

Kevin T. Leverenz, PhD

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EXPERIENCE

LEVERENZ CONSULTING, LLC – Georgetown, Texas

(2019 – present)

Owner / Consultant

Provide Police Promotion Process Preparation Services, assist candidates prepare for promotional exams, teach sound study habits and time management practices, provide test and performance anxiety strategies, navigate the exam question appeal process, and coach candidates through assessment center preparation.

Provide law enforcement policy revision support, operational assistance, and leadership coaching.

TEXAS A&M UNIVERSITY – CENTRAL TEXAS – Killeen, Texas

(2019 – present)

Adjunct Faculty

CRIJ 3310 – Supervision and Management (*undergraduate*)

CRIJ 3320 – Policing (*undergraduate*)

CRIJ 3311 – Techniques of Interviewing (*undergraduate*)

CRIJ 5321 – Leadership and Supervision (*graduate*)

Prepare lesson plans, constructed course content and administered assessments for in-class and online-based graduate and undergraduate courses.

PRAIRIE VIEW POLICE DEPARTMENT – Prairie View, Texas

(2021)

Interim Police Chief

Provided a full range of leadership, operational command, and administrative oversight service through department-wide organization restructuring efforts for department with 14 FTE's and a \$1M budget.

- Coordinated day-to-day operations while developing internal affairs and public integrity case management system, and overseeing multiple.
- Conducted multiple public integrity investigations, oversaw internal affairs investigations, and managed discipline proceedings in non-civil service agency.
- Established a network of accountability measures where none existed.
- Developed and implemented comprehensive strategy to provide TCOLE-required training to all personnel.
- Reset field training protocols based on accountability failures and developed protocol to augment officer training with scenario-based quizzes to ensure individuals' capacity to conscientiously apply local, state and federal laws. Augmented scenario-based training through direct engagement with all sworn staff.
- Managed fleet purchase project, represented department in FY2022 budget preparation meetings, and employed departmental cost-saving measures for recurring costs.
- Initiated engagement and relationship-building efforts between Waller County's municipal, county, university, and DPS law enforcement leaders to augment coordinated enforcement and service delivery efforts and hosted the first law enforcement executive luncheon designed to engage complementary enforcement policy development and special event operational efforts.
- Oversaw efforts to bring department's report management system into compliance with federal NIBRS reporting requirements and Texas state NIBRS grant requirements.
- Augmented, then supplemented the department's management and oversight apparatus.
- Policy and (January 2021) External Audit review to verify completeness and develop next steps to meet (thirty-two) recommendations and providing for periodic policy review and updates.
- Drove aggressive recruiting efforts to bolster staffing levels during extraordinary staffing (50%) shortages.
- Discovered full range of in-car and body worn camera footage accountability failures, put in place stop-gap measures to achieve accountability while engaging purchase process for an adequate camera system.
- Uncovering egregiously inadequate evidence accountability measures, oversaw (external) full evidence room audit and full reset on evidence submission and management protocols.
- Developed strategy to address wide-spread misuse of cellular products on city's cellular service contract and establish a complementary protocol to establish accountability.
- Developed strategy to comply with City Council's resolution to reduce department's LESO program surplus military vehicle holdings.
- Redesigned organization chart to foster a department-wide accountability and review structure.

TEXAS STATE UNIVERSITY – Round Rock Higher Education Center, Round Rock, Texas

(2009 – 2021)

Adjunct Faculty

CJ 3323 – Mid Level Management in Criminal Justice Agencies

Prepared lesson plans, conducted lectures, and administered assessments and essays for classroom-based and online-based undergraduate course.

Lieutenant, Operations Lieutenant - Downtown Area Command

Provided management/command oversight for projects, initiatives and staffing issues in Downtown Area Command, acting as commander in the commander's absence (125 sworn FTE's).

- Developed, implemented and commanded numerous Counter Assault Strike Team (CAST) Team and Mobile Field Force Operations for scheduled protests in the Downtown patrol region.
- Developed use of force accountability protocol for enhanced Downtown Area Command Response to Resistance review.
- Initiated formulation of workgroup (in conjunction with Region 2 District Representatives and the City of Austin Innovation Office) to develop a comprehensive, multi-agency approach to address citywide gaps in service delivery and affordable housing for homeless community.

Lieutenant, Support Lieutenant

Provided management/command oversight for projects, initiatives and staffing issues in Downtown Area Command, acting as commander in the commander's absence on use of force and pursuit incident oversight.

- Oversaw Region 2 District Representative efforts in "Restore Rundberg," a three-year NIJ Byrne grant-funded project (After retirement, participated in presentation on the project to the selection committee in Tempe, AZ after the project was selected as a finalist for the 2016 Herman Goldstein Award for Excellence in Problem-Oriented Policing).
- Led both Metro Tactical and District Representative units in the Region 2 (North Austin) patrol region, oversaw quarterly community forums across the patrol region, and the department's collective National Night Out participation in Region 2.
- In an elective and ancillary role as a CAST (Counter-Assault Strike Team) platoon lieutenant, I constructed 43-page lesson plan and ancillary documentation for annual active shooter response team training ("CAST 2014 – After-Action Review and Operational Updates").
- Served as Acting Region 2 Commander (235 sworn) for three months, reviewing and managing all needed follow-up on Region 2 pursuit and use of force incidents while representing Region 2 at command staff meetings (COMPSTAT presentations).

Lieutenant, Real Time Crime Center

Assigned to undertake responsibilities as the operations lieutenant for the Real Time Crime Center (RTCC) to oversee a full range of development efforts designed to expand the RTCC's operational capacity.

- Developed policies and SOP's for the Real Time Crime Center and Watch Lieutenant desk, the RTCC Resource Manual, along with multi-stage activity-tracking spreadsheet for permanent and backfill personnel, along with accompanying periodic reports.
- Fostered working relationships with other lieutenants in the Real Time Crime Center and outside stakeholders that proved necessary to successfully implement and drive expansion of operational capabilities (via Citizen Observer Tip Line, ETS and 3Si tracking activation oversight, and NICB – ALPR vehicle activations) while maintaining operational continuity and priority-tiered service delivery.
- Developed a multiple-stage backfill assignment protocol that ensured clear and continuous watch lieutenant assignment coverage and provided for both short-term and long-term coverage vacancy notifications (incorporating seniority considerations, promotion testing date ranges, special assignment necessities and lieutenant-requested blackout dates).
- Developed DOC activation protocols that allowed for complimentary and concurrent RTCC operation. With executive staff approvals, developed Watch Lieutenant Notification Protocols for significant incidents and organizationally sensitive alerts.
- Represented the RTCC as a primary point of contact for the City of Austin Auditor's Office representatives, and conducted numerous presentations on Real Time Crime Center capacities and capabilities to a variety of audiences: NAWLEE conference attendees, DAA members, Commander Forum attendees, visiting dignitaries & Citizen Police Academy. Developed and implemented notification protocols for Clery Act-related police events for APD and UTPD, providing notice of APD patrol responses in neighborhoods adjacent to the UT-Austin main campus.
- Collaborated with UT-Austin and Texas State University law enforcement and administration to develop and integrate campus emergency alert systems into RTCC notification protocols. After facilitating a doctoral research endeavor (by coordinating 16 officer interviews in one day at four APD locations citywide in a manner that ensured no service delivery mitigation), developed a proposal for Austin Police Department collaboration with Texas State University Criminal Justice Department doctoral program to foster a practitioner / academic relationship and expand the department's research capacity in order to develop an agile network of academics and practitioners to leverage the academic community as a force multiplier.
- Oversaw the jail overtime staffing initiative, for over a year, by tracking relevant metrics and constructed cost-benefit analysis for each region, which was commissioned to determine the need for a Magistration Center.
- Conducted cost/benefit analyses of staffing Real Time Crime Center with sergeants in lieu of lieutenants and civilians in lieu of officers.
- In response to the changes that came from the passing of the Morton Act, worked closely with records management to ensure that the RTCC, as the primary custodial entity of Public Safety Camera System footage, established new protocols to ensure that RTCC personnel were proactive in capturing and recording all footage with evidentiary value and ensuring that footage was turned in as evidence in a timely manner.

Lieutenant, Patrol

Managed evening and night walking beat operations during dynamic downtown events.

- Demonstrated a capacity to foster and maintain quality relationships with business, security, special interest groups and community leaders.
- Fostered trust between APD and community coalitions by actively spearheaded community interaction that drove positive and timely police responses to 5th Street Neighborhood Association's concerns of open-air drug markets in the 5th and Neches area.
- Represented Austin PD during SXSW-sponsored crowd dynamics seminar and roundtable planning exercises designed to implement enhanced safety measures for SXSW attendees.
- Completed APD Leadership Command College

Sergeant, Patrol

- Commended by ETS and APD for managing patrol responses that led to captures of robbery suspects in three separate robberies.
- Patrol shift nominated for APD Unit of the Year, FY2004.

Sergeant, Missing Persons / Juvenile and SOAR Units

- Oversaw the 2003 annual citywide Sex Offender Round-Up preceding the academic year.
- Completed the West Point Leadership Academy.

Detective, Street Response

- Planned and conducted undercover narcotics buy / bust operations, along with numerous operations to undermine pervasive underage drinking in Sixth Street taverns.
- Successfully proposed patrol use of outer ballistic vest carriers; initiated successful implementation plan with vendor to facilitate ordering and measurement processes.

Detective, Missing Persons / Juvenile Unit

- Chairman – Criteria Committee for the Capital Area Amber Alert project (developed activation criteria for the 11-county alert system) (the basis for second Superior Service Citation).
- Developed mock missing child recovery exercise to assess Amber Alert activation efficiency.
- Conducted numerous blocks of instruction on missing person investigation strategies and tactics to cadets and new detectives, and press interviews on missing person investigations.
- Assigned as acting supervisor over unit for approximately six months (while assigned sergeant was on military deployment).

Street Detective, Patrol

- Assisted patrol with complementary detective support and periodic arrest review coverage in a newly developed role in the department.
- Awarded Superior Service Citation for two-day extortion investigation and arrest.

Senior Patrol Officer, Patrol

- Conducted a six-month, multi-officer study, “Quik-Kuf: The Key to Use of Force Reduction,” which required acquisition of external training cadre and equipment, tracking of arrests and equipment effectiveness; successfully proposed their use to the equipment committee.
- Successfully proposed department-wide authorization for deployment of personally-owned AR-15’s rifles to augment patrol capacity while addressing a protocol that overlooked dangers associated with multiple employees having authorization to deploy AR-15’s that they had not zeroed.

ARMY NATIONAL GUARD

(1989 – 1994)

Texas National Guard – 49th Armored Division RCPOC (Austin, Tx.)

Illinois National Guard – 933rd M.P. Company (Chicago, Il.)

Kentucky National Guard – 438th M.P. Company (Murray, Ky.)

Illinois National Guard – B Co., 1/131st Infantry (Waukegan, Il.)

UNITED STATES ARMY

(1986 – 1989)

A Co. 8/2nd Training Battalion, Fort Benning, Ga.

A Co. 4/21st Infantry, Fort Ord, Ca. (7th Infantry Division)

Radio operator in the company’s scout platoon; M249 gunner, and fire team leader in a rifle platoon.

EDUCATION

TEXAS STATE UNIVERSITY – San Marcos, Texas

Doctor of Philosophy in Criminal Justice, 2019

Dissertation: “A Tale of Four Cities: Evaluating the Impact of Assessment Centers on Police Promotion Processes by Rank, Sex, and Race”

Dissertation Committee: *Christine S. Sellers (Co-chair), Brian L. Withrow (Co-Chair), Wesley G. Jennings, Kenneth J. Peak*

TEXAS STATE UNIVERSITY – San Marcos, Texas

Master of Science in Criminal Justice, 2007

MURRAY STATE UNIVERSITY – Murray, Kentucky

Bachelor of Science - Economics, 1992

CONFERENCE PRESENTATIONS

Kianes, R., White, T., Baker, D., & Leverenz, K. (2016). *Restore Rundberg: Leveraging community engagement to reduce crime and fear of crime*. Presented at 26th Annual Problem-Oriented Police Conference. (Finalist - Herman Goldstein Award for Excellence in Problem-Oriented Policing).

Leverenz, K. (2012). *Real time crime center: Capacities and capabilities as a force multiplier*. Presented at 17th Annual National Association of Women Law Enforcement Executives (NAWLEE) Conference.

BOOK REVIEW

Leverenz, K. (2018). Content Review: Sahama, J. (2017). *Criminal Law*, (12th ed.). Boston, MA: Cengage Learning.

PROFESSIONAL SERVICE

Counter Assault Strike Team (CAST) – Platoon Leader, 2015-2016

Annual Counter Assault Strike Team (CAST) Training – Curriculum development, 2015.

Capital Area Amber Alert (Program Development) – Chair, Activation Criteria Committee, 2002

Leverenz, K. (2002). *Missing Persons Investigations*. Austin Police Academy – Cadet Training.

Leverenz, K. (2001). *Missing Persons Investigations*. Austin Police Academy – Cadet Training.

Field Negotiator – Critical Incident Negotiator Team, 2000-2002

CERTIFICATIONS

TCOLE Master Peace Officer Certification

TCOLE Basic Instructor Certification

PROFESSIONAL TRAINING

APD – West Point Leadership Academy

APD Leadership Command College

FEMA ICS Training (100a, 200, 30, 400, 700a, 701a, 703a, 704, & 800b)

APD SWAT School

Critical Incident Negotiator Course

Crowd Dynamics

Reid Technique - Interview & Interrogation

MEMBERSHIPS / AFFILIATIONS

International Association of Chiefs of Police (IACP), 2011 – present

Alpha Chi – National Honor Society, 2014

Alpha Phi Sigma – National Criminal Justice Honor Society, 2007

100 Club of Central Texas – Life Member

U.S. Chess Federation – Life Member

PROFESSIONAL AWARDS

Meritorious Career Award

Meritorious Service Medal

Superior Service Citations (2)

Honorable Conduct Award