

21CP Bios

Nola Joyce

Nola M. Joyce, Partner and Principal Consultant, is a nationally-recognized policing expert with over 30 years of experience working in public safety. Most recently, she served with the Philadelphia Police Department as Deputy Commissioner for Services, Strategy and Innovation. Before that she held executive positions in the Washington, D.C. and Chicago Police Departments and the Illinois Department of Corrections. In all of these demanding public safety agencies, she created and directed significant organizational change efforts.

She relishes in helping agencies achieve higher levels of performance and service. Her expertise is in assessing organizational performance, offering innovative solutions, and developing strategic implementation plans. She holds three advanced degrees in sociology, public policy, and homeland security. These varied experiences and broad perspectives lead her to find novel solutions to complicated issues.

She has guided agencies through challenging times. As Executive Director and Chief Administrative Officer, she helped the Metropolitan Police Department, Washington, D.C. recover from the 9/11 attacks and the 2001 recession. She worked with New Orleans' public safety agencies as they regained their fiscal balance after Hurricane Katrina. During the Great Recession of 2008, she helped the Philadelphia Police Department prevail through budget and staff reductions while achieving strategic goals. She facilitated the efforts of over a dozen police departments, their federal partners, and stakeholders in strategic planning. Fostering cross-agency collaboration to achieve a common good is an obligation she holds herself to in doing her work.

Brenda J. Bond

Brenda J. Bond-Fortier, PhD is Professor of Public Administration in the Institute for Public Service at Suffolk University. Dr. Bond-Fortier specializes in organizational change in criminal justice, systematic and collaborative approaches to organizational and community challenges, and the development, implementation, and evaluation of public safety policies and practices. Her book, *Organizational Change in an Urban Police Department: Innovating to Reform* (2020) analyzes changes in policy, practice and community relationships to understand innovation and organizational transformation in policing. She has conducted research across the United States, published her work in prestigious journals, and been cited in major media outlets. Bond-Fortier is a nationally respected and recognized policing scholar who is valued by practitioners and policymakers for her participation and contributions to police practice and management. She serves as a Subject Matter Expert for the US Department of Justice's Bureau of Justice Assistance Strategies for Policing Innovation initiative, and is a Senior Research Fellow for the National Police Foundation. She previously served as a Research Associate at Harvard's Kennedy School of Government Program in Criminal Justice Policy & Management, as Research Advisor for the Northeastern Massachusetts Law Enforcement Council, and as Director of Research and Development at the Lowell, Massachusetts Police Department.

Dr. Bond-Fortier received a PhD and MA in Social Policy from the Heller School for Social Policy and Management at Brandeis University, a Master of Arts in Community Social Psychology and a Bachelor of Science in Criminal Justice from University of Massachusetts Lowell.

Dr. Jennifer Calnon Cherkauskas

Dr. Jennifer Calnon Cherkauskas is a Senior Research Associate for the University of Cincinnati / IACP Center for Police Research and Policy. She holds a doctorate in Crime, Law, and Justice from The Pennsylvania State University. Dr. Cherkauskas currently works with police agencies across the country as part of multiple research projects that are examining police use of force, traffic stops, and violence reduction. She served for three years as the project manager for the University of Cincinnati Police Division's voluntary monitorship that included comprehensive department reforms to policy, training, supervision, use of force, traffic stops, data collection and analysis, recruitment, and hiring. Over the last twenty years, she has served as project manager for research projects with the Pennsylvania State Police and the Arizona Department of Public Safety and supported projects with the Ohio State Highway Patrol, the Nebraska State Patrol, and the Tulsa Police Department. Her research interests include the examination of patrol officers' behavior and racial/ethnic disparities in the criminal justice system. She has published articles in *Justice Quarterly*, *Journal of Crime and Justice*, *Police Quarterly*, and *Policing*.

Maurice Classen Bio

Maurice Classen is a consultant assisting governments, businesses and non-profits transform to adapt to the complex realities in US cities. A licensed attorney, he has spent two decades in government and philanthropic positions in various criminal justice and administrative roles in multiple jurisdictions.

Prior to starting a consulting practice, Mr. Classen served for over two years as Chief of Staff to the Mayor of Chicago, Lori E. Lightfoot, where he had principal management responsibility for day-to-day city operations through the Mayor's first years in office, including throughout the COVID-19 global pandemic. His management included the development and passage of budgets to address the largest budget gaps in the city's history—budgets that resulted in the largest investments in violence reduction programming in Chicago, resolving all but one of the city's outstanding labor contracts in two years, and tripling compliance with the consent decree over the City's police department. He also oversaw legislative victories that included the City's first casino legislation, \$15 minimum wage support in Chicago, and nationally-recognized ethics reform. He was the principal drafter of the City's police oversight legislation. Classen led the Mayor's Office of 125 staff following his role heading the 40-day Lightfoot Mayoral transition which included the building of Mayor's cabinet, office staff, and 100-day legislative agenda.

Prior to the Mayor's Office, Classen served as Director of Strategy at the Chicago Police Department (CPD), where he built a 25-person team of data analysts, auditors and project managers focused on reform mandates created by the CPD's consent decree with the Illinois Attorney General. He drafted the 2019 CPD Strategic Plan, hired and trained staff, and created a system of accountability for tracking and analyzing reform and strategy efforts.

Prior to City service, Classen acted for five years as a program officer at the John D. and Catherine T. MacArthur Foundation. At the Foundation his grantmaking focused on community policing, procedural justice, violence reduction, police oversight and city accountability issues.

Before joining the MacArthur Foundation, Maurice was a Senior Deputy Prosecuting Attorney in King County (Seattle), Washington. As a prosecutor, he handled cases ranging from gang homicide to domestic violence and managed sixty-five cases before a jury. In the last three years of his work he specialized and led programs that used focused deterrence and community levers to reduce crime rates.

Maurice also served for six years as a guest lecturer in evidence and trial advocacy at the University of Washington School of Law and was appointed the Assistant Director of Trial Advocacy in 2010.

Classen also spent two years on the staff of a U.S. Senator prior to attending law school.

Classen holds a Bachelor of Science degree in international politics from the Edmund A. Walsh School of Foreign Service at Georgetown University and earned his J.D. at the University of Washington School of Law.