27, 2017 Las Vegas, NV.

“Crowd Management: Understanding the Basics” National School Safety Conference, July 27, 2017 Las Vegas, NV.

“Special Events Risk Assessment: Understanding the Basics” 15th. Annual Campus Fire Safety and Emergency Management Professional Development Conference and Expo February 27, 2018 Columbus, OH.

PUBLICATIONS

“Building a Bigger Better Buffer Zone Protection Plan,” *Domestic Preparedness.com* January 2013

“What to Expect When Presidential Candidates Come to Campus,” *Campus Safety Magazine*, August 12, 2012

“Changing the Game Day Culture,” *Campus Safety Magazine*, September 2009

TRAINING MANUAL and CURRICULUM DEVELOPMENT

“Certified Sport Security Professional: Review Course Guide” 2nd Edition. (National Center for Spectator Sports Safety and Security 2018) Authored Module 4: Legal and Regulatory, Module 5: Crowd Management, Module 6 Security Principles & Practices.

“Sport and Special Event Evacuation Training and Exercise” MGT-412. (US Department of Homeland Security 2012). Participated in the development of the overall curriculum, authored Module 4 Section on Crowd Management.

“Sport and Special Event Risk Management” AWR-167 (U.S. Department of Homeland Security 2016) Along with one other person, developed and revised curriculum, for Risk Environment, Risk Management, Risk Assessment Considerations, Building Effective Risk Management Teams, and Mitigation Actions.

“Enhanced Sport and Special Event Risk Management and Assessment” (US Department of Homeland Security 2019). Worked with a group of subject matter experts facilitated by the National Center for Spectator Sports Safety and Security (NCS4) to develop the outline for this course. Wrote the module *Identifying Threats and Assessing Risk*. Reviewed the modules on *Risk Management Overview*, and *Risk Mitigation Strategies*.

“Overview of Risk Management for Sports and Entertainment Certified Professionals” (National Center for Spectator Sports Safety and Security, NCS⁴). Work in progress, developing online course curriculum consisting of eight modules, geared toward first line supervisors and mid-level managers of sport and entertainment venues. Curriculum development to be completed by March 2020.

Updated: November 26, 2019