



Virginia Association of Chiefs of Police & Foundation, Inc.

2026 VACP Annual Conference

August 30-September 2, 2026

Hotel Roanoke • Roanoke, VA

CONFERENCE AGENDA

DCJS-approved for 13.5 PIC hours (11.5 Career Development, 2 Legal)

Sunday, August 30

- 12:00 p.m. — **Exhibitor Set-up** — Roanoke Ballroom
- 2:00 p.m. — **CONFERENCE REGISTRATION** — Roanoke Ballroom Foyer
- 2:00 p.m. — **Training Committee Meeting** — Blue Ridge
- 3:00 p.m. — **Nominating Committee Meeting** (Tentative) — Shenandoah A
- 4:00 p.m. — **VACP Board Meeting** — Shenandoah B
- 8:00 – 11:00 p.m. — **Hospitality Room** — Governor's Suite, 7th Floor

Monday, August 31

- 7:30 a.m. — **CONFERENCE REGISTRATION** — Roanoke Ballroom Foyer
- 7:30 – 8:30 a.m. — **Breakfast & Booth Visits with Exhibitors** — Roanoke Ballroom & Foyer
- 8:30 a.m. — **OPENING CEREMONIES** — Roanoke Ballroom
 - **Conference Welcome:** Blacksburg Police Chief John Clair, 2025-26 VACP President
 - **Presentation of Colors & Pledge of Allegiance:** Roanoke Police Department Honor Guard
 - **Host City Welcome:** Roanoke Police Chief Scott Booth & Roanoke City Mayor Joseph L. Cobb
 - **(8:45 a.m.) Special Olympics VA Torch Run Presentations** — David Thomason, President, and Ellen Head, Assistant Vice President, Development & LETR, Special Olympics Virginia; Special Olympics Athlete
- 9:00 a.m. — **MORNING GENERAL SESSION** — Roanoke Ballroom
 - 9:00 – 10:00 a.m. — **OPENING KEYNOTE: "The Fire Inside"** — Colonel Jeffrey S. Katz, Superintendent, Virginia State Police (1 hr. Career Development)
 - 10:00 – 10:15 a.m. — **Exhibitor Introductions**
- 10:15 – 11:00 a.m. — **Morning Break & Booth Visits with Exhibitors** — Roanoke Ballroom & Foyer

Thank you to our 2026-27 Diamond & Platinum Partners!



11:00 a.m. – 12:00 p.m. — **BREAKOUT SESSION (Choose One) (1 hr. Career Development)**

- **A) “Leading Without a Badge: Maximizing the Value of Professional Staff in Modern Policing”** — Ben Haiman, Executive Director, Center for Public Safety & Justice, University of Virginia — Roanoke Ballroom

Today's public safety organizations rely on far more than sworn personnel to achieve their mission. Professional staff members serve as strategists, analysts, communicators, technologists, attorneys, financial managers, human resource professionals, researchers, trainers, project managers, and executive advisors. They often provide the specialized expertise that enables agencies to address increasingly complex operational, technological, legal, and organizational challenges.

Yet many agencies continue to underutilize these critical team members, limiting their impact and missing opportunities to improve effectiveness, efficiency, innovation, and organizational resilience.

Drawing on lessons learned from leading one of the nation's largest civilian public safety workforces and from the work of the National Association of Professional Staff in Public Safety (NAPSPS), this session explores how law enforcement leaders can better recruit, develop, integrate, and leverage professional staff talent. Participants will examine common barriers that prevent professional staff from contributing at their highest level and learn practical strategies for creating a culture where sworn and professional staff work collaboratively toward shared organizational goals.

Attendees will leave with actionable ideas to strengthen workforce capacity, improve organizational performance, enhance succession planning, and maximize the return on their agency's investment in professional staff talent.

- **B) “Leading the Fight: Building a Department-Wide Response to Human Trafficking in Virginia”**— Lindsey Lane, Director-U.S. Programs & Nathan Whiteman, Law Enforcement Advisor, Human Trafficking Institute — Washington Lecture Hall

Human trafficking is not limited to Virginia's urban corridors. It is happening in small towns, rural communities, and suburban jurisdictions across the Commonwealth, and the recent expansion of casino gaming has introduced new venues and new vulnerabilities that law enforcement leaders cannot afford to overlook. This session takes an honest look at the scope and scale of human trafficking in Virginia, using real case studies to illustrate how trafficking presents across a range of typologies and jurisdictions. Chiefs and command staff will leave with a clearer picture of what trafficking looks like in their own backyard, receive practical strategies for improving their department's ability to recognize and respond including exploring technology and tools used to identify and investigate trafficking, and receive direct access to free materials, training and ongoing support resources available to their agencies through the Human Trafficking Institute.

12:00 – 1:00 p.m. — **VSP HEAT AWARDS LUNCHEON** — Crystal Ballroom

1:00 – 2:30 p.m. — **AFTERNOON GENERAL SESSION** — Roanoke Ballroom

- 1:00 – 2:00 p.m. — **“AI Investigative Methodology for Criminal Investigations”** — Morgan Wright, CEO & Founder, National Center for Open & Unsolved Cases (1 hr. Career Development)

Your investigators are outnumbered. Digital evidence, tips, and open cases grow faster than any agency can staff against them. Artificial intelligence is supposed to close that gap — but most departments are handed tools, not methods, and a tool without a method is just a faster way to make the same mistakes.

This session introduces the AI Investigative Methodology Center (AIM Center), a division of the National Center for Open and Unsolved Cases (NCOUC). The AIM Center's work rests on a simple premise: the value of AI in an investigation is determined not by the model, but by the question you put to it. We have built structured, repeatable prompt frameworks that turn general-purpose AI into a disciplined investigative partner — one that surfaces overlooked connections, stress-tests assumptions, and accelerates review without replacing the investigator's judgment.

Designed for chiefs and executives, this session moves past the hype to operational reality: what structured AI methodology looks like in casework, where it creates leverage, and where it must never be trusted. You will leave understanding how to deploy AI as a force multiplier your agency can actually govern.

- 2:00 – 2:10 p.m. — **PLATINUM PARTNER: Axon**
- 2:10 – 2:20 p.m. — **PLATINUM PARTNER: Peregrine**
- 2:20 – 2:30 p.m. — **PLATINUM PARTNER: AT&T**

2:30 – 3:30 p.m. — **Afternoon Break & Booth Visits with Exhibitors** — Roanoke Ballroom & Foyer

3:30 – 5:00 p.m.— **AFTERNOON GENERAL SESSION, CONT.** — Roanoke Ballroom

- 3:30 – 4:30 p.m. — **“How Barnes v. Felix Impacts Use of Force Training, Reporting, Investigation, and Litigation”** — Chief Timothy J. Longo, Sr., Esq., AVP for Safety & Security, University of Virginia Police Division (1 hr. Legal)

In 2016 in Harris County, Texas, Officer Roberto Felix Jr. initiated a traffic stop of Ashtian Barnes for unpaid tolls. After questioning Barnes, smelling marijuana, and telling him to stop digging around in the car, with the driver's door open, Officer Felix told Barnes to step out of the vehicle. Instead, Barnes started the car and began to drive away. Officer Felix jumped onto the doorsill and, now riding on the outside of the accelerating vehicle, shouted twice for Barnes not to move before firing two shots into the car, killing Barnes.

Barnes' family sued, alleging the use of deadly force violated his 4th Amendment rights. The District Court granted and the Fifth Circuit Court of Appeals upheld a summary judgment in favor of Officer Felix and Harris County. Applying the “moment of threat” rule used by the 5th Circuit (as well as the 2nd, 4th, and 8th Circuits), the Court found the officer could reasonably have feared for his life, so there was no constitutional violation.¹ This rule limited analysis of the reasonableness of the use of force to the facts occurring in the two seconds where Officer Felix was riding on the doorsill of the car as Barnes accelerated, just before Officer Felix fired his handgun.

In Barnes v. Felix, the U.S. Supreme Court unanimously reversed the 5th Circuit Court, finding the “moment of threat” rule improperly narrows the reasonableness inquiry under the Fourth Amendment.² The Court invoked the well-established rule of Graham v. Connor that Fourth Amendment objective reasonableness must be determined under the totality of the circumstances.³ The Court issued a narrow decision stating, “Most notable here, the ‘totality of the circumstances’ inquiry into a use of force has no time limit.”⁴

The Court sent the case back to the lower court for reconsideration as to reasonableness, considering all the facts, without an artificially limiting time frame. Four justices joined in a concurrence acknowledging the dangers and uncertainties faced by officers during traffic stops, perhaps signaling those justices will continue to give substantial deference to discretionary decisions made by officers in situations that, as noted in the Graham case, are tense, uncertain, and rapidly evolving. The Court also did not address the concept of officer-created danger as it was not argued before the district or circuit court. This decision should not require any changes in policy, but it affirms the importance of documenting all facts preceding a use of force as they may be considered in a later reasonableness analysis.

- 4:30 – 5:00 p.m. — **“State of VACP and the Future”** — Cory McGookin, VACP Executive Director

6:00 p.m. — **HOST CHIEF'S NIGHT and RETIREMENT CELEBRATION for EXECUTIVE DIRECTOR (RET) DANA SCHRAD** — Crystal Ballroom

8:00 – 11:00 p.m. — **Hospitality Room** — Governor's Suite, 7th Floor

Thank you to our 2026-27 Gold Partners!



Tuesday, September 1

7:15 – 8:15 a.m. — **BUFFET BREAKFAST** — Crystal Ballroom

8:30 – 10:00 a.m. — **MORNING BREAKOUT SESSION #1 (Choose One)** (1.5 hr. Career Development)

- **A) “Can Agencies Effectively Manage Fatigue Risk”** — Brett Cowell, Senior Program Manager, National Policing Institute & Dr. Stephen James, Associate Professor, Washington State University — Roanoke Ballroom

Fatigue is a major risk factor for motor vehicle collisions and other negative events, compromising officers’ performance and critical decision-making capacity. Yet, fatigue is a common issue in law enforcement, exacerbated by staffing shortages and increased operational demands. This presentation will identify fatigue-related risks and detail a groundbreaking, first-of-its-kind assessment of a fatigue management program, conducted in partnership with the Delaware State Police. Speakers will discuss the study’s findings and recommendations and describe how other agencies can effectively manage fatigue risk. This presentation is provided as part of the National Law Enforcement Roadway Safety (NLEERS) Program, supported by BJA.

- **B) “Protection From and By Drones”** — Charles “Chip” Dick, Vice President of Strategic Initiatives, AirSight & F/Sgt. Travis Adkins, UAS/CUAS Coordinator, Virginia State Police — Washington Lecture Hall

Drone defense, laws and threats.

10:00 – 10:30 a.m. — **Morning Break** — Roanoke Ballroom Foyer

10:30 a.m. – 12:00 noon — **MORNING BREAKOUT SESSION #2 (Choose One)** (1.5 hr. Career Dev)

- **A) “Fit to Lead”** — Capt. Will Gervin, Operations Commander, Virginia Beach Police Department — Roanoke Ballroom

As Leaders in Law Enforcement, our fitness is sometimes placed on the back burner, as our day has evolved from chasing bad guys to tackling multiple executive and administrative tasks. However, we should take careful consideration of our fitness and make it a priority. There is research that expands multiple decades that concludes the many benefits of being fit. The benefit touches the physical, mental, and emotional well being. It improves our confidence, leadership, decision making, influence, and ultimately our longevity. With heart and cancer related diseases on the rise and affecting a growing number of law enforcement officials, it is important for us to take a closer look at our fitness level and rearrange some priorities to ensure that we not only enjoy the back end of our career but the golden years that follow retirement. Join fitness expert, William Gervin for a deep dive into understanding the multiple factors that keep us in the status quo of refusing to make fitness a priority and the danger that this presents to our leadership, our organization, and our families.

- **B) “Transforming Your Organization: Leading with Emotional Intelligence”** — Beth Coleman, Leadership Trainer/Leadership Development Coordinator, Virginia State Police — Washington Lecture Hall

Modern policing demands leaders who can navigate complex organizational challenges, cultivate resilient teams, and foster a culture of trust—both within the department and with the communities they serve. Emotional intelligence (EI) is a key leadership capability that elevates communication, enhances decision-making under pressure, and strengthens organizational climate.

This 90-minute session equips law enforcement executives with practical EI-centered leadership strategies that translate directly into improved performance, morale, and adaptability. Through real-world examples, guided reflection, and interactive discussion, participants will gain a deeper understanding of how emotions influence behavior, relationships, and organizational outcomes. Chiefs and command staff will leave with clear, actionable tools they can apply immediately to transform their organizational culture and lead with greater clarity, empathy, and impact.

12:00 – 1:00 p.m. — **LUNCHEON** — Crystal Ballroom

- **VACP Law Enforcement Executive Certification Presentations**
- **VACP Business Meeting: 2026-27 Executive Board Elections**

1:00 p.m. – 2:00 p.m.— **AFTERNOON GENERAL SESSION #1** — Roanoke Ballroom (1 hr. Career Dev)

- **“Bringing Ego to the Forefront”** — Dr. Ron Camacho, Chief of Police, North Charleston Police Dept.

“This presentation examines how a negative ego can undermine a person’s ability to build strong relationships, limit career growth, and hinder effective leadership. It also provides practical exercises and techniques to help attendees

recognize, suppress, and control ego in their daily lives.

The presentation is also for anyone who has struggled with ego—or leads people who do—and is ready to elevate their level of emotional accountability. We have all seen firsthand how ego can derail careers and prevent leaders from effectively guiding their organizations. When I began addressing my own ego, everything changed—I became a better person and a more effective leader. I've also witnessed meaningful growth in others by sharing some of the same techniques outlined in this class. Over the past 13 years, I've researched, written, and spoken about the importance of confronting the negative ego. I believe this message is more relevant than ever."

2:00 – 2:30 p.m. — **Afternoon Break** — Roanoke Ballroom Foyer

2:30 – 3:30 p.m. — **AFTERNOON BREAKOUT SESSION (Choose One)** (1 hr. Career Development)

- **A) "VSP Fusion Center – The Way Forward"** — Jeffrey Jones, Director - Strategic & Tactical Intelligence, Virginia State Police — Roanoke Ballroom
- **B) "The Threats You're Not Seeing: Building an Early Actor Interdiction Capability Before Violence Occurs"** — Aaron Cohen, Founder & CEO, GIDEON and Director of Intelligence & Counterterrorism, Houston County Sheriff's Office (Reserve) — Washington Lecture Hall

Most attackers leak intent before they mobilize. School attackers, workplace attackers, grievance-fueled offenders, and ideologically motivated extremists frequently communicate warning behaviors online weeks or months before violence occurs. This session examines the emerging challenge of threat leakage, the behavioral indicators that precede attacks, and how law enforcement agencies can identify and disrupt pathways to violence before they become active incidents.

3:30 p.m. – 5:00 p.m. — **AFTERNOON GENERAL SESSION #2** — Roanoke Ballroom

- **VACP Legislative & Legal Update** — Dale G. Mullen, Esq., VACP/VACLEA Legislative & Special Counsel and Partner, Whiteford Law (1 hr Legal)
- **DCJS Update** — Rick Collins, Law Enforcement Director, Virginia DCJS (0.5 hr Career Development)

5:30 – 6:30 p.m. — Pre-Banquet Reception (Cash Bar) — Crystal Ballroom Foyer

6:30 p.m. — **VACP Awards Banquet & Board Installation** — Crystal Ballroom

SPECIAL GUEST: The Honorable Abigail Spanberger, Governor of Virginia

- Announcement of Lifesaving Awards
- Presentation of Valor Awards
- Installation of 2026-2027 VACP Executive Board

NOTE: Banquet included in Conference fee. Please plan to attend and help us honor our Valor Award recipients.

8:00 – 11:00 p.m. — **Hospitality Room** — Governor's Suite, 7th Floor

Wednesday, September 2

8:00 – 9:00 a.m. — **CONTINENTAL BREAKFAST** — Roanoke Ballroom Foyer

9:00 a.m. – 12:00 noon — **GENERAL SESSION** — Roanoke Ballroom

- **CLOSING KEYNOTE: "Leadership Lessons from a Life of Service"** — General John F. Kelly, USMC (Ret.) & Former White House Chief of Staff (3 hr. Career Development)

12:00 – 1:30 p.m. — **LUNCHEON** — Crystal Ballroom

- **VACP Law Enforcement Roadway Safety Champion Awards**
- **VACP Traffic Safety Specialist – Level I Presentations**

Thank you to our 2026-27 Silver Partners!



SPEAKER BIOS

Colonel Jeffrey S. Katz, Superintendent, Virginia State Police

Col. Jeffrey S. Katz serves as superintendent of the Virginia State Police, where he leads a statewide law enforcement agency responsible for safeguarding the commonwealth through strategic operations, partnerships and public safety initiatives. He brings more than three decades of experience in law enforcement and public service, including prior service as chief of police in Chesterfield County, Virginia, and Boynton Beach, Florida.

Col. Katz has also served with the Federal Bureau of Investigation, where he was assigned to the Training Division at Quantico. There, he contributed to the development of senior law enforcement leaders. During that time, he created a graduate-level course for the FBI National Academy focused on preparing aspiring chiefs, sheriffs and agency directors. He also served as adjunct faculty with the University of Virginia and supported executive-level instruction in public safety.

His leadership has been associated with nationally recognized efforts in officer safety, traffic safety, and recruitment and retention; throughout these fields, he has held a consistent focus on organizational culture, workforce development and community engagement.

Col. Katz holds a master's degree in business leadership and has completed doctoral coursework in organizational psychology. He is a graduate of the FBI National Academy, the FBI National Executive Institute, the Southern Police Institute's Command Officers Development Course and Harvard Kennedy School's Senior Leaders in State and Local Government program.

General John F. Kelly, USMC (Ret.) & Former White House Chief of Staff

Former White House Chief of Staff (2017-2019); Former U.S. Secretary of Homeland Security; 45-Year Marine Veteran; Former Commander, U.S. Southern Command

Retired Gen. John Kelly is a 45-year Marine veteran who headed the U.S. Southern Command, where he focused on U.S. border security, organized crime, terrorist organizations and drug traffickers in his Latin American region for more than three years. Kelly retired as a four-star general in 2016. He then served as the 5th United States Secretary of Homeland Security in the Trump Administration, where he earned a reputation for being an aggressive enforcer of ethics, established Homeland Security policy, and most importantly, the law. After six months, he was selected to serve as White House Chief of Staff.

Since leaving the White House, General Kelly regularly lectures and conducts focused seminars on ethical and moral leadership, team building, and decision making. He has also presented at various programs regarding the state of American society and democracy, what the future may look like, and how Americans can stop erosion by electing the right kind of leaders from the city council level all the way up to president of the United States.

Ben Haiman, Executive Director, Center for Public Safety & Justice, University of Virginia

Marvin "Ben" Haiman is Executive Director of the University of Virginia's Center for Public Safety and Justice and an Assistant Professor of Public Safety. A former Chief of Staff for Washington, D.C.'s Metropolitan Police Department, he brings extensive experience in public safety leadership, organizational transformation, workforce development, and innovation. He is also the founding Executive Director of the National Association of Professional Staff in Public Safety.

Haiman graduated from Johns Hopkins University with a master's degree in management through the Police Executive Leadership Program. He earned his undergraduate degree in mathematics from the University of Iowa and received designation as a Certified Public Management Program through George Washington University, as well as certification in Strategic Project Management. Haiman is also a graduate of the Naval Postgraduate School Center for Homeland Defense and Security's Executive Leadership Program. He received recognition by the International Association of Chiefs of Police in 2020 as a 40 under 40 recipient and the prestigious Gary P. Hayes Award by the Police Executive Research Forum. Haiman graduated from the Metropolitan Police Academy and continues his police service as a reserve police officer with the Metropolitan Police Department. Haiman resides with his family in Washington, D.C."

Lindsey Lane, Director of U.S. Programs, Human Trafficking Institute

As the Director of U.S. Programs at the Human Trafficking Institute, Lindsey leads all domestic initiatives including the authorship of HTI's annual Federal Human Trafficking Report, the Douglass Fellowship program, and HTI's domestic training programs in Virginia and Texas.

Lindsey brings extensive experience as a former human trafficking and major crimes prosecutor, having served in both North Carolina as a human trafficking prosecutor, and state and Special Assistant United States Attorney in the Eastern District of Tennessee.

A recognized expert and national presenter, Lindsey uses her extensive anti-trafficking experience to train law enforcement, prosecutors, judges, and service providers across the U.S. and abroad. She is a Certified Training-of-the-Trainer, a POST-certified law enforcement trainer, and faculty member at the National Judicial College.

Nathan Whiteman, Law Enforcement Advisor, Human Trafficking Institute

As Law Enforcement Advisor for HTI, Nathan delivers strategic training on investigative and prosecutorial best practices for human trafficking. Nathan spent twenty years as an FBI Special Agent in Atlanta as team leader for the Child Abduction Rapid Deployment (CARD) team and profiler in the Behavioral Analysis Unit (BAU) at Quantico. He investigated hundreds of trafficking cases and worked with agencies nationwide. From 2007 to 2019, Nathan led the Metro Atlanta Child Exploitation (MATCH) Task Force, the FBI's largest child exploitation and human trafficking task force, building interagency partnerships and mentoring officers. His profiling work spanned human trafficking, serial crimes, missing children, and child abuse. Nathan holds a B.S. in Spanish Education and an M.A. in Spanish from Millersville University of Pennsylvania.

Morgan Wright, CEO & Founder, National Center for Open & Unsolved Cases

Morgan Wright is an investigative intelligence expert, former state trooper and homicide detective, and national security advisor applying modern intelligence, behavioral analysis, and AI to reveal the truth buried inside open and unsolved cases. He has testified before the United States Congress on advanced technology and has trained investigators at the NSA, FBI, and CIA.

Morgan is the creator of the Department of Justice Law Enforcement Information Sharing Program (now "NDEX") and is a former senior advisor to the U.S. State Department's Antiterrorism Assistance Program, a former technical advisor for America's Most Wanted, and was the senior law enforcement advisor for 2012 Republican National Convention.

Chief Timothy J. Longo, Sr., Associate Vice President for Safety & Security, University of Virginia

Timothy J. Longo Sr. was appointed the University of Virginia's associate vice president for safety and security and chief of police in November 2019. In this capacity, Longo oversees the UVA Police Department, the department of Emergency Management, Clery Act compliance and the Office of Youth Protection, threat assessment, and safety and security systems and technology. He brings more than 40 years of experience in law enforcement leadership and higher education to his role.

Longo joined the Baltimore Police Department in June 1981, eventually rising to position of police colonel/chief of technical services. While there, he earned his Bachelor of Science from Towson University in 1985 and his Juris Doctorate from the University of Baltimore in 1993. He retired from the Baltimore Police Department in March 2000 and went to work briefly as a consultant in D.C. for a firm that focused on law enforcement matters. In 2001, he was appointed as chief of police in Charlottesville.

During his 15-year tenure with the Charlottesville Police Department, Longo was responsible for providing leadership over several high-profile investigations that impacted the University of Virginia community: the murder of student athlete Yeardley Love, the disappearance and murder of second-year student Hannah Graham, and the investigation into allegations of sexual assault stemming from a 2014 article in Rolling Stone magazine. He retired from Charlottesville Police Department in 2016.

Later in 2016, Longo joined the faculty of the University of Virginia's School of Continuing and Professional Studies to create a master's degree in public safety that addresses such issues as the challenges of 21st-century policing and the evolving role of law enforcement in serving the communities they protect. He also serves as an adjunct faculty member at UVA's Law School, where he teaches Police Use of Force, and guest lectures in a host

of other programs related to the criminal justice system.

In addition to his primary law enforcement and educational endeavors, Longo has served as part of a team of independent monitors appointed to conduct police department oversight on behalf of the federal courts in three cities across America. In addition to these responsibilities, he has served as a police practice expert on behalf of both plaintiffs and defendants in a variety of legal matters in state and federal courts pertaining to law enforcement and municipal policy and practice.

Mr. Cory McGookin, Executive Director, Virginia Association of Chiefs of Police

Cory McGookin serves as Executive Director of the Virginia Association of Chiefs of Police and the Virginia Association of Campus Law Enforcement Administrators, where he leads statewide initiatives focused on law enforcement leadership development, professional education, organizational effectiveness and public safety collaboration. VACP represents more than 500 law enforcement executives, administrators, and public safety leaders across the Commonwealth of Virginia.

Prior to joining VACP, McGookin served more than twenty years as a Special Agent with the Federal Bureau of Investigation, where he retired as Unit Chief of the FBI National Academy program. During his FBI career, he held leadership roles in training, leadership development and executive education. He taught both undergraduate and graduate leadership courses for UVA via the National Academy for several years. He also attained ICF-certification as an executive coach and frequently works with law enforcement leaders on leadership, organizational development and professional growth. McGookin served in the U.S. Air Force for 10 years as an Airborne Cryptologic Spanish Linguist prior to his FBI career. He has a master's degree in Leadership from Bellevue University.

Brett Cowell, Senior Program Manager, National Policing Institute

Brett Cowell, MA is a Senior Program Manager at the National Policing Institute. In this role, he provides comprehensive project management for a portfolio of national training and technical assistance projects focused on preventing officer injuries and fatalities and increasing organizational efficiency and effectiveness. Brett's portfolio includes the National Law Enforcement Roadway Safety (NLEERS) Program under BJA's VALOR Initiative, the COPS Office Critical Response Program, the COPS Office Supporting Law Enforcement Accreditation Program, and the Law Enforcement Officer (LEO) Near Miss reporting system, the only national near miss reporting system for the law enforcement profession. In his spare time, Brett serves as a first responder with over 12 years of operational experience at a volunteer fire and rescue department in Northern Virginia.

Dr. Stephen James, Associate Professor, Washington State University Health Sciences Spokane

Stephen James, Ph.D., is an Associate Professor in the Elson S Floyd College of Medicine at Washington State University Health Sciences Spokane. His research focus includes the interaction between physical stressors [such as sleep-related fatigue], law, policy, training, and practice relating to operational performance for military and law enforcement personnel. Dr. James strives to better understand the dynamics of performance in a wide variety of military and policing tasks, including driving, citizen encounters, crisis intervention, and deadly force encounters. Dr. James utilizes simulation technology to evaluate training and performance of military and law enforcement personnel. This research has led to more effective, and more cost effective, training and greater public safety. Dr. James also sits on a number of law enforcement-focused committees and working groups, including the Department of Homeland Security Human Factors Engineering Community of Practice, the Chicago PD EIS National Advisory Council, and the Spokane Mental Health Committee. Dr. James was a member of the SAFE Driving Initiative for the California POST research team. Prior to becoming an academic, Dr. James spent more than 20 years in the British infantry as a soldier and an officer, serving in Cyprus, the Former Yugoslavia, Northern Ireland, and Afghanistan.

Charles "Chip" Dick, Vice President of Strategic Initiatives, AirSight

Charles "Chip" Dick currently serves as the Vice President of Strategic Initiatives at AirSight, where he provides leadership in developing strategic partnerships with law enforcement agencies. In this role, he not only delivers drone detection solutions but also mentors agencies on operational best practices and oversees training initiatives that enhance public safety capabilities.

Previously, Chip dedicated over 20 years as a Special Agent with the Federal Bureau of Investigation (FBI), culminating his career as Chief of the Defensive Systems Unit. In that capacity, he directed a nationwide team responsible for mission-critical programs supporting all FBI assets, including weapons, body armor, ballistic research, and range development. His leadership ensured operational readiness and long-term strategic management of defensive systems worldwide.

Chip's commitment to leadership development extended into education, serving as an FBI National Academy Instructor in the UVA-accredited global leadership program for law enforcement executives. He taught graduate-level Psychology of Leadership (CJ-5200) and undergraduate Essentials for Law Enforcement Leaders (CJ-3890), mentoring the next generation of law enforcement leaders and instilling principles of ethical decision-making and organizational leadership.

He holds a Master's degree in Public Administration from Cumberland University and a Bachelor's degree in Aerospace Administration from Middle Tennessee State University. His credentials also include serving as adjunct faculty for the University of Virginia, FBI Advanced Instructor, FBI Firearms Instructor, and Undercover Operations Instructor, where he played a critical role in mentoring and certifying future leaders and specialists.

Chip's operational and leadership expertise extended to service as a voting member of the FBI's Shooting Review Board and as a certified undercover employee. He also began his public safety career as a police officer with the Metro Nashville Police Department, where he gained first-hand experience in frontline leadership.

In the private sector, he has applied his skills in executive management and operational oversight, serving as President of Project Management at 2nd and 21st and as Director of Law Enforcement Business Development at Geissele Automatics. In each role, he has focused on mentoring teams, driving organizational performance, and strengthening law enforcement partnerships nationwide.

Widely respected as an accomplished investigator, program manager, public speaker, and mentor, Chip remains dedicated to advancing law enforcement's ability to meet today's challenges. He resides in Nashville, Tennessee, where his commitment to service is reflected in his family—his two older children also serve in public roles, one as a U.S. Marine and the other as an FBI Special Agent. In his personal time, Chip continues to give back through community engagement, family mentorship, and his lifelong dedication to supporting law enforcement.

F/Sgt. Travis Adkins, UAS/CUAS Coordinator, Virginia State Police

Travis Adkins is the First Sergeant and UAS/Counter-UAS (CUAS) Program Coordinator for the Virginia State Police. With more than 25 years of law enforcement experience, he leads the agency's UAS and CUAS initiatives, overseeing operational deployments, training, and technology integration. A Part 107-certified remote pilot and nationally recognized instructor, Travis has presented at national and regional law enforcement conferences on electronic surveillance, UAS operations, and CUAS technologies. He serves on the Governor's CUAS Steering Committee and the VIPC UxS Strategic Advisory Council, where he helps shape the future of public safety UAS/CUAS operations. His presentations draw on real-world operational experience, providing practical insights into detecting, assessing, and responding to emerging UAS threats.

Captain William Gervin, Operations Commander, Virginia Beach Police Department

William Gervin has been a member of the Virginia Beach Police Department for 23 years. He currently serves as the Commanding Officer of the "Fantastic" Fourth Precinct. In college, he served as a fitness professional and trainer that helped his clients live better and more functional lives focusing on weight loss, muscle building, sports performance enhancement, longevity, and boosting confidence. He served as the Academy Fitness Coordinator for the Virginia Beach Police Academy from 2007-2012 and trained over 250 police recruits in fitness and nutrition, defensive tactics, and daily physical fitness. William has been a lifelong athlete who competed in cross country, wrestling, and track in high school. He is also an award-winning kickboxer, grappler, mixed martial artist, obstacle course race participant, and marathoner. His daily desire to inspire others to make fitness a priority can be felt in every conversation and he leads by example, hosting fitness competitions at his precinct, hosting the annual Murph, and running in local charity sponsored runs in the Virginia Beach area.

Marian Elizabeth “Beth” Coleman, M.Ed., Leadership Development Coordinator, Virginia State Police

Beth is currently assigned as the Leadership Development Coordinator for the Virginia State Police. She is a retired Leadership Instructor formerly assigned to the Leadership Education Unit at the FBI National Academy in Quantico, VA. Beth is Adjunct Faculty for the University of Virginia and taught graduate Psychology of Leadership and Emotional Intelligence: Leadership & Context for UVA's Criminal Justice Program. She has also taught for the High Performance and Resilience Team supporting New Agent Trainees at the FBI Academy. During her tenure at the FBI Academy, she was assigned as the FBI's Adjunct Faculty Program Manager, an Instructor of Communications, and a DEI Instructor. She is passionate about developing others through training, education, and coaching.

Beth is a graduate of the University of Mary Washington in Fredericksburg, VA, holding a Bachelor of Liberal Studies in Sociology and Cultural Anthropology. She holds a Master of Education (concentration Psychology of Adult Education) from the University of Virginia.

She is a certified emotional intelligence coach. She has coached hundreds of law enforcement officers and executives in the areas of leadership, emotional intelligence and resilience. She is also certified in DiSC, the Pearman Personality Integrator, the HRG (Hardiness Resilience Gauge), and Positive Psychology. As a researcher and published author of numerous articles on law enforcement leadership and emotional intelligence, Beth is the proud recipient of UVA's prestigious Jefferson Award for research.

As an emotional intelligence, yoga, and meditation practitioner, Beth relishes sharing these practices with law enforcement partners.

Chief Ron Camacho, North Charleston Police Department

Ron Camacho is an accomplished law enforcement executive with more than 30 years of service, including 17 years in senior leadership roles. He retired in 2013 as Patrol Operations Captain with the York City (PA) Police Department, where he commanded over ninety officers and detectives and oversaw critical operational functions.

Following retirement, Chief Camacho served internationally as a police advisor in Afghanistan and later as the in-country Deputy Program Manager on a U.S. State Department training contract in Mexico. In that role, he supervised more than thirty retired American law enforcement professionals tasked with strengthening policing capabilities at the local, state, and federal levels.

In 2023, his prior department's innovative leadership received national recognition. He was named one of Police Magazine's Innovative Law Enforcement Leaders for pioneering an officer wellness program, and the department was featured in Police Chief Magazine for its Citizen Advisory Committee initiative. These efforts reflected his commitment to transparency, operational excellence, and a service-oriented culture that builds public trust.

A graduate of the FBI National Academy (239th Session), Dr. Camacho holds a Doctorate and a Master's degree in Criminal Justice. A nationally published author and sought-after speaker, he focuses on leadership development, mentorship, and emotional intelligence.

He was sworn in as Chief of the North Charleston Police Department in December 2024. He is the author of the upcoming book--Bringing Ego to the Forefront: The First Steps Towards Ego-Free Leadership (January 2027).

Jeffrey Jones, Director - Strategic & Tactical Intelligence, Virginia State Police

Jeff Jones is a law enforcement professional with 29 years of combined uniformed law enforcement and FBI investigative and intelligence operations experience continuing in public service as a non-sworn leader. Results-oriented leader with a strong record of successfully building and leading diverse teams through dynamic circumstances, including crisis response, threat mitigation, and organizational change. Proven experience in employee performance management, including a highly developed aptitude for addressing challenging employee issues with humility and empathy, while adhering to established workplace policies and procedures. Confident public speaker energized by the free exchange of ideas within collaborative environments. Proven builder and maintainer of liaison relationships across the spectrum of private sector, law enforcement, military, and other government agencies, both domestic and foreign partnerships, at the municipal, state and federal-levels. Experienced in administering both personal and physical security policies while concurrently identifying and remediating potential insider threats.

Aaron Cohen, Founder & CEO, GIDEON and Director of Intelligence & Counterterrorism, Houston County Sheriff's Office (Reserve)

Aaron Cohen is a former Israeli Special Operations veteran, Reserve Sheriff's Lieutenant, and Director of Intelligence & Counterterrorism with the Houston County Sheriff's Office. He is the founder and CEO of GIDEON, an early-warning intelligence platform focused on identifying behavioral indicators associated with lone actor violence. Cohen is a national security analyst and frequent contributor on Fox News and other national media outlets, where he provides analysis on terrorism, violent extremism, and emerging threats.

Dale G. Mullen, Esq., VACP/VACLEA Legislative & Special Counsel and Partner, Whiteford Law

With over two decades of experience, Mr. Mullen advises clients on a broad spectrum of regulatory compliance, corporate governance, securities, and government investigations. His practice spans federal, state, and local matters, drawing on significant experience in both private practice and public service. He represents clients—including Fortune 500 companies—across industries such as energy, environment, healthcare, finance, railroads, aviation, real estate development, and land use.

Mr. Mullen previously served as Assistant Attorney General and Chief Prosecutor for the Commonwealth of Virginia, Special Assistant United States Attorney, county attorney, and general counsel for an airport. He currently serves as Vice Chairman of the Virginia Board of Accountancy. His background includes leading regulatory enforcement strategies that resulted in national recognition and significant civil and criminal fraud recoveries.

He received his law degree from the University of Richmond and an MBA from the University of Illinois and teaches classes at the University of Richmond and Virginia Commonwealth University. Prior to becoming an attorney, Mr. Mullen served as a Command Sergeant with the Richmond Police Department and also served in the U.S. Navy.

Rick Collins, Law Enforcement Division Director, Virginia Department of Criminal Justice Services

Rick has served with DCJS for the past three years, most recently as the Standards and Policy Manager for the Division of Law Enforcement, where he oversaw statewide programs involving accreditation, officer certification and decertification, curriculum development, training standards, and crisis intervention initiatives.

Prior to joining the agency, Rick served as Deputy Director of the Hampton Roads Criminal Justice Training Academy, working closely with more than 50 law enforcement agencies across the region.

He began his career in law enforcement with the Hampton Police Division, where he served for 13 years in multiple assignments, including patrol, narcotics, human trafficking investigations, and supervisory leadership positions.

Rick remains actively involved in law enforcement training and professional development and is committed to advancing professionalism, modernization, and strong partnerships across the Commonwealth's law enforcement community.