

Robert Bayer, Ph.D.

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OBJECTIVE

Correctional Consultant/Management , Training and Education

Employment History

2008-present	Adjunct Professor	University of Maryland University College Graduate School of Management & Technology
2006-present	Adjunct Professor Course Mentor Course Chair	University of Maryland University College Dept. of Criminal Justice and Forensic Science
2005-present	Adjunct Instructor	University of Nevada, Reno Justice Management Degree Program
2000-present	Justice Consultant	Reno, Nevada Special Clients; U.S. State Department U.S. Immigration & Custom Enforcement Association of State Correctional Administrators
2004-present	Chair/Advisory Committee	University of Nevada, Reno Justice Management Degree Program
1995-2000	Director	Nevada Department of Prisons
1994-1995	Operations Supervisor	Peace Officer Standards and Training Committee Training Academy
		<ul style="list-style-type: none">• Special Assignment: Borrowed from Parole and Probation by Director Weller of Public Safety to develop and implement a new state-wide corrections academy for rural detention center and police/sheriff staff; set up computerized state police/peace officer training, and teach classes for Category I, II, and III P.O.S.T. at the Highway Patrol Academy.
1992-1995	Operations Supervisor	Nevada Department of Parole and Probation
		<ul style="list-style-type: none">• Special Assignment: State-wide responsibility for parole revocation policies and procedures as well as the entire out of state parole caseload. Objective: reduce revocations and streamline the revocation process.
1975-1992	State of Nevada	Carson City, Nevada

Department of Prisons

- 1990-1992 Associate Warden/Operations
- 1988-1989 Correctional Captain
- 1987-1988 Inspector General
- 1983-1987 Training/Internal Affairs Administrator
- 1980-1983 Department of Prisons Training Manager
- 1978-1980 Statewide Substance Abuse Program Director
- 1977-1978 Correctional Classification Counselor II
- 1976-1977 Correctional Classification Counselor I
- 1975-1976 Correctional Classification Counselor Trainee

1972-1975 State of Nevada Reno, Nevada
University of Nevada Teaching Fellowship/English

1971-1972 Oswego County Oswego, New York
Mexico Academy High School English Teacher

Education

2004 University of Nevada Reno, Nevada
Ph.D. Political Science/Public Administration and policy

Dissertation topic: "Prison Privatization: a Cost Efficiency Case Study in Nevada"

1990 University of Nevada Reno, Nevada
M.P.A. Political Science/Public Administration and policy

Thesis topic: "Escape from Custody: A New Nevada Prediction Model."

1972-1975 University of Nevada Reno, Nevada
Ph.D. English Literature program (course work completed: exams left pending/granted indefinite time to complete: began corrections career)

1972 University of New York at Oswego Oswego, N.Y.
M.A. English Literature

1971 University of New York Oswego, N.Y.
B.A. Liberal Arts

1973 Reno Real Estate School Reno, NV.
Real Estate Broker

Professional certifications

American Correctional Association

- Professional Development Faculty 2004-present

Nevada Peace Officer Standards and Training instructor certificates:

- Range Master
- Baton Instructor
- Self defense instructor

U.S. Department of Justice certification:

- Disturbance Control Trainer
- Train the Trainer

Nevada Bureau of Alcohol and Drug Abuse

- Certified Counselor
- Certified Program Administrator

American Correctional Association certification:

- Master Trainer Certificate

California Community College:

- Instructor Credential/Lifetime Certificate
- Supervisor Credential/Lifetime Certificate

Nevada Real Estate Broker

*I have approximately 250 hours of additional certified Peace Officer Standards and Training coursework/certifications I can list upon request.

Publications/non-published governmental studies

- “The Delphi Project: The Future of Law Enforcement in Nevada.” (August 1994) Unpublished governmental report.
- “Managing Staffing Patterns,” Journal of American Association of Correctional Training Personnel, August, 1985, pp. 16-20.
- “Corrections Institutions and Policies.” Towards 2000: Public Policy in Nevada. Dennis L. Soden and Eric Herzik, ed. Kendall/Hunt Publishing Co. Dubuque, Iowa: 1997. pp 247-267.

Presentations and speaking engagements

“System Administration: the Association of State Correctional Administrator’s *Performance Based Measures System*.” Presenter. National Judicial College. September 16-18, 2008.

“The Justice System’s Response to Mental Illness.” Panelist. University of Nevada Medical School. March 16, 2006. Reno, Nevada.

“Government Relations.” Presenter. Missouri Juvenile Justice Association. Fall Education Conference. October 25-27, 2005. Lake Ozark, Mo.

Governor’s Summit. Correctional Health to Community Health: A Continuum of Prevention and Care for the Criminal Offender. Nevada, Arizona, California, Hawaii. Distinguished Faculty. 4/17-20, 2000. Las Vegas, Nevada.

“Examining Cost Comparisons and Private Corrections.” Moderator. 6/23/99. National Workshop on Privatization. Wyndham Hotel. Philadelphia, Pa.

“Contract Negotiation Strategies.” Panelist. 6/24/99. National Workshop on Privatization. Wyndham Hotel. Philadelphia, Pa.

“Privatization: Proactive Response or a Trend of the Future?” Speaker. Western Correctional Association Annual Training Conference. 9/26/99. Las Vegas, NV.

“Hot Topics: Prospective Legal Challenges for Corrections.” Speaker. National Institute of Corrections legal counsel training. 9/10/98. Boulder, Co.

“The Players: Case Studies of the Roles of Key Players in the Decision-making Process Regarding Whether to Privatize or Not to Privatize.” Facilitator. National Workshop on Privatization. 3/11/98. U.S. Department of Justice/Office of Justice Programs. Corrections Program Office. 3/11/98. San Francisco, Ca.

“Public Policy Issues: Privatization of Correctional Services.” Speaker. Alaskan

Commissioner's Advisory Group. 11/7/97. Juneau, Alaska.

"What Do You Do When Something Goes Wrong? An After-Action Debriefing." Panelist. National Workshop on Privatization. 3/12/98. San Francisco, Ca.

"Specialized Treatment Programs That Work." Presenter. American Correctional Association annual Congress of Correction. 8/11/97.

"Treatment Programs in Corrections." Speaker. National Conference of State Legislatures Annual Meeting. 7/20/98. Las Vegas, Nv.

"Budgeting: Creative Approaches to Budget Development During Periods of Limited Resources." Speaker. 46th Annual International Livestock Identification and The Investigators Association's Conference. Reno, Nevada. 1992.

Professional memberships

The International Corrections and Prisons Association 2004-present

American Correctional Association 1976-present

- Legal Affairs Committee: 1997-present
- Personnel Committee: 1995-1997

Nevada Corrections Association 1981-present

- Founding Charter Member

Association of State Correctional Administrators 1995-present

- Performance Based Measures System: System Administrator 2008
- Staff Safety and Institutional Stability Committee: 2004-08
- Legal Issues Committee: 2004-08
- Policy, Resolutions and Legislative Issues Committee: 2004-08
- Inmate Safety and Sexual Assault Reduction Committee: 2004-08
- Treasurer: 1999-2000
- Privatization Committee: 1997-2000
- State/Federal Committee: 1995-2000

PROFESSIONAL BOARDS/COMMISSIONS

Reno/Sparks First Blue Ribbon Task Force 2008-2009

Management and Training Corporation
National Program Advisory Board 2008-present

Nevada State Bar Disciplinary Board 2006-present

National Law Enforcement Technology Center	
Advisory Council Member	1995-1999
Nevada Peace Officer Standards and Training Commissioner	1995-2000
City of Reno Ad Hoc Citizen's Police Study Panel	2001-2002
Nevada Prison Industry Board : member	1995-2000
Nevada Psychological Review Board: member	1995-2000
Nevada Bureau of Alcohol and Drug Abuse :	
• Advisory Board Member	1995-2000
Nevada training Committee: member	1980-1983
American Ass. Of Correctional Training Personnel :	
• Adult Correctional Agency Representative	1983-1987
University of Nevada, Reno	
• Sagebrush Sports Editor	1973-1974

Community Service

Reno Central Rotary	
Sergeant at Arms	2004-2007
Program Chairman	2007-2008
Vice President Elect	2007-2008
Vice President	2008-2009
Major Fundraiser Chairman	2009
President	2009-2010
Elks	1978-2009
Miss Reno-Sparks/Miss University of Nevada Pageant judge	2006
Western Industry of Nevada (WIN)	2005-2007
Reno-Sparks First Blue Ribbon Task Force	2007-2008
Nevada Sage Commission /Senior Policy Advisor	Current

Interests and activities

Boxing official, skiing, scuba, home improvement construction