



**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)**

**Meeting Agenda**

**Wednesday, June 10, 2020**

5:00 PM

Via Teleconference

Selection Panel Members: Chairperson James Chanin (District 2), Vice Chairperson Brendalynn Goodall (Mayor), *Vacant* (At Large), Don Link (District 1), *Vacant* (District 3), Lorelei Bosserman (District 4), Mary Vail (District 5), Braunz Courtney (District 6), and Bill Thomasson (District 7).

---

**Pursuant to the Governor's Executive Order N-29-20, members of the Police Commission Selection Panel, as well as City staff, will participate via phone/video conference, and no physical teleconference locations are required.**

**PUBLIC PARTICIPATION**

The Oakland Police Commission Selection Panel encourages public participation in the online board meetings. The public may observe and/or participate in this meeting in several ways.

**OBSERVE:**

- To observe the meeting by video conference, please click on this link: <https://us02web.zoom.us/j/84347371789> at the noticed meeting time.

Instructions on how to join a meeting by video conference are available at: <https://support.zoom.us/hc/en-us/articles/201362193>, which is a webpage entitled "Joining a Meeting"

- To listen to the meeting by phone, please call the numbers below at the noticed meeting time: Dial (for higher quality, dial a number based on your current location):

+1 669 900 9128 or +1 346 248 7799 or +1 253 215 8782 or +1 646 558 8656 or +1 301 715 8592 or +1 312 626 6799. For each number, please be patient and when requested, dial the following Webinar ID: 843 4737 1789

After calling any of these phone numbers, if you are asked for a participant ID or code, press #. Instructions on how to join a meeting by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663>, which is a webpage entitled "Joining a Meeting By Phone."

**PROVIDE PUBLIC COMMENT:** There are three ways to make public comment within the time allotted for public comment on an eligible Agenda item.

- Comment in advance. To send your comment directly to the Selection Panel and staff BEFORE the meeting starts, please send your comment, along with your full name and agenda item number you are commenting on, to Richard Luna at [rluna@oaklandca.gov](mailto:rluna@oaklandca.gov). Please note that eComment submissions close one (1) hour before posted meeting time. All submitted public comment will be provided to the Selection Panel prior to the meeting.

**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)**

**Meeting Agenda (Continued)**

**Wednesday, June 10, 2020**

5:00 PM

Via Teleconference

---

• By Video Conference. To comment by Zoom video conference, click the “Raise Your Hand” button to request to speak when Public Comment is being taken on an eligible agenda item at the beginning of the meeting. You will then be unmuted, during your turn, and allowed to participate in public comment. After the allotted time, you will then be re-muted. Instructions on how to “Raise Your Hand” are available at: <https://support.zoom.us/hc/en-us/articles/205566129>, which is a webpage entitled “Raise Hand In Webinar.”

• By Phone. To comment by phone, please call on one of the above listed phone numbers. You will be prompted to “Raise Your Hand” by pressing STAR-NINE (“\*9”) to request to speak when Public Comment is being taken on a eligible agenda item at the beginning of the meeting. Once it is your turn, you will be unmuted and allowed to make your comment. After the allotted time, you will be re-muted. Instructions of how to raise your hand by phone are available at: <https://support.zoom.us/hc/en-us/articles/201362663>, which is a webpage entitled “Joining a Meeting by Phone.”

If you have any questions about these protocols, please e-mail Richard Luna, at [rluna@oaklandca.gov](mailto:rluna@oaklandca.gov).

**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)**

**Meeting Agenda (Continued)**

**Wednesday, June 10, 2020**

5:00 PM

Via Teleconference

---

**1. Roll Call and Determination of Quorum**

**2. Open Forum**

Speakers will be called on by the facilitator as speakers “raise their hand” through video conference or by telephone. All speakers will be allotted a maximum of three minutes unless the Chairperson allocates additional time.

**ACTION ITEMS**

**3. Approval of Selection Panel Meeting Minutes:**

- [May 6, 2020 Meeting](#)
- [May 20, 2020 Meeting](#)

**4. Updates on Outreach**

Selection Panel Members will provide oral reports regarding outreach conducted for the Police Commission application process.  
[There are no agenda materials for this item.]

**5. 2020 Police Commissioner Application and Selection Process**

The Selection Panel will discuss and take possible action on its process for appointing Police Commissioners during this current selection process, including the process for placing candidates in the Reserve Pool.

Agenda Item Report:

- [2020 Police Commissioner Application and Selection Process](#)

**6. Next Meeting**

The Selection Panel will discuss and take possible action on its future meeting schedule.  
[There are no agenda materials for this item.]

**7. Adjournment**

The meeting will adjourn upon the completion of the Selection Panel’s business.

**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)**

**Meeting Agenda (Continued)**

**Wednesday, June 10, 2020**

5:00 PM

Via Teleconference

---

Do you need an ASL, Cantonese, Mandarin or Spanish interpreter or other assistance to participate? Please email [rluna@oaklandca.gov](mailto:rluna@oaklandca.gov) or call (510) 238-4756 or (510) 238-2007 for TDD/TTY five days in advance.

¿Necesita un intérprete en español, cantonés o mandarín, u otra ayuda para participar? Por favor envíe un correo electrónico a [rluna@oaklandca.gov](mailto:rluna@oaklandca.gov) o llame al (510) 238-4756 o al (510) 238-2007 para TDD/TTY por lo menos cinco días antes de la reunión. Gracias.

你需要手語, 西班牙語, 粵語或國語翻譯服務嗎? 請在會議前五個工作天電郵 [rluna@oaklandca.gov](mailto:rluna@oaklandca.gov) 或 致電 (510) 238-4756 或 (510) 238-2007 TDD/TTY.



**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)**

**Meeting Minutes**

**Wednesday, May 6, 2020**  
Via Teleconference

Selection Panel Members: *Vacant* (At Large), Don Link (District 1), James Chanin (District 2), *Vacant* (District 3), Lorelei Bosserman (District 4), Mary Vail (District 5), Braunz Courtney (District 6), *Vacant* (District 7), and Brendalynn Goodall (Mayor).

---

**1. Roll Call and Determination of Quorum**

Quorum was determined and the meeting started at 5:09 pm.

Members present: Lorelei Bosserman, James Chanin, Don Link, Brendalynn Goodall, and Mary Vail.

Members absent: Braunz Courtney

Staff present: Richard J. Luna

City Attorney Staff present: Allison Dibley

**2. Open Forum**

All public comments were received during Open Forum by the following public speakers: Assata Olugbala

There were no written comments submitted to the Selection Panel.

**ACTION ITEMS**

**3. Approval of Selection Panel Meeting Minutes**

Mary Vail asked if the Selection Panel could approve meeting minutes for the July 1 and July 3, 2019 meeting dates since only two current members were on the Selection Panel during that time. Attorney Allison Dibley stated that newer members could abstain during the vote, and the minutes could be approved by a majority of those members voting.

A motion was made by Brendalynn Goodall, and seconded by James Chanin, to approve the meeting minutes for July 1, 2019, July 3, 2019, and February 20, 2020. The Selection Panel held separate votes for each of the meeting dates.

The motion to approve the meeting minutes for July 1, 2019, passed with 2 ayes (Chanin and Vail) and 3 abstentions (Bosserman, Goodall, and Link).

**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)**

**Meeting Minutes (Continued)**

**Wednesday, May 6, 2020**  
Via Teleconference

---

The motion to approve the meeting minutes for July 3, 2019, passed with 2 ayes (Chanin and Vail) and 3 abstentions (Bosserman, Goodall, and Link).

The motion to approve the meeting minutes for February 20, 2020, passed with 5 ayes (Bosserman, Chanin, Goodall, Link, Vail).

**4. Determining Selection Panel Chairperson**

The Selection Panel discussed the Chairperson's role and nomination.

A motion was made by Brendalynn Goodall, and seconded by Mary Vail to nominate James Chanin as Chairperson. The motion passed with 5 ayes (Bosserman, Chanin, Goodall, Link, Vail).

**5. Determining Selection Panel Vice Chairperson**

The Selection Panel discussed the Vice Chairperson's role and nomination.

A motion was made by Lorelei Bosserman, and seconded by James Chanin, to nominate Brendalynn Goodall as the Vice Chairperson. Motion passed with 5 ayes (Bosserman, Chanin, Goodall, Link, Vail).

**6. 2020 Police Commissioner Application and Selection Process**

The Selection Panel discussed its process for appointing Police Commissioners during the current selection process. City staff member Richard J. Luna presented and answered Panel Member questions regarding the terms of the current Police Commissioners set to expire in 2020, staff's proposed nomination schedule, and the number of applications received to date.

Lorelei Bosserman offered input on the nomination schedule and asked Attorney Allison Dibley if the Selection Panel could interview applicants in a closed session setting. Mary Vail and Chairperson James Chanin provided an overview of the past years' selection and nomination process, including conducting deliberations in a public setting. Attorney Allison Dibley notified the Selection Panel that under the Brown Act, the Selection Panel could not meet in closed session to deliberate and make its nominations.

A motion was made by Mary Vail, and seconded by Vice Chairperson Brendalynn Goodall, to adopt staff's proposed 2020 nomination schedule. Before this vote, the Selection Panel continued to discuss the timing of interviews and having current Police Commissioners reapply to serve on the Commission.

**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)**

**Meeting Minutes (Continued)**

**Wednesday, May 6, 2020**  
Via Teleconference

---

A second motion was made by Don Link, and seconded by Mary Vail, that current Commissioners need to reapply to be considered by the Selection Panel. A friendly amendment suggested by Chairperson James Chanin was added to the motion that City staff member Richard J. Luna notify the current Commissioners that they need to reapply. Motion passed with 5 ayes (Bosserman, Chanin, Goodall, Link, Vail).

Attorney Allison Dibley informed the Selection Panel that in past years, the Selection Panel also sent notices to the Mayoral appointees regarding term expiration.

**At approximately 6:04 pm, Chairperson James Chanin exited the meeting due to a technical difficulty. The Selection Panel went into recess due to lack of quorum. At approximately 6:09 pm, Chairperson James Chanin rejoined and the meeting resumed.**

A third motion was made by Lorelei Bosserman, and seconded by Vice Chairperson Brendalynn Goodall, that the notices to current Commissioners regarding term expiration also be sent to Mayoral appointees. Motion passed with 4 ayes (Bosserman, Chanin, Goodall, Link). Member Vail's microphone was disabled and therefore did not participate in the vote.

The Selection Panel then took the vote on the first motion to adopt staff's proposed 2020 nomination schedule. Motion passed with 5 ayes (Bosserman, Chanin, Goodall, Link, Vail).

**7. Discussion regarding Commissioner Harris and former Selection Panel Member Jessie**

Chairperson James Chanin provided a summary of the incidents related to former Selection Panel Member Candice Jessie resigning from the Selection Panel. Mary Vail recommended, and Chairperson James Chanin later agreed, that the Selection Panel not engage in discussions involving former Member Jessie and Commissioner Ginale Harris.

No action was taken on this item.

**8. Outreach Materials**

Member Lorelei Bosserman presented the outreach materials included in the agenda beginning with a letter to former applicants. Chairperson Chanin provided an edit to state the Selection Panel is currently considering two nominations to the Police Commission. Lorelei Bosserman volunteered to be the point of contact and answer questions to prospective applicants.

The Selection Panel also discussed contacting and inviting all past applicants to reapply.

**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(SPECIAL MEETING)**

**Meeting Minutes (Continued)**

**Wednesday, May 6, 2020**  
Via Teleconference

---

A motion was made by Lorelei Bosserman, seconded by Mary Vail, to add a sentence in the letter that the Selection Panel will be making two nominations to the Police Commission, that the letter be signed by Chairperson James Chanin, and that the letter be sent to all past applicants inviting them to reapply to the Police Commission. Motion passed with 5 ayes (Bosserman, Chanin, Goodall, Link, Vail).

Lorelei Bosserman presented a proposal for social media posts related to the Selection Panel's nomination and application process. Chairperson James Chanin asked City staff member Richard J. Luna about a distribution list for Selection Panel announcements. City staff member Luna stated he would work with the City's Communication Team to issue a City press release announcing the Police Commission application process and deadline.

A second motion was made by Lorelei Bosserman, seconded by Mary Vail, to adopt the proposed social media posts. Motion passed with 5 ayes (Bosserman, Chanin, Goodall, Link, Vail).

A third motion was made by Lorelei Bosserman, seconded by Mary Vail, that Ms. Bosserman be authorized to email the Mayor and City Councilmembers announcing the Police Commission selection process and include the approved social media posts. Motion passed with 5 ayes (Bosserman, Chanin, Goodall, Link, Vail).

**9. Next Meeting**

City staff member Richard J. Luna recommended the Selection Panel hold its next meeting as its annual meeting to fulfill a requirement to receive training on Measure LL, the measure that created City Charter Section 604 related to the Police Commission. The Selection Panel Members all confirmed they could meet on that date and time. Chairperson James Chanin announced that the next meeting will be its annual meeting on Wednesday, May 20, 2020 at 5:00 pm.

No action was taken on this item.

**10. Adjournment**

The meeting was adjourned at 7:00 pm.



**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(REGULAR MEETING)**

**Meeting Minutes**

**Wednesday, May 20, 2020**  
Via Teleconference

Selection Panel Members: *Vacant* (At Large), Don Link (District 1), James Chanin (District 2), *Vacant* (District 3), Lorelei Bosserman (District 4), Mary Vail (District 5), Braunz Courtney (District 6), *Vacant* (District 7), and Brendalynn Goodall (Mayor).

---

**1. Roll Call and Determination of Quorum**

Quorum was determined and the meeting started at 5:27 pm.

Members present: Lorelei Bosserman, James Chanin, Braunz Courtney, Don Link, Brendalynn Goodall, and Mary Vail (arrived at 6:39 pm).

Members absent: None

Staff present: Richard J. Luna

City Attorney Staff present: Allison Dibley

**2. Open Forum**

Public comments were provided by the following public speakers:  
Assata Olugbala

There were no written comments submitted to the Selection Panel.

**ACTION ITEMS**

**3. Annual Training and Orientation to City Charter Section 604 – Police Commission**

Attorney Allison Dibley provided the annual training and answered questions on City Charter Section 604, the legislation that created the Police Commission, Community Police Review Agency and the Police Commission Selection Panel.

Public comments on this item were provided by the following public speakers:  
Assata Olugbala  
Rashidah Grinage

No action was taken on this item.

**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(REGULAR MEETING)**

**Meeting Minutes (Continued)**

**Wednesday, May 20, 2020**  
Via Teleconference

---

**4. Outreach Materials**

Member Lorelei Bosserman presented the outreach materials in the Agenda packet beginning with the social media posts, noting the updates that were made since the Selection Panel's meeting of May 6, 2020.

A motion was made by Lorelei Bosserman, and seconded by Brendalynn Goodall to approve the social media posts for use by the Selection Panel.

**At approximately 6:23 pm, Member Braunz Courtney exited the meeting due to a technical difficulty. The Selection Panel went into recess due to lack of quorum. At approximately 6:31 pm, Member Braunz Courtney rejoined and the meeting resumed.**

The motion to approve the social media posts passed with 5 ayes (Bosserman, Chanin, Courtney, Goodall, Link) with 1 member absent (Vail).

Member Lorelei Bosserman then presented the newsletter announcements in the Agenda packet for consideration.

A second motion was made by Lorelei Bosserman, and seconded by Brendalynn Goodall to approve the newsletter announcements for use by the Selection Panel. Motion passed with 5 ayes (Bosserman, Chanin, Courtney, Goodall, Link) with 1 member absent (Vail).

Member Lorelei Bosserman then presented the draft letter to the 2020 Police Commission applicants that was included in the Agenda packet.

A third motion was made by Lorelei Bosserman, and seconded by Don Link, to approve the letter to the 2020 Police Commission applicants.

**Member Mary Vail joined the meeting at approximately 6:39 pm.**

Member Mary Vail offered a friendly amendment to include a reference to the Police Commission annual report in the letter to the 2020 Police Commission applicants. Friendly amendment was accepted and added to the motion.

The third motion passed with 6 ayes (Bosserman, Chanin, Courtney, Goodall, Link, Vail).

Public comments on this item were provided by the following public speakers:  
Assata Olugbala

**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(REGULAR MEETING)**

**Meeting Minutes (Continued)**

**Wednesday, May 20, 2020**  
Via Teleconference

---

**5. 2020 Police Commissioner Application and Selection Process**

City staff member Richard J. Luna provided an update on the number of applications received for the 2020 selection process. Member Lorelei Bosserman stated she was working with Member Mary Vail to send out a letter to past applicants and inviting them to reapply to the Police Commission. Member Mary Vail provided an overview of how the Selection Panel invited applicants to reapply during the 2019 selection process.

A motion was made by Brendalynn Goodall, seconded by Don Link, for Members Lorelei Bosserman and Mary Vail to review the past applicant lists and work with Chairperson James Chanin in sending out a letter inviting past applicants to reapply before the next meeting of the Selection Panel. Motion passed with 6 ayes (Bosserman, Chanin, Courtney, Goodall, Link, Vail).

The Selection Panel then discussed targeted outreach to African-American and Latino populations in Oakland. Vice Chairperson Brendalynn Goodall stated she will reach out to radio stations to advertise the Police Commission application. Chairperson James Chanin then read the following proposed quote for the City's press release on the Police Commission application process: *We are seeking dedicated community members that will hold the Oakland Police Department to the highest standards and speak up for the community at-large. If you are passionate about police accountability issues and justice, we want to hear from you.*

A second motion was made by Don Link, seconded by Mary Vail, to approve the quote read by Chairperson James Chanin to be the official statement from the Selection Panel regarding the 2020 Police Commission selection process. Motion passed with 6 ayes (Bosserman, Chanin, Courtney, Goodall, Link, Vail).

The Selection Panel continued discussing targeted outreach. Member Don Link stated targeted outreach should also include the Asian community. Chairperson James Chanin stated Member Lorelei Bosserman would keep records on outreach conducted by the Selection Panel Members.

Public comments on this item were provided by the following public speakers:  
Assata Olugbala

**6. Next Meeting**

The Selection Panel discussed upcoming availability and different scenarios for their next meetings given the June 16, 2020 application deadline.

Chairperson James Chanin announced the next meeting will be a Special Meeting at 5:00 pm on June 10, 2020.

**CITY OF OAKLAND  
POLICE COMMISSION SELECTION PANEL  
(REGULAR MEETING)**

**Meeting Minutes (Continued)**

**Wednesday, May 20, 2020**  
Via Teleconference

---

No action was taken on this item.

There were no public comments on this item.

**7. Adjournment**

The meeting was adjourned at 7:38 pm.

DRAFT



# MEMORANDUM

---

**TO:** Selection Panel for  
Oakland Police Commission

**FROM:** Richard J. Luna  
Assistant to the City Administrator

**SUBJECT:** 2020 Police Commissioner  
Application and Selection Process

**DATE:** June 4, 2020

---

**Action Requested:**

For the Selection Panel to:

1. Review, discuss and/or modify the 2020 Nomination Schedule.
2. Review, discuss and/or modify the 2020 Selection Process.
3. Review, discuss and/or modify the criteria for establishing Reserve Pool applicants.

**Background:**

The Selection Panel is tasked with reviewing and recommending applicants to serve on the City of Oakland's Police Commission. The Police Commission is composed of seven (7) voting members and two (2) alternate members. The Selection Panel and Mayor both submit nominations to the City Council for confirmation, with the Selection Panel responsible for four (4) regular members and one (1) alternate member to the Police Commission, and the Mayor responsible for three (3) regular members and one (1) alternate member.

On July 3, 2019, the Selection Panel voted to begin accepting applications to serve on the Commission on a continuous basis. On May 6, 2020, the Selection Panel voted to have the 2020 Police Commission application process close on Jun 16, 2020.

As of 5:00 pm on June 3, 2020, the Selection Panel has received 11 new applications to serve on the Police Commission (**Attachment A**).

On March 13, 2019, the Selection Panel elected to establish a Reserve Pool of applicants in cases where a vacancy occurs. The Reserve Pool:

- Is comprised of no less than three (3) applicants;
- Expires after two (2) years;
- Includes only applicants that receive at least a two-thirds (2/3) vote of the Selection Panel members present for the vote; and
- Requires applicants in the Reserve Pool to give notice to City staff if applicant no longer has interest in being in the Reserve Pool.

On July 3, 2019, the Selection Panel approved adding Christina Cross as a Reserve Pool applicant. Currently, Christina Cross is the only candidate in the pool. An application for Christina Cross is included in **Attachment B** for reference.

**Discussion:**

In 2020, the Selection Panel will be nominating two (2) appointees to the Police Commission for City Council approval. The terms for Commissioners Ginale Harris and Tara Anderson both

June 10, 2020  
Selection Panel Meeting

expire on October 16, 2020. Commissioners Harris and Anderson are eligible for reappointment to serve an additional three-year term.

Additionally, the Mayor will be nominating one voting Commissioner and one Alternate Commissioner by October 16, 2020, as Commissioner Thomas Loyd Smith and Alternate Commissioner Chris Brown terms end on this date. Likewise, both are eligible for reappointment to serve an additional three-year term.

### Police Commission Terms

<b>Commissioner</b>	<b>Appointing Authority</b>	<b>Term End Date</b>
Regina Jackson, <i>Chair</i>	Mayor	Oct. 16, 2021
Henry Gage III, <i>Vice-Chair</i>	Selection Panel	Oct. 16, 2022
Tara Anderson	Selection Panel	Oct. 16, 2020
Jose Dorado	Selection Panel	Oct. 16, 2021
Ginale Harris	Selection Panel	Oct. 16, 2020
Edwin Prather	Mayor	Oct. 16, 2019
Thomas Loyd Smith	Mayor	Oct. 16, 2020
Chris Brown, <i>Alternate</i>	Mayor	Oct. 16, 2020
David Jordan, <i>Alternate</i>	Selection Panel	Oct. 16, 2022

### 2020 Nomination Schedule

At its meeting of May 6, 2020, the Selection Panel approved the following nomination schedule. The Selection Panel may modify the schedule by majority vote of members present.

<b>Activity</b>	<b>Date</b>
Application Released	Continuously
Incumbents Notified	May 7, 2020
Application Deadline <sup>1</sup>	June 16, 2020
Candidate Interviews	June 17 – July 17, 2020
Determination of Slate	July 22, 2020
Background Check Completed	August 17, 2020
Report to Council Due Date	September 14, 2020
Council Confirmation	October 6, 2020

### 2020 Outreach Plan

The Police Commissioner Application is available online in English, Spanish, Chinese and Vietnamese on the Police Commission webpage ([www.oaklandca.gov/boards-commissions/police-commission](http://www.oaklandca.gov/boards-commissions/police-commission)). Additionally, staff is providing the following outreach:

- Press release to all media contacts<sup>2</sup>
- Email communication to announce and request distribution of information to:
  - Mayor's Office
  - City Council Offices
  - City service provider networks

<sup>1</sup> Staff proposes that the City will continuously receive applications. The deadline for the 2020 nomination period is June 16, 2020, so the Selection Panel can meet its target date for City Council approval on October 6, 2020.

<sup>2</sup> Issued on May 22, 2020.

- Selection Panel members
- Oakland Neighbors Inspiring Trust
- Latino Task Force
- Oakland Community Organizations

#### Applicant Evaluation Tool

**Attachment C** is the Applicant Evaluation Tool that the Selection Panel used during the interview process in 2019. This evaluation tool was last reviewed and edited on June 19, 2019.

#### Applicant Statistics

In 2017, the Selection Panel received 146 applications and invited 28 candidates for interviews, ultimately nominating four Commissioners and one Alternate Commissioner to the Police Commission. In 2019, the Selection Panel received 16 applications and invited 10 candidates for interviews, ultimately nominating one Commissioner and one Alternate Commissioner to the Police Commission.

#### Proposed Reserve Pool Amendments

At its meeting on February 20, 2020, the Selection Panel discussed the process for placing candidates on the Reserve Pool. Staff recommends the following amendments to the Reserve Pool process:

- Is comprised of no **less more** than three (3) applicants;
- **Candidates added to the Reserve Pool expire** ~~Expire~~ after two (2) years;
- Includes only applicants that receive at least a two-thirds (2/3) vote of the Selection Panel members present for the vote; and
- Requires applicants in the Reserve Pool to give notice to City staff if applicant no longer has interest in being in the Reserve Pool.

This would allow the current candidate (Christina Cross) to remain in the Reserve Pool. Additionally, capping the pool at three candidates would ensure only the top candidates are placed on stand-by. Finally, since candidates can be added at any time, each candidate should have a two-year cap before they need to re-apply for the Commission.

For questions regarding this report, contact Richard J. Luna at (510) 238-4756 or [rluna@oaklandca.gov](mailto:rluna@oaklandca.gov).



---

RICHARD J. LUNA  
Assistant to the City Administrator

#### Attachments (3):

- A. Current Police Commissioner Applications
- B. Reserve Pool Application
- C. Applicant Evaluation Tool

**ATTACHMENT A**  
**Current Police Commissioner**  
**Applications**

**2020 Police Commission Applicants (as of June 3, 2020)**

<b>No</b>	<b>Last</b>	<b>First</b>	<b>Zip</b>	<b>Council District</b>	<b>Selection Panel / Mayoral</b>	<b>Race</b>	<b>Gender</b>	<b>Disability</b>
1	Breyer	Julia	94610	2		White	F	N
2	Cai	James	94606	2	Both	Asian	M	N
3	de Marie	Anya	94606	2	SP	White	F	N
4	Koka	Rimi	94605	6	Both	Asian	F	N
5	Sidebotham	Nancy	94605	6	Both	White	F	N
6	Sagehorn	Michael	94611	6	Both	White	M	N
7	Mason	James	94605	6	Both	White	M	N
8	Everett	Alexia	94606	5	SP	White	F	N
9	Vedantham	Kumar	94619	6	Both	Asian	M	N
10	Jones	Edward	94601	5	SP	Black/AA/AI/AN	M	N
11	Ginale	Harris	95605	7		Black/AA/Latino	F	



# Police Commission

## Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

### Applicant Information

Full Name: Breyer Julia M Date: 1/17/2020  
Last First M.I.

Home Address: [Redacted]  
Street Address Apartment/Unit #  
Oakland CA 94610  
City State ZIP Code

Phone: [Redacted] Email [Redacted]

### Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates.

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

### Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?  YES  NO

I would like to be considered as a Mayoral Appointee?  YES  NO

### References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: Hon. Jacqueline Scott Corley Relationship: former boss

E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Lauren Pedley, Esq. Relationship: friend/Oakland resident

E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Miranda Kane, Esq. Relationship: current boss

E-Mail: [REDACTED] Phone: [REDACTED]

### Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: \_\_\_\_\_
- I do not wish to Self-Identify

2. What is your gender?

- female
- I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- Yes, I have a disability (or previously had a disability)
- No, I do not have a disability
- I do not wish to answer

**Disclaimer and Signature**

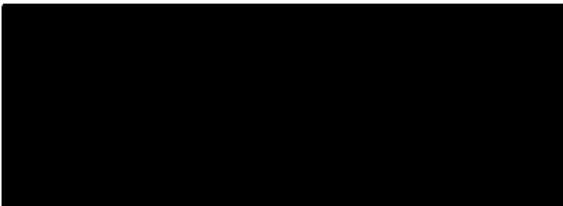
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.***

***My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.***

***Once submitted, your application form, along with all attachments, becomes a public record.***

Signature:



Date: 1/17/2020

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3 <sup>rd</sup> Floor Oakland, CA 94612
E-mail	Address: <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> Subject: Police Commission Application

**Application for Position of Commission – Supplemental Questionnaire, Question 1**

As an attorney, I am familiar with the constitutional constraints that govern police officers' work. I understand how difficult it must be for officers to balance individual-officer and community safety in extremely fast-paced, high-stress situations with the need to respect the constitutional rights of potential suspects. In my four years as a judicial law clerk, I heard live testimony from policing experts on these subjects and read countless reports and sworn affidavits about it. I am sensitive to how difficult it is.

In my white collar legal practice, I am often hired to conduct internal investigations when corporate policies are not followed and wrongdoing has occurred. In these contexts, I advise companies on how to make changes to their policies and procedures to better address the problems that have arisen. Although the context is clearly different, this skill will be transferrable to my role on the Police Commission.

I also understand that, often, a police department may have constitutional policies that are not always heeded by individual officers. As a defense attorney, I take seriously the presumption of innocence and do not immediately assume that an officer warrants discipline and expect the CPRA to do the same. On the other hand, I also expect the CPRA to take discipline seriously when it concludes—after a thorough investigation—that discipline is warranted.

Lastly, as a member of law firm and a mother to two children, I have experience reviewing budgets, assessing the reasonableness of expenditures, and making recommendations. I am not afraid to express my opinion when it comes to any of these matters. I am comfortable speaking in public, when it comes time for annual public hearings. Nor do I shy away from uncomfortable conversations. I am well-suited for this position.

**Application for Position of Commission – Supplemental Questionnaire, Question 2**

I have had mostly positive contacts and experience with OPD. As an Oakland resident, I have been a victim of property crime on two occasions. On both occasions, my former residence was broken into and a great deal of personal property was taken. The first time, the officers—when they finally arrived twelve hours after the incident—were kind and respectful.

On several occasions I have witnessed officers speaking to other members of my community and—surprised by the officers’ tones of voice—have stopped to observe or videotape. On one such occasion an officer told me to stop recording. I had followed the officer’s instruction to step away from the area where the officers were speaking with the individual. But I told the officer I would not stop recording. When I continued to record, the officer became quite angry in response, using language I was surprised to hear from a peace officer on the job. That is the only negative experience I have had personally with an OPD officer.

**Application for Position of Commission – Supplemental Questionnaire, Question 3**

I have had limited experience with OPD in connection with my legal practice, and my husband has had significant experience.

I am a white collar criminal defense attorney, and my practice is exclusively in federal court. Because of the nature of my work, the law enforcement agency I typically interact with is the FBI. However, on two occasions I have had cases where OPD officers were involved in the investigation or arrest of my client. These cases come through my work as a member of the Criminal Justice Act Panel for the Northern District of California. The judges of the Northern District of California appointed me to the panel, which is a group of attorneys who represent indigent defendants when the Federal Public Defender's Office is conflicted out. I did not file a motion to suppress or otherwise challenge the propriety of the involved officer's work in either of these cases.

In addition, as a law clerk to the Honorable Jacqueline Scott Corley in the Northern District of California, I frequently helped decide cases involving allegations of excessive force or other police misconduct in lawsuits against OPD officers and OPD brought under Section 1983. I wrote draft opinions for the judge on motions to dismiss such complaints and on motions for summary judgment on the claims. While I assisted in trials on excessive force cases involving other police departments, none of my Section 1983 cases involving OPD ever went to trial.

In contrast to my limited exposure to OPD at work, my husband, Joseph Goldstein Breyer, interacts with OPD on a daily basis in his role as an Alameda County Public Defender, where he has worked since 2011.



# Police Commission

## Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

### Applicant Information

Full Name: Cai James D. Date: 11/12/2019  
*Last First M.I.*

Home Address: [Redacted]  
*Street Address Apartment/Unit #*

Oakland CA 94606  
*City State ZIP Code*

Phone: [Redacted] Email [Redacted]

### Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates.

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

## Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?  YES  NO

I would like to be considered as a Mayoral Appointee?  YES  NO

## References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: Bridget Galvan Relationship: co-worker

E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Kevin Ye Relationship: Supervisor

E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Yoway Wilson Tong Relationship: Friend

E-Mail: [REDACTED] Phone: [REDACTED]

## Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: \_\_\_\_\_
- I do not wish to Self-Identify

2. What is your gender?

- Male
- I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- Yes, I have a disability (or previously had a disability)
- No, I do not have a disability
- I do not wish to answer

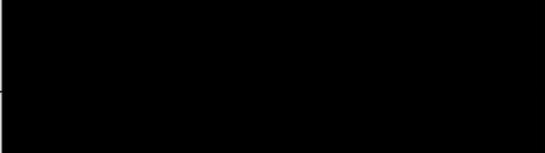
**Disclaimer and Signature**

*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.***

***My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.***

***Once submitted, your application form, along with all attachments, becomes a public record.***

Signature:  Date: 11/12/19

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
E-mail	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.

As a honorable local community resident in City of Oakland for about 12 years since 2007, I am so pleased and thankful to be part of the community and always want to be contributed back to better serve the society where I current living. The recent years have witnessed an increase in the number of crimes and violence in the community; I had volunteered to be the neighborhood captain in my neighborhood to organized social events for neighbor gatherings and neighborhood watch. I also had volunteered in the local organizations for each year's National Night Out held at the Lincoln Recreational Center and street cleaning to maintain the city clean and safe.

In recent years I have served in different capacities in various organizations that deal with humanitarian support aimed at enhancing the wellbeing of the vulnerable members in the community. The different job placements and experiences have helped me gain exemplary skills; knowledge and expertise that I believe will make my stay as the commissioner. Since 2008, I worked in the non-profit organization where I facilitated and managed several activities with the most important being "Activities of Daily Living programs". Secondly, I managed many social services programs for low-income families and immigrants. Thirdly, I worked with government agencies and local vendors to develop a resource or service programs to help them for succeed, provided them with a daily wellness check, and housing retention services. The vast knowledge, skills, and experiences gained in the social services management sector will be an added advantage to my need to undertake a position as the commissioner.

2. Please describe your contacts or experiences with the Oakland Police Department.

As the current Resident Services Supervisor in a nonprofit housing organization, we work closely with local law enforcement facilities to secure our residents' safety and well beings. We worked with Oakland Police Department for National Night Out event, Welfare Checks, and the Neighborhood Crime Prevention Council to collaborate with the police department to report community social issues and work together to reduce crime in the areas. Due to the nature of the challenges experienced in the community, there is a need to develop and implement a better residents & polices collaboration program in the social services that can help mitigate some of the safety challenges faced by the society. This problem resonates well with me and I hope that one day we will able to find a solution to their issues.

3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:

- a. As a police officer,
- b. As a criminal prosecutor or defense attorney,
- c. With a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

A better police team is a practice that entails giving a helping hand in addressing the various challenges that face the vulnerable members of the society. These members encompass all residents within the city of Oakland. As the supportive services provider, I believe that I will be in a position to devise a number of solutions for addressing the safety challenges facing this population. One of the most important persons who contributed immensely to what I am today is my grandfather, whom was

a former local Sheriff in Guangdong Province of China. My grandfather played a critical role by instilling in me certain virtues such as resilience, support, tolerance, honesty, perseverance, and respect, which have been a key in helping me cope and overcome life challenges and obstacles. He greatly influenced by values and personality. His love, kindness, and support made me develop immense respect for him and the residents in general. The support and education I received from him is a key motivator for wanting to help the local residents to live happy and safe in the society.

# Police Commission

## Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

### Applicant Information

Full Name: de Marie Anya C Date: 6-15-2019  
Last First M.I.

Home  
Address:

[Redacted]

Street Address

Apartment/Unit #

Oakland

CA

94606

City

State

ZIP Code

Phone:

[Redacted]

Email:

[Redacted]

### Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates.

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer.
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

### Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?

YES

NO

I would like to be considered as a Mayoral Appointee?

YES

NO

### References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: Holly Joshi

Relationship: colleague

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: Robyn Levinson

Relationship: previous co-trainer

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: Liz Longfellow

Relationship: Co-worker

E-Mail [REDACTED]

Phone: [REDACTED]

### Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

White

Black or African American

Latino

Native Hawaiian or other Pacific Islander

Asian

American Indian or Alaskan Native

Other: \_\_\_\_\_

I do not wish to Self-Identify

2. What is your gender?

Female

I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

Yes, I have a disability (or previously had a disability)

No, I do not have a disability

I do not wish to answer

**Disclaimer and Signature**

*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.***

***My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.***

***Once submitted, your application form, along with all attachments, becomes a public record.***

Signature: \_\_\_\_\_



Date: 6-15-2019

Completed applications due by June 17, 2019 by mail, hand-delivery, or email as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
Email	<b>Address: <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> Subject: <b>Police Commission Application</b></b>



**Oakland Police Commission Application**  
**Supplemental Questionnaire**  
**Anya de Marie**

1.

My life's work has focused on addressing gender-based violence through crisis social services, community models and teaching. I have primarily worked within community-based nonprofit organizations and schools, and built an expertise in this field. My career began in 1999 at an intersectional and germinal community-based domestic violence shelter in Chicago, Apna Ghar. Over the years I've continued this work by providing advocacy and crisis services, organizational leadership, serving on task forces, and in the community. My teaching and research focuses on women's psycho-social-emotional development, sexual violence and alternative models for social health. I have served as an educator for all ages from HeadStart teacher to Master's program faculty.

I currently serve as a technical trainer on the issue of commercial sexual exploitation of children (CSEC) with MISSEY (Motivating, Inspiring, Supporting and Serving Sexually Exploited Youth), a nationally recognized Oakland nonprofit. In addition to providing direct services to survivors in the form of intensive case management, one to one mentoring, prevention services and a daily drop in center, MISSEY has informed and shaped conversations, policies, and best practices for addressing CSEC for more than a decade. MISSEY's Training Institute utilizes an innovative, social justice-oriented, survivor-and trauma-informed approach to training. Through the Training Institute, MISSEY has trained over 10,000 community members and professionals.

Previously I served as our Director of Operations beginning in 2015, and in this role managed human resources, finance, operations, communications, and contracts. My work experience with MISSEY significantly informs and enables me to offer a knowledge base which I think will bring great value to the commission's work. Informed policies and attention to detail in best practices, community concerns, legislative changes, and crisis management skills are all essential.

Over the years I have also been involved in organizations and volunteer efforts in the community addressing immigration, homelessness, mental health, education, youth development and the arts. I also direct the Commonality Institute, which addresses how to reach across cultural and gendered differences.

2.

Since 2017, I have provided introductory (Phase I) trainings on CSEC to all city of Oakland employees and Phase II trainings to all Oakland Police Department and Oakland Fire Department staff. These trainings are the first that the city has contracted to address this issue. In this capacity I serve as the lead trainer for MISSEY in collaboration with WestCoast Children's Center and Alameda County District Attorney's HEAT Watch program on human trafficking. Our co-developed curriculum centers on reframing of the issue, Trauma-Informed Care and engagement strategies, risk factors and vulnerabilities, Oakland-relevant data, legislation, and reporter and responder best practices. This training contract is scheduled to complete September 2019.

3.

I have worked within domestic violence shelters and with organizations serving commercially sexually exploited children over the span of my career, as referenced above. Both of these populations often can have charges or convictions of crimes either in relation directly to the violence addressed by the organizations or otherwise in their lives.



# Police Commission

## Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information			
Full Name:	<u>KOKA</u>	<u>RIMI</u>	<u>V</u>
	<small>Last</small>	<small>First</small>	<small>MI</small>
Home Address:	[REDACTED]		
	<small>Street Address</small>	<small>City</small>	<small>Apartment/Unit #</small>
	<u>Oakland</u>	<u>CA</u>	<u>94605</u>
Phone:	[REDACTED]	Email	[REDACTED]
	<small>City</small>	<small>ZIP Code</small>	

## Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates.

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

## Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?

YES

NO

I would like to be considered as a Mayoral Appointee?

YES

NO

## References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: Wonna. Cazares Relationship: Community member.

E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Toni Newman Relationship: friend.

E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: Diana Gilead Relationship: Community liaison.

E-Mail: [REDACTED] Phone: [REDACTED]

## Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: \_\_\_\_\_
- I do not wish to Self-Identify

2. What is your gender?

- Transgender female  I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- Yes, I have a disability (or previously had a disability)
- No, I do not have a disability
- I do not wish to answer

**Disclaimer and Signature**

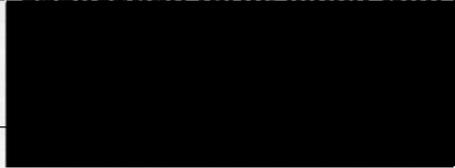
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.***

***My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.***

***Once submitted, your application form along with all attachments, becomes a public record.***

Signature: \_\_\_\_\_



Date: 02/18/2020

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
E-mail	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>

# Rimi Koka

Leadership | Accounting | Administration | Diversity Consultant | Community Engagement  
Seeing a leadership role in the non-profit sector to drive justice

## Community Leadership

President, Board of Directors | ParivarBayArea, Oakland CA | November 2018- Present

- Create spaces and coalitions centered around South Asian Trans and Queer folks.
- Fundraise through events involving panels, trainings, celebrations and social justice causes.
- Operationalize the workings of a non-profit and fulfill vision statement to drive LGBTQ+ inclusion.

Board of Directors | San Francisco Pride, San Francisco CA | September 2019- Present

- Represent and prioritize Trans People of Color on the governing body of the organization.
- Chair, Community Affairs Committee to further Pride's social responsibility.
- Driving corporate accountability for social and economic inclusion for LGBT+ community.
- Strategizing the vision and plan for a diversified financial portfolio for sustained cash flow.

Managing Partner | DiversityJourneys.com, Oakland CA | April 2018- Present

- Capacity Building and Workshop facilitation focused on Diversity and Inclusion topics including Gender Identity.

## Community Engagement

- Featured speaker on Trans Justice and visibility at various Pride and Corporate events.
- Past Board Member of Trikone, TGI Justice Project, Oakland LGBTQ center and Transpulse Canada.
- Fundraising lead on committees benefiting ImmigrationEquality, APIENC, TransMarch, TDOR & NQAPIA
- Community Engagement Leader for Transpulse.ca and Steering Committee member for Strategic Actions.
- Facilitator and guest lecturer at Stanford, UC Berkeley, Mills college, Transcend retreat, Gender Infinity, UN, Walmart, Amazon, Oakland Pride, Toronto Pride and more.
- Co-chaired of LGBT ARG (Associate Resource Group) at Walmart while spearheading Workplace Trans Reform.
- Visible Trans Woman Leader of Color in San Francisco Bay Area at organizing and community building.
- Curated Transgender Awareness programs in workplaces and supporting associate gender transitions.
- Peer Support Group Facilitator centering South Asian Queer Trans LGB community.

## Skills

**Platforms:** MS Excel, Power Point, Word, Outlook and Project super user \_Anaplan, Retail Link, MicroStrategy-BIS and BIT, Essbase Finance suit, Thoughtspot, and Looker. **Languages:** English, French, Urdu, Telugu, Hindi and Tamil.

## Education

Master's in Business Administration (MBA), Operations and Finance — Boise State University  
Bachelor of Commerce — B.R. Ambedkar University; 2001: Statistics and Accounting  
Bachelor of Hospitality Management — Institute of Hotel Management and Catering Technology

**Walmart E-Commerce (2016- Present)**

## Senior Manager II —Business Operations and Procurement

July 2017- Present

*12 Direct Reports, including 2 managers*

Preparing fiscal budget of 11 departments and monitoring periodic performance.

Knowledge of categorical budgeting guidelines and following policies and procedures.

Delivering on the business and supply chain vision for \$4B Entertainment Portfolio of Consumer electronics

Leading teams to effectively deliver on inventory controls while building inclusivity and diversity thought.

Advising and mentoring teams on policy and financial management for the assigned business categories.

Monitoring external vendor relationships for smooth and effective product delivery.

Delivered scaled diversity growth and revamped hiring strategy to onboard over 40 supply chain associates.

## Sears Holdings(2015-2016)

Regional Operations Manager , Texas

April, 2015 - May, 2016

*26 direct reports, including 2 analysts*

Deliver apparel vision in the field working with 26 frontline managers within sales, delivery and logistic scopes.

Responsible for the upkeep and functioning of up to 50 facilities along with playing finance and operations council

Charged with delivering the P&L targets set for apparel including e-commerce platform and distribution hubs.

Exceeded annual revenue target of \$84M by additional \$1M

## Amazon (2013-2015)

Senior In-stock Manager, Business Operations

September 2013- April 2015

*13 shared reports, with senior vendor manager*

Built premium planning suite for business planning, Open-to-buy and vendor management.

Developed accounting and overall budgeting process and systems to monitor product selection and availability.

Achieved 97% in stock rates thru improved processes, driving \$3M revenue with on-boarding ~300 new vendors.

## Hudson Bay Company(2010-2013)

Manager, Budget Planning and Business Development

July 2010- August 2013

*4 direct reports*

Charged with planning for Men's clothing around financial accounting, budget planning and managing vendors.

Delivered improved margin rates above 50% across 18 categories by better commodity insights and cost cuts.

Increased annual revenue by \$20M thru new brand launch and categories.

## Walmart Canada (2006-2010)

Manager, Financial Planning and Allocation

July 2006- June 2010

*6 direct reports, including assistant manager*

Charged with financial planning and supply chain initiatives for \$360M fashion business.

Delivered on effective stock to sales balancing across all store locations thru allocation strategies.

1. Please describe any life work and significant community volunteer experiences that prepare you?

I can immensely contribute to the work of the Commission

As an immigrant law abiding woman of color who is also Trans and Brown, I have always stayed connected to my home communities. Whether it is organizing or standing for trans visibility, I have worked with city and government agencies to build accountability and awareness. I have thrived in community showing up as a leader driving accountability for Queer and Trans inclusion. Keeping connected to my South Asian roots, she co-founded Parivar, South Asian Trans and GNC-centered Queer Trans Social collective and currently the Board President for Parivar. While leading community in organizing, supporting and rising together, I sit boards for San Francisco Pride and chairs the board's community affairs committee. I also work as a community liaison agent with the Oakland Mayor's office. I hold an MBA specializing in business operations, accounting and management with undergraduate degrees in Accounting and Culinary arts. I have been in Corporate America for over 20 years in various operations and financial planning leadership roles with fortune 50 companies.

With an MBA and over 15+ years of experience as a professional executive, I bring extensive skills of bookkeeping, business operations, financial planning and compliance management. These are competencies that can applied to ensuring sound decisions are made in managing and executing ethics. Additionally, as a board member on many LGBT organizations including San Francisco Pride and as a community leader who founded a non-profit in Oakland, I bring about a great sense of empathy, leadership, thoughtfulness and inclusion to the commission. I am effective team player and bringing me on the commissions will bring the intersectional uplifting of my identity and ensuring there is balanced representation on the commission, thereby reflecting the diversity of Oakland. I am a social and business leader who has existed nationally and internationally in various cities and have made Oakland my final stop. This city provides such diversity, care and services that always need to be managed and powerfully sustained with strong ethics prevailing. As a business leader that leads large teams and deliver on multi-million-dollar portfolios, I aim to build business competency on the commission. Every organization and service, and the city needs to be looked at and administered as a business. I bring these skills of ensuring that the city can be looked at and run as a business. As a public speaker and leader that has trust and respect in the communities that I serve, I aim to bring greater public awareness of commission and the effective work undertaken to bring about greater engagement, dialogue and better lives of Oakland residents.

2. Please describe your contacts or experiences with the Oakland Police Department.

My experiences with the Oakland Police Department have been limited and the experience has been decent. Living in East Oakland for two years, I have interacted with police when the scene of a crime and helped guide them with the neighborhood. I have met with Office Kirkpatrick on a social basis and found to be engaging. There seemed great interest to help when I reported a missing black trans woman at the downtown

location. She was found safely and appreciating the police work here. Another instance has been to discuss the need to patrol more of my neighborhood in East Oakland.

Another key issue to address and solve for me would be build trust, respect and confidence between the marginalized communities of color especially in East Oakland and public servant agencies of the city. Accountability for Police needs to be addressed as Oakland continues to grow and become home for many walks of life. The approach in solving this issue would include building competency and capability for Oakland Police Department city officials to work with varied diversity of residents devoid of any language barriers, income standings, sexual orientations, gender identities and incarnated biases. It would equally include learning and responding to the overall framework of employing dialogue within citizens of Oakland in an easy and accessible manner. While they dedicate and commit to the society at large and have done tremendous work, the police department can continue and strive to be functioning in an ethical manner in conducting their business and prevent an exploitation of vulnerable populations. Overall, I aim to build public commitment towards the commission and the city at large rather than forcibly employing compliance to follow rules and guidelines in place.

3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving

Response: No, not applicable to me.



# Police Commission

## Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

### Applicant Information

Full Name: SIDEBO THAM NANCY S Date: 2/18/2020  
Last First M.I.

Home Address: [Redacted]

Street Address: Oakland Apartment/Unit #: 94605  
City: [Redacted] State: CA ZIP Code: 94605

Phone: [Redacted] Email: [Redacted]

### Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates.

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission. BEAT 29X NCPD Chair, 16 yrs + CPABOARD MEMBER OFF & ON 5 yrs. Active in the Community since 1982
2. Please describe your contacts or experiences with the Oakland Police Department. Positive and work closely with BEAT 29X CAO's & NSC
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience: NO, To All The Following
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

### Application Considerations

Check all that apply:

- I would like to be considered as a Selection Panel appointee?  YES  NO
- I would like to be considered as a Mayoral Appointee?  YES  NO

### References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: JERRY WONG Relationship: FRIEND  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: RALPH KANZ Relationship: FRIEND  
E-Mail: [REDACTED] Phone: [REDACTED]

Full Name: MARCUS JOHNSON Relationship: FRIEND  
E-Mail: [REDACTED] Phone: [REDACTED]

### Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White  
 Black or African American  
 Latino  
 Native Hawaiian or other Pacific Islander  
 Asian  
 American Indian or Alaskan Native  
 Other: \_\_\_\_\_  
 I do not wish to Self-Identify

2. What is your gender?

- FEMALE  I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- Yes, I have a disability (or previously had a disability)  
 No, I do not have a disability  
 I do not wish to answer

**Disclaimer and Signature**

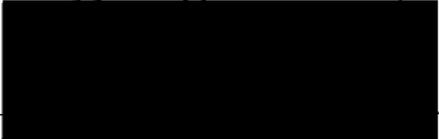
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.***

***My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.***

***Once submitted, your application form, along with all attachments, becomes a public record.***

Signature: \_\_\_\_\_



Date: 2/18/2020

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
E-mail	<b>Address: <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> Subject: Police Commission Application</b>

## Love, Christine (Chrissie)

---

**From:** Nancy Sidebotham <[REDACTED]>  
**Sent:** Friday, February 28, 2020 7:24 AM  
**To:** Love, Christine (Chrissie)  
**Subject:** Oakland Police Commission Application

Chrissie,

Hope this meets the requirements,

Nancy

1-My life work has always been to serve others. I have prepared taxes for individuals for several years. I have worked with numerous individuals in the police department starting in the 1980s. At that time, the Animal Shelter was under the direction of the police department. I worked very closely with police personnel to make sure the animals taken to the shelter were fed and properly housed. I became a block captain in the 1990s where I focused on making my neighborhood safe. I also got involved with the Community Policing program and became chair of my Neighborhood Council. As chair I was able to address several long term problems; one being the installation of stop signs in the area of Seminary and Highway 580. I serve on the Neighborhood Watch Steering Committee (NWSC) where we sponsored several events educating block captains on OAK311, 9-1-1, vegetation management, target hardening homes and more. Finally I serve on the Community Policing Advisory Board. This board monitors the Community Policing program in Oakland and oversees the Neighborhood Councils.

I believe my extensive volunteer work in the community and my knowledge of Oakland will allow me to effectively serve on the Commission.

2-I have worked very closely with several individuals in the police department. As chair of the Neighborhood Council, I work closely with Neighborhood Services Coordinator Araina Richards, Sgt. Ron Johnson, Off. Razmilovich and Deputy Chief Leronne Armstrong. Prior to his retirement, I worked with Deputy Chief Oliver Cunningham on developing a training curriculum for community leaders. I work with Neighborhood Services Coordinator Renee Sykes on the NWSC to organize community events for block captains. I have participated in trainings and helped coordinate community events with staff assigned to the Police Administration building. My relationship with OPD personnel has been lengthy, upbeat and positive.

3. No to all the following.

---  
Nancy Sidebotham  
Tax Preparer  
Chair Beat 29X NCPC  
[REDACTED]

## **Resume**

### **Vitals:**

**Nancy S. Sidebotham**

[REDACTED]

**Oakalnd, CA 94605**

[REDACTED]

[REDACTED]

### **Education:**

**1968 A.A. Social Science**

**Merritt College**

**Grove Street Campus**

**Oakalnd Ca**

**1970 B.A. History**

**Cal State University Hayward**

**Hayward CA**

### **Biography:**

**Age: 74**

**Bilingual: English and Spanish**

**Grew up in Panama**

**Occupation: Tax Preparer since 1973**

**Moved to Oakland: September 4, 1964**

**Moved to District 6: December 21, 1980**

**Qualifications:**

- 2000-2020 Chair of MEM (Millsmont Evegren Millsbrae) Beat 29X NCPC**
- 1998-2000 Board member Beat 29X NCPC**
- 2013-2020 NW (Neighborhood Watch) Steering Committee**
- 2009-2011/2016-2020 CPAB (Community Policing Advisory) Board Member**
- 2000 18<sup>th</sup> Academy, Citizens Police Academy**
- 2014 Citizen's Academy**
- 1990-2010 Candidate for District 6 City Council**
- 2014 Mayoral Candidate**
- 2016 Candidate for At Large Council Seat**
- 2012 Stand for Oakland Co-Founder**
- 2018 Mayoral Candidate**
- 2008 NCPC Assessment Advisory Committee Survey Study**
- 2000 Graduate for Trainers regarding Problem Solving**

Other qualifications/activities:

**ARTS**

- Artship Foundation, supporter
- Oakland Business Arts Awards, '94 Juror
- Supports the remodeling and rehabilitation of Studio One
- Support increase funding for the Arts
- Support the promotion of the artistic community through advertising and festivals
- Enhances after school arts programs

## **COMMUNITY OUTREACH**

- Citizens for a New Animal Shelter (CNAS), President & Co-Founder
- Oakland City Council Animal Shelter Liaison
- Central East Oakland Community Development Block Grant (CEOCDBG), Board
- City of Oakland Emergency Task Force
- Citizens of Oakland Respond to Emergencies (CORE), Program & Graduate
- Citizens of Oakland Respond to Emergencies (CORE), Advisory Committee
- Graduate of Oakland Citizens Police Academy
- Crime Stoppers, founding Board Members of newly reorganized board
- Oakland Crime Stoppers, Secretary
- Citizens Police Academy Alumni Association
- Burbank-Millsbrae Neighborhood Crime Prevention Council (NCPC), Steering Committee and past Vice Chair
- Neighborhood Watch, Block Captain
- Millsmont Home Owners Association, Co-Founder, President
- Wyman/Simmons Coalition, assisted with strategy to stop development in slide area
- Working to get Oakland Housing Authority to clean up and manage their properties
- Worked to get the Vintage Inn closed
- Worked to remove the illegal car washing/detailing loiterers at church top of 73rd
- Working to stop loitering and drug sales at gas station at Sunnymere and Seminary
- Worked to clean up blight and neighborhood intimidation at 3964 Gardenia Place
- Alerted community to the atrocities and mismanagement at the Oakland Animal Shelter
- Strong supporter for removing the Animal Shelter out of Police
- Working to bring One Stop Market and Liquors into compliance
- Closed down One Stop Liquors
- Burbank-Millsbrae NCPC, Beat 29X, Chair
- UNCO Chair
- CPAB
- Four way stop signs at Seminary and Overdale/580 exit

## **AFFILIATIONS**

- CORO Foundation Graduate (San Francisco)
- League of Women Voters, past Board Member
- National Women's Political Caucus former member
- Oakland Sunset Rotary, Past President
- East Oakland Rotary, Past International Director
- MGO (Montclair Greater Oakland) Democratic Club Board member

## **BUSINESS**

- Oakland Merchant Leadership Forum (OMLF), Executive Committee
- Co-Chairperson Shop Oakland 2000
- Co-Chairperson Shop Oakland 2001
- Deemed Approved Advisory Committee (DAAC)

- Deemed Approved Program, worked to protect small restaurants
- Oakland Employers Transportation Network (ONET)
- MacArthur Blvd. Merchants Association (MBMA), Past Board Secretary
- Foothill Seminary Merchants Association, Past Chair and Secretary

## **DEVELOPMENT**

- Oakland Commerce Corporation (OCC), Business Partners Program
- Business Alert Seminar, organized
- Oakland Development Council, Past Member
- Leona Quarry Committee to Stop Big Box Development
- Stop the Widening of Edwards/73rd Avenue Committee
- MacArthur-Seminary Design Review, Spokesperson & Steering Committee member
- Ban Trucks on 580 Coalition
- MacArthur Blvd. Design Review Committee
- Main Street USA Seminar
- Zoning Update Committee

## **PARKS AND REC/ENVIRONMENT**

- Rotary Nature Center Advisory Council, Past Chairperson
- Citizens for Oakland's Open Space (COOS), Past Co-Treasurer
- Open Space Conservation and Recreation (OSCAR), Advisory
- Measure K, supporter
- Kings Estate Dog Park
- Rainbow Recreation Advisory Committee, Past Secretary
- Hardy Park, assisted with strategy for dog park
- Park & Recreation, Advisory Council—set up individual park advisory system
- Dunsmuir House & Gardens, member
- Friends of Park & Rec, former member
- Supporter of Arroyo Viejo Park
- East Oakland Swim Center Advisory Committee
- Arroyo Viejo Creek Celebration Committee
- Supports the prevention for cutting over three hundred trees around Lake Merritt
- Supports the strengthening of the Creek Ordinance
- Working to restore Chimes Creek and stop the erosion from the project at Leona Quarry
- Supports the vision of those that worked to preserve and develop the Estuary Plan
- Supports the use of the funding that has been set aside to rebuild the City stables and get it up and running again
- Supports the community in stopping the give-away of open space/parkland to a non-profit/upholding the OSCAR Plan
- Working to stop illegal dumping
- Chimes Creek

## **COMMENDATIONS**

- OPD Captain's Certificate of Commendation



20 MAY 11 PM 9:09

## Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

### Applicant Information

Full Name: Sagehorn Michael R Date: May 7, 2020  
*Last First M.I.*

Home Address: [Redacted]  
*Street Address Apartment/Unit #*  
Oakland CA 94611  
*City State ZIP Code*

Phone: [Redacted] Email: [Redacted]

### Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates.

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

## Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?

 YES NO

I would like to be considered as a Mayoral Appointee?

 YES NO

## References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: Stephanie Anello

Relationship: School Superintendent

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: John Coppinger

Relationship: Rugby administrator

E-Mail [REDACTED]

Phone: [REDACTED]

Full Name: Steve Baronian

Relationship: mens group participant

E-Mail [REDACTED]

Phone: [REDACTED]

## Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: \_\_\_\_\_
- I do not wish to Self-Identify

2. What is your gender?

- Male \_\_\_\_\_  I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- Yes, I have a disability (or previously had a disability)
- No, I do not have a disability
- I do not wish to answer

**Disclaimer and Signature**

*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.***

***My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.***

***Once submitted, your application form, along with all attachments, becomes a public record.***

Signature  Date: 5/7/2020

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
E-mail	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>

## **Application for Oakland Police Commission**

### **Supplemental Questions**

**Name: Michael R. Sagehorn      Occupation: Teacher**

#### **1. Life's work and volunteer experience**

After active duty service in the Marine Corps as an infantry officer, my wife and I settled in Antioch. We raised a son, participated in the local soccer league, Scouting, and I created a youth rugby organization- for ages 5 to 17. Delta Youth Rugby prompted other volunteers to create the same in Walnut Creek, Livermore, and Oakland. We moved to Oakland in 2010.

My family's roots run deep in Oakland. My paternal family settled here after immigrating from Germany in 1878. My maternal side- grandfather and mom were all born and raised in Oakland. From 2006 to 2011 when I taught at the Oakland Military Institute in North Oakland, my school site and neighborhood were decades earlier attended and lived in by my grandfather, his family, and countless cousins. All attended Oakland Technical High School in the 1920's and 1930's. My son, a housing law attorney, lives in Maxwell Park, and is an active member of his neighborhood association. A member of the St. John's Episcopal Church, I volunteer in our parish's outreach work to two different homeless advocacy groups, making lunches and providing socks and other clothing.

Prior to becoming a teacher, I worked in the transportation industry, principally in the Port of Oakland in the trucking and railroad sectors. Working both swing and graveyard shifts in West Oakland in the 1980's and also after returning from a recall to Marine Corps active duty during the Gulf War, I observed the social and law enforcement challenges in Oakland neighborhoods with the use and distribution of crack cocaine. Later on as a teacher, many of the children I taught in Oakland were victims of this same epidemic.

## **2. Contacts and experience with the Oakland Police Department**

My contact with Oakland police officers is limited. In two instances working for Roadway Express in 1988 and CSX Intermodal in 1993 I reported freight thefts from the dock facility and an entire container load of Kingsford charcoal. In each instance the police response was timely and the officers were professional.

My only other contact with Oakland police officers, specifically one, has been a decade long service with an Oakland police officer as rugby coaches at De La Salle High School in Concord. We share an interest in making sure that young men, and young women too, develop and learn the game in a safe setting.

## **3. Personal and/or family member employment as a police officer, prosecuting/defense attorney, or advocacy group**

None of my immediate family- my wife, son, daughter-in-law, and grandson (he's two years old) have ever been employed or served as a police officer or attorneys in criminal law practice. My son is an attorney, an associate in a Pleasanton firm. His practice focuses on construction defect litigation, state and local environmental policy, and as stated earlier, housing access and reform. He is active in drafting state legislation to reducing barriers to affordable housing construction both in Oakland and the state. He has never been inside a criminal courtroom.

Beyond my immediate family, there are individuals in the criminal law sector. My uncle- Denis Honeychurch is a criminal defense attorney in Solano County, with a record of representing individuals charged with felonies and capital crimes. A good friend from both high school and our service in the Marine Corps includes the Honorable John P. Fairgrieve, now a Superior Court judge in Portland Oregon. He served as a long time District Attorney in Portland and was appointed to the bench four years ago.



# Police Commission

## Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

### Applicant Information

Full Name: Mason, James, J. Date: 05/27/2020  
*Last First M.I.*

Home Address: [REDACTED]  
*Street Address Apartment/Unit #*  
Oakland CA 94605  
*City State ZIP Code*

Phone: [REDACTED] Email: [REDACTED]

### Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates.

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

## Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?

YES

NO

I would like to be considered as a Mayoral Appointee?

YES

NO

## References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: Kathryn Sterbenc

Relationship: Friend

E-Mail

Phone:

Full Name: Kurt Ahlich

Relationship: Coworker

E-Mail

Phone:

Full Name: Michael Markushevski

Relationship: Supervisor

E-Mail

Phone:

## Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White  
 Black or African American  
 Latino  
 Native Hawaiian or other Pacific Islander  
 Asian  
 American Indian or Alaskan Native  
 Other: \_\_\_\_\_  
 do not wish to Self-Identify

2. What is your gender?

Male

I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- Yes, I have a disability (or previously had a disability)  
 No, I do not have a disability  
 I do not wish to answer

**Disclaimer and Signature**

*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.***

***My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.***

***Once submitted, your application form, along with all attachments, becomes a public record.***

Signature: **James Mason** Digitally signed by James Mason  
Date: 2020.05.27 10:03:39 -07'00' Date: **05/27/2020**

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator’s Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
E-mail	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>

Mason, James, J.  
05/27/2020

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.

*I have over ten years' experience in forensic engineering, investigating all types of accidents, including vehicle collisions, and assigning responsibility for those accidents. This has required me to testify in court, mostly in civil lawsuits but occasionally in criminal cases, and to interact with agents of the courts in a variety of circumstances. I have reviewed countless witness statements, depositions and proceedings. I am very familiar with evidence collection, storage and retention.*

*For a brief period, I served as a volunteer on a committee for the City of Concord, assisting with the awarding of funds to nonprofit entities doing work to help the people in that city. During that time, I became familiar with the formal proceedings of a municipal committee.*

2. Please describe your contacts or experiences with the Oakland Police Department.

*I have had only limited direct contact with anyone from the Oakland Police Department. I have, in the past, requested videos from officers performing investigations of car accidents, and I have reviewed police reports of vehicle collisions in the city. However, those were usually provided to me without my own personal interaction with the OPD. In addition, on occasion, I have worked with retired members of the OPD while performing vehicle accident reconstructions. I am aware of the recent problems in the Department as they have been covered in the press. I, personally, have respect for policemen and women and the service they provide our community. At the same time, I believe it is imperative that there be proper oversight of all police departments.*

3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:

a. as a police officer,

*None.*

b. as a criminal prosecutor or defense attorney,

*None*

c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

*None.*

## James J. Mason, Ph.D., P.E., ACTAR

Office: [REDACTED]  
Oakland, CA 94612  
[REDACTED]  
[REDACTED]

Home: [REDACTED]  
Oakland, CA 94605  
Cell: [REDACTED]  
[REDACTED]

### Professional Experience

*ARCCA Inc., Oakland, CA, 94612*

10/16-present Senior Consultant: Providing analysis and opinions on fracture and fatigue of metals, plastics and welds, corrosion and motor vehicle accident reconstruction to the legal professions and insurance industries. Performed engineering evaluations of failed consumer and industrial products, analyses of equipment and machinery design, and evaluations of industrial failures. Coordinated and participated in metallurgical laboratory analyses, including SEM, EDS, chemistry, and x-ray examinations. Completed vehicle accident reconstruction and vehicle mechanical failure reconstructions, including passenger and commercial vehicle inspections. Executed vehicle systems downloads. Prepared oral and written reports that document observations, analysis, and conclusions. Gathered photographic evidence, conducted investigations to document onsite conditions, oversaw laboratory testing by third parties, and delivered expert witness testimony in deposition and trial.

*Rimkus Consulting Group Inc., Concord, CA 94520*

12/11-9/16 Principal Consultant: Provided analysis and opinions on biomechanics of injury, fracture and fatigue of metals, plastics and welds, corrosion and motor vehicle accident reconstruction to the legal professions and insurance industries. Completed vehicle accident reconstruction and vehicle mechanical failure reconstructions, including passenger and commercial vehicle inspections. Carried out biomechanical analyses of injury. Prepared oral and written reports that document observations, analysis, and conclusions. Gathered photographic evidence, conducted investigations to document onsite conditions, oversaw laboratory testing by third parties, and delivered expert witness testimony in deposition and trial. Personally managed more than 110 files per year.

*Department of Mechanical Engineering, Michigan State University, East Lansing, MI 48824*

5-10/12-11 Adjunct Professor: Served on thesis committees and advised PhD and MS students.

*Van Andel Research Institute, & Spectrum Health Care, Grand Rapids, MI, 49503*

8-09/11-11 Associate Professor: Scientific investigator and educator within the Translational Orthopedic Research Program (TORP) at the Van Andel Research Institute (VARI) jointly appointed to Spectrum Healthcare. Developed and participated in collaborative research programs with affiliated partner, TGen in Arizona, as well as with Michigan State University, the University of Michigan and other entities. Conducted translational research on orthopedics, fracture healing and osteoarthritis with particular attention paid to the role of Wnt signaling and mechanotransduction in these processes. Taught course on statistical methods.

*Brach Engineering LLC, Granger, IN 46530*

10-10/ 11-11 Failure Analysis and Accident Reconstruction Consultant: Provided analysis and opinions on fracture and fatigue of metals and plastics, and motor vehicle accident reconstruction to the legal professions and insurance industries.

*OrthoX, LLC, Granger, IN 46530 (formerly Granger Engineering, LLC)*

1-04/10-10 Founder and President: Raised over \$1.2M in Phase I and Phase II STTR grants from the National Science Foundation and matching funds from the State of Indiana to develop a biomaterial for orthopedic applications. Established quality system and manufacturing. Produced pilot production of first product. Increased testing requirements from the US FDA precluded going to market.

*Zimmer Holdings, Inc., Warsaw, IN 46580*

10-07/6-09 Associate Director of Trauma Research: Managed operation of Trauma Research laboratory where materials and devices for repair of fractured bones were tested. Used problem-solving and decision making skills to provide leadership needed to keep product development on budget, on time and done right. Directed external research program funding outside researchers. Directed Emerging Technology effort to identify and evaluate new technologies for innovative trauma products. Directed internal research program focused on publishable research related to repair of fractured bones. Used oral and written communication skills to convey results to customers.

9-06/10-07 Manager, Research Library: Managed operation of Research Library supporting US employees nationwide. Updated information technologies to include electronic document delivery, electronic cataloging, and electronic search data bases. Also, updated website and access to resources improving internal customer service.

5-05/10-07 Manager of Biomechanical Test Laboratory: Managed operation of Biomechanical Test Laboratory (BTL) where orthopedic materials and devices are tested in static loading, impact loading and biomechanical loading. Includes Anatomic Testing Lab where cadaver testing of devices and testing of cadaver bone samples is performed. Implemented productivity improvement and consistently met performance expectations and criteria.

5-05/10-07 Principal Engineer: Responsible for engineering research support of new product development which includes specification of testing for proof of concept, performance and reliability. Support knee, hip, elbow, ankle, and shoulder implant development as well as trauma products and surgical instruments. Used oral and written communication skills to convey results, identify problems and propose solutions.

Project Manager, Cartilage Friendly Materials: Led and coordinated cross functional team, including external researchers, that developed new polymer materials for articulation against cartilage.

Project Team, NexGen Patellofemoral Implant: Led and coordinated efforts to prove safety and efficacy of new patellofemoral implant.

*James Mason Consulting, Granger, IN 46530*

8-99/5-05 Failure Analysis Consultant: Performed engineering evaluations of failed consumer and industrial products, analyses of equipment and machinery design, and evaluations of industrial failures. Coordinated and participated in metallurgical laboratory analyses, including SEM, EDS, chemistry, and x-ray examinations. Prepared oral and written

reports that document observations, analysis, and conclusions. Delivered expert witness testimony in deposition and trial.

*Aerospace and Mechanical Engineering, University of Notre Dame, Notre Dame, IN 46556*

- 1-06/12-07     Adjunct Professor: Served on thesis committees of several PhD and MS students.
- 5-05/12-05     Professor: Completed contracted research in machining, mechanics of hydrogels, and the performance of hydrogels in orthopedic implants.
- 5-99/5-05       Associate Professor (tenured): Performed research in several areas including: orthopedic biomaterials and engineering, high speed machining, fatigue of super-alloys, finite element analysis (FEA) and thermal fatigue of solder joints. Taught 26 courses.
- 9-00/5-05       Director of Mechanical Testing Facility: Set up centralized mechanical testing facility for department. Oversaw scheduling, maintenance and operation of facility used by faculty, undergraduate students and graduate students.
- 8-93/5-99       Clark Equipment Assistant Professor: Performed research in adiabatic shear band formation, dynamic fracture of polymer composites, high strain rate deformation of materials, examination of failure and initiation events in explosives, finite element analysis (FEA) and fatigue crack propagation. Repeatedly taught 8 courses.

*Indiana University, School of Medicine, Indianapolis, IN 46202*

- 9-03/9-04       Visiting Faculty: Performed research on bone mechanics and bone cell mechanics.

*London Centre, University of Notre Dame, London, England*

- 6-01/8-01       Associate Professor: Taught course on Engineering Ethics and Law.

## Education

### California Institute of Technology

Ph.D. Solid Mechanics, Materials Science Minor 1993

### Illinois Institute of Technology

Professional Science Master's Degree in Biology 2011

### University of California, Berkeley

M.S. Materials Science and Engineering 1988

B.S. Mechanical Engineering and Materials Science and Engineering 1986

## Certifications and Training

Accredited Accident Reconstructionist (ACTAR), #2525 2018

Accident Investigator 2013

Crash Data Retrieval Technician I 2012

Crash Data Retrieval Technician II 2012

Commercial Vehicle Event Data Recorder Technician 2012

Ladder Safety Training (American Ladder Institute) 2012

Certified Forklift Operator 2012

## Professional Recognition and Honors

- Selected for membership in Independent Metallurgical Engineering Consultants of California
- Winner of MIRA Innovation of the Year Award (in the State of Indiana), 2010
- Appointed to the Corporate Affairs Committee of the Orthopedic Research Society, 2009-2013
- Listed in Marquis' *Who's Who in Science and Engineering*, 10th Anniversary Edition, 2007

- NIH Senior Faculty Fellow, Indiana Univ. School of Medicine, Oct 2003-Sep 2004
- Calgary Award in Orthopedics, IV World Congress on Biomechanics, Aug. 2002
- University of Notre Dame, College of Engineering, Teacher of the Year Award, 2001
- Selected to participate in the Loctite Summer Faculty Fellowship Program, 1999
- Department of Aerospace and Mechanical Engineering, Faculty Teaching Award, 1998
- Listed in Marquis' *Who's Who in Engineering*, 4th Ed., 1998-99
- Selected to participate in NAE's Frontiers of Engineering Symposium, 1997
- Office of Naval Research, Young Investigator 1996-99
- Clark Equipment Assistant Professor, University of Notre Dame 1995-96
- Achievement Rewards for College Scientists Foundation Fellow, 1992
- Charles Lee Powell Foundation Graduate Fellow, 1989
- Earl C. Anthony Fellow, California Inst. of Technology, 1988
- Tau Beta Pi Engineering Honor Society, UC Santa Barbara, UC Berkeley, 1983-86
- Pi Tau Sigma Mechanical Engineering Honor Society, UC Berkeley, 1985-86

### Professional Membership, Licensure and Service

- Independent Metallurgical Engineering Consultants of California (IMECA), 2014-*present*
- Licensed Professional Engineer, State of Indiana, 1998- *present*, PE19800118
- Licensed Professional Engineer, State of California, 2012- *present*, #M36002
- Licensed Professional Engineer, State of Washington, 2012- *present*, #49597
- Certified Accident Reconstructionist, Accreditation Commission for Traffic Accident Reconstruction (ACTAR), 2018, #2525
- Orthopedic Research Society, 2008- 2013
  - *Member of the Corporate Affairs Committee*, 2009-2013
  - *Chairman of Corporate Affairs Committee*, 2012
- Industrial Advisor, Indiana University, Purdue University at Indianapolis (IUPUI) Bioengineering Department, 2005-2011
- Proposal Reviewer, National Science Foundation and National Institutes for Health
- Journal Reviewer for over 20 different journals

### Hobbies and other interests

- Choir member, Divine Mercy Church, 2019-*present*
- Bass Player: John Rybak and Friends, 2017-2019
- Running: 5k, 10k and half-marathon participant
- *Bass Player*: Soul 707, 2016- 2018, East Baytles, 2016, Take Cover, 2014-2016, HepCatz, 2013-2014
- *Bass and Guitar Player*; Clay United Methodist Praise Band, 2001-2006, 2008-2009
- *Bass Player*; Yellow River Bluegrass Revival, 2007
- *Guitar Player*; Evangel Heights United Methodist Church Summer Band, 2006-2007
- *Bass Player*; Jimmy Mason Trio, 2005-2006
- *Bass Player*; First Presbyterian Praise Band, 1998-2003

Dr. Mason has published 61 articles in peer reviewed journals, given 87 presentations at technical conferences, symposia and meetings, been granted 6 patents and delivered 66 invited lectures at companies, conferences and universities.

## Invited Lectures, Presentations and Papers

1. **James Mason**, "Vehicle Forensics," Coleman Law Group, January 24, 2019
2. **James Mason**, "Infotainment and Telematics Systems in Passenger Vehicles," Southern California Fraud Investigators Association, Annual Meeting, October 24, 2018
3. **Brenden Morse and James J. Mason**, "Accident Reconstruction and Vehicle Data Systems," Sentry Claims Training, Salem, OR, May 15, 2018
4. **James J. Mason, PhD**, "Infotainment and Telematics Systems in Passenger Vehicles," Liberty Mutual SIU Meeting, Phoenix, AZ, March 29, 2018
5. **James J. Mason, PhD**, "Infotainment and Telematics Systems in Passenger Vehicles," East Bay Claims Association, Pleasant Hill, CA, February 14, 2018
6. **Wahlburg, T, McDevitt, A and Mason, J**, "Product Liability in Vehicle Accidents," San Francisco Trial Lawyers Association, San Francisco, CA, November 14, 2017
7. **Gerard W. White and James J. Mason, PhD**, "Crane Casualties and Recoveries", Annual Meeting, National Association of Subrogation Professionals, Austin, TX, November 6, 2017
8. **Brenden Morse and James J. Mason, PhD**, "Vehicle Telematics and Infotainment Systems," Southern California Fraud Investigation Association, Palm Springs, CA, October 4, 2017
9. **James J. Mason, PhD**, "Vehicle Information Systems" Claims Conference of Northern California, McClellan, CA, Sep 13, 2017
10. **James J. Mason, PhD**, "Accident Reconstruction and Vehicle Information Systems," Ardan and Associates, Woodland Hills, CA, July 6, 2017
11. **James J. Mason, PhD**, "Failure Analysis and Materials Science," Davis Rothwell- Earle & Xochihua, Portland, OR, May 5, 2017,
12. **James J. Mason, PhD**, "Accident Reconstruction and Medical Device Failure," Walkup, Melodia, Kelly & Schoenberger, San Francisco, CA, May 2, 2017
13. **James J. Mason, PhD**, "Materials Science in Fire Sprinkler Systems," Central Valley Claims Association, Stockton, CA, April 21, 2017
14. **James J. Mason, PhD**, "Accident Reconstruction: What Really Happened?," The Veen Firm, San Francisco, CA, January 25, 2017
15. **James J. Mason, PhD**, "Fire Suppression Systems," East Bay Claims Association, Pleasant Hill, CA, April 9, 2014
16. **James J. Mason, PhD**, "Moving Vehicle Accident Reconstruction," Allstate, Torrance, CA, March 7, 2014
17. **James J. Mason, PhD**, "Commercial Vehicle Accident Reconstruction," Low, Ball & Lynch, A Professional Corporation, Sacramento, CA, November 5, 2013
18. **James J. Mason, PhD**, "Metallurgical Failures in Heavy Equipment," Exponent Inc., Palo Alto, CA, August 22, 2013
19. **James J. Mason, PhD**, "Phantom Vehicle Investigations," Allstate Insurance, Stockton, CA, August 21, 2013
20. **James J. Mason, PhD**, "Vehicle Inspection and Accident Reconstruction," Law Offices of Kelly J. Sweeney, Seattle, WA, June 20, 2013
21. **James J. Mason, PhD**, "Biomechanics of Low Velocity Impacts," American Automobile Association of California, Santa Ana, CA, June 18, 2013
22. **James J. Mason, PhD**, "Injury Biomechanics; How People Get Hurt," Rimkus Arizona 3rd Annual Continuing Education Event, Phoenix, AZ, May 7, 2013
23. **James J. Mason, PhD**, "Injury Biomechanics; How People Get Hurt," Sedgwick Claims Management, Seattle, WA, November 20, 2012
24. **James J. Mason, PhD**, "Injury Biomechanics; How People Get Hurt," King County Risk Management, Seattle, WA, August 29, 2012

25. **James J. Mason, PhD**, "Injury Biomechanics; How People Get Hurt," Geico Insurance: 4180 Lind Avenue SW, Renton, WA 98057, July 12, 2012
26. **James J. Mason, PhD**, "Injury Biomechanics; How People Get Hurt," Progressive Insurance Inc., Bothell, WA, April 19, 2012
27. **Jim Mason**, "Uncertainty Analysis in Vehicle Accident Reconstruction," Exponent Inc., Phoenix, AZ, June 27, 2011
28. **Jim Mason**, "Biomechanics versus Mechanobiology," Civil Engineering Department, University of Wisconsin, Milwaukee, March 16, 2011
29. **Jim Mason**, "Transitioning from Biomechanics to Mechanobiology," Mechanical Engineering Department, Michigan State University, East Lansing, MI, April 27, 2010
30. **Jim Mason**, "Building a Business in Life Sciences," The Medical Mile Resource Group Lecture Series Keynote Speaker, The DeVos Center at Grand Valley State University's Pew Campus, Grand Rapids, MI, Mar 23, 2010
31. **Jim Mason**, "Future Directions for Patellofemoral Implants," Grand Rounds, Blodgett Hospital, Grand Rapids, MI, Mar 17, 2010
32. **Jim Mason**, "Mechanics and Materials Related to Patella Resurfacing," Institute of Orthopedic Research & Education, The Methodist Hospital, Houston, TX, Jun 21, 2009
33. **Jim Mason**, "Mechanical Engineering Education and Research in the 21st Century," the Petroleum Institute, Abu Dhabi, UAE, Apr 21, 2009
34. **Jim Mason**, "In-vitro force measurements with energy harvesting," Indiana University, Purdue University, Indianapolis (IUPUI), Indianapolis, IN, Apr 17, 2009
35. **Jim Mason**, "New Directions in the Treatment of Patellofemoral Joint Pain," Florida International University, Mar 13, 2009
36. **Jim Mason**, "Patella Mechanics and Materials," Aerospace and Mechanical Engineering Department, University of Notre Dame, Feb 17, 2009
37. **Jim Mason**, "Engineering the Patellofemoral Joint; Present and Future," Indiana University School of Medicine, Indianapolis, IN, Jan 26, 2009
38. **James Mason**, Brian Thomas, Mike Wallick, Don Yakimicki, "Phase-Separated Hydrogels Comprised of Both Hydrophilic and Hydrophobic Segments," TMS 2008, 137th Annual Meeting and Exhibition, New Orleans, LA, Mar 11, 2008
39. **J.J. Mason**, "Careers in Engineering Industry," Aerospace and Mechanical Engineering, University of Notre Dame, Notre Dame, IN, Sep 18, 2007
40. **J.J. Mason**, "High Strain Rate Behavior of Cancellous Bone," Mechanical Engineering Department of the Ohio State University, Columbus OH, Mar 4, 2005
41. **J.J. Mason**, "Thermal and Mechanical Issues for Minimally Invasive Implant Materials," University of Missouri, Kansas City, School of Dentistry, Oral Biology Research Seminar Series, May 28, 2003
42. **J.J. Mason**, "Effects of Pre-Cooling and Pre-Heating Procedures on Bone Cement Polymerization in Cemented Hip Replacements," 13th Interdisciplinary Research Conference on Biomaterials, Baltimore, MD, Mar 14-15, 2003
43. **J.J. Mason** and E. Corona, "Effects of Cyclic Mechanical Loading on Thermal Fatigue of Solder," Diversified Systems, Inc., Indianapolis, IN, Mar 13, 2003
44. **J.J. Mason**, "Bending and Springback in Laminated Steels," University of Illinois, Urbana-Champaign, Materials Interest Group, Mar 7, 2003
45. K. Vernaza-Pena and **J.J. Mason**, "Experimental Temperature Fields in Aluminum during Orthogonal Cutting under Different Rake Angles," JSME/ASME Int. Conference on Materials Processing, Honolulu, HI, Oct 15-18, 2002
46. **J.J. Mason**, "Mechanics and Materials Issues in the Next Generation of Orthopedic Implants," California Institute of Technology, Pasadena, CA, Jan 29, 2002
47. **J.J. Mason**, "Recent Research in Dynamic Fracture Mechanics and High Speed Machining," University of Science and Technology, China, Hefei, China, Jan 11, 2002

48. **J.J. Mason**, "Dynamic Fracture Mechanics Solutions for Orthotropic Materials," Ningbo University, Ningbo, China, Jan 10, 2002
49. **J.J. Mason**, "Current Research in Aerospace and Mechanical Engineering at the University of Notre Dame," Beijing University of Aeronautics and Astronautics, Beijing, China, Jan 8, 2002
50. **J.J. Mason**, "Thermomechanical Issues in Total Hip Arthroplasty", Tsinghua University, Beijing, China, Jan 7, 2002
51. **J.J. Mason**, "Temperature Field Measurements During Machining of Aluminum Alloys," National Institute of Standards and Technology, Gaithersburg, MD, June 12, 2001
52. **J.J. Mason**, "Temperature Field Measurements During Machining of Aluminum Alloys," Theoretical and Applied Mechanics Department, Cornell University, April 4, 2001
53. C. Rubio-Gonzalez, C.-Y. Wang and **J.J. Mason**, "Dynamic Stress Intensity Factor Due to Concentrated Loads on Semi-infinite Cracks in Orthotropic Materials," The 2000 ASME Int. Mechanical Engineering Congress and Exposition, Orlando, FL, November 9, 2000, in *Dynamic Failure in Composite Materials and Structures*, Ed. Y. Rajapakse and C.T. Sun, ASME Int., Pub., AMD-Vol. 243, pp 119-128
54. C. Rubio-Gonzalez and **J.J. Mason**, "Dynamic Crack Propagation in Orthotropic Materials," The 2000 ASME Int. Mechanical Engineering Congress and Exposition, Orlando, FL, November 9, 2000
55. **J.J. Mason**, "Dynamic Deformation and Failure," Loctite Corporation, Rocky Hill, CT, June 5, 1999
56. **J.J. Mason**, "Dynamic Fracture Initiation in Orthotropic Materials," 6.1/6.2 Workshop, Naval Surface Warfare Center at Carderock, Bethesda, MD, April 28-30, 1999
57. **J.J. Mason**, "Dynamic Fracture Initiation in Orthotropic Materials," Department of Civil Engineering at Duke University, Raleigh, NC, March 10, 1999
58. **J.J. Mason**, "Dynamic Fracture Initiation in Orthotropic Materials," Department of Mechanical Engineering, University of Alberta, Canada, October 29, 1998
59. **J.J. Mason**, "Applicability of Dynamic Fracture Mechanics to the Initiation of Adiabatic Shear Bands," Los Alamos National Laboratory, Los Alamos, NM, August 19, 1998
60. **J.J. Mason**, "Shear Dominated Fracture in Dynamic Punch Tests on High Strength Metals," 6.1/6.2 Workshop, Naval Surface Warfare Center at Carderock, Bethesda, MD, May 4, 1998
61. **J.J. Mason**, "Application of Dynamic Fracture Mechanics to Shear Band Initiation in Impact of Metals," Department of Civil Engineering at Duke University, Raleigh, NC, March 11, 1998
62. **J.J. Mason**, "Shear Failure of Metals in Dynamic Punching and Blanking Operations," A.G. Simpson Co., Toronto, Ont., August 22, 1997
63. J. Zimmerman and **J.J. Mason**, "The Effects of Loading and Material Microstructure Upon Shear Localization in C300," 116th Winter Annual Meeting of the American Society of Mechanical Engineers, San Francisco, CA, November 21, 1995
64. **J.J. Mason**, "Issues Involved in the Experimental Investigation of Mechanical Initiation of Solid Explosives," Wright Laboratory, Armament Directorate, Eglin AFB, FL, July 26, 1995
65. **J.J. Mason**, "Mechanisms and Effects of Heat Generation in Dynamic Fracture," Department of Engineering Science at the Ohio State University in Columbus, OH, April 13, 1994
66. J. Lambros, **J.J. Mason** and A.J. Rosakis, "An Experimental Investigation of Dynamic Mixed-Mode Fracture Initiation," SPIE 1991 Int. Symposium on Optical and Optoelectronic Applied Science and Engineering, San Diego, CA, 1991

### Journal Publications (Refereed/Reviewed)

1. Bart Williams, Travis Burgers, Juraj Zahatnansky, Andrew Vander Moren, Juan Vivanco, and James Mason, "Mice with a heterozygous Lrp6 deletion have impaired fracture healing," to appear in *Bone Research*, 2016
2. M. Hoffman, T. Burgers, J. Mason, B. Williams, D. Sietsema and C. Jones, "Biomechanical evaluation of fracture fixation constructs using a variable-angle locked periprosthetic femur plate system," *Injury*, **45**, 7, 1035-1041, 2014

3. Burgers TA, Hoffmann MF, Collins CJ, Zahatnansky J, Alvarado MA, Morris MR, Sietsema DL, **Mason JJ**, Jones CB, Ploeg HL, Williams BO, "Mice lacking Pten in osteoblasts have improved intramembranous and late endochondral fracture healing," *PLoS One* 8(5): e63857, 2013
4. B. Stulberg, T. Wright, A. Stoller, K. Mimnaugh, and **J. Mason**, "Bilateral patellar component shear failure of highly cross-linked polyethylene components: Report of a case and laboratory analysis of mechanisms," *Journal of Arthroplasty*; **27**, 5, 789-796, 2012
5. **Jim Mason** and Bart Williams, "SOST and DKK: Antagonists of LRP5 Signaling as Targets for Treating Bone Disease," *Journal of Osteoporosis*, Volume 2010, Article ID 460120, 9 pages, 2010
6. Pilcher, X. Wang, G. Niebur, **J. Mason**, B. Song, M. Cheng, and W. Chen, "High Strain Rate Testing of Bovine Cancellous Bone," *ASME Journal of Biomechanical Engineering*, **132**, 8, p. 081012, 2010
7. Robert J. Kane, Weimin Yue, **James J. Mason** and Ryan K. Roeder, "Improved Fatigue Life of Acrylic Bone Cements Reinforced with Zirconia Fibers." *Journal of the Mechanical Behavior of Biomedical Materials*, *J Mech Behav Biomed Mater.*, **3**, 7 pp 504-11, 2010
8. Marlon O. Coulibaly, Debra L. Sietsema, **Jim Mason**, Bart Williams, and Clifford B. Jones, "Recent Advances in the Use of P1NP as a Biomarker in Fracture Healing," *Critical Reviews in Eukaryotic Gene Expression*, , **20**, 2, pp 105-127, 2010
9. Travis Burgers, **Jim Mason**, Matthew Squire, Heidi-Lynn Ploeg, "Time-Dependent Fixation and Implantation Forces for a Femoral Knee Component - An In Vitro Study," *Medical Engineering & Physics*, **32**, pp. 968-973, 2010
10. Jeffrey E. Bischoff , Justin S. Hertzler, and **James J. Mason**, "Patellofemoral interactions in walking, stair ascent, and stair descent using a virtual patella model," *Journal of Biomechanics*, **42**, 11, pp. 1678-84, 2009
11. Brian H. Thomas, J. Craig Fryman, Kaifeng Liu, and **Jim Mason**, "Hydrophilic-Hydrophobic Hydrogels for Cartilage Replacement," *Journal of Mechanical Behavior of Biomedical Materials*, **2**, 6, pp. 588-95, 2009
12. T.A. Burgers, **J. Mason** and H.L. Ploeg, "Initial fixation of a femoral knee component: an *in vitro* and finite element study," *International Journal for Experimental and Computational Biomechanics*, **1**, 1, pp 23-44, 2009
13. Yan Zhou, Weimin Yue, Chaodi Li, and **James J. Mason**, "Static and fatigue mechanical characterizations of variable diameter fibers reinforced bone cement," *Journal of Materials Science: Materials in Medicine*, **20**, 2, pp 633-641, 2009
14. Shiva Kotha, Chaodi Li, Steven Schmid, **James Mason**, "Reinforcement of bone cement using zirconia fibers with and without acrylic coating", *Journal of Biomedical Materials Research*, **88A**, 4, pp 898-906, 2009
15. Kimberly Mimnaugh, Jian Yao, Michel Laurent, Roy Crowninshield, **James Mason**, and Cheryl Blanchard, "The Effect of Entrapped Bone Particles on the Surface Morphology and Wear of Polyethylene," *Journal of Arthroplasty*, **24**, 2, pp 303-309, 2009
16. **J Mason**, F. Leszko, T Johnson and R Komistek, "Patellofemoral Joint Forces," *Journal of Biomechanics*, **41**, 11, pp. 2337-2604, 2008
17. T Burgers, **J Mason**, G Niebur and H Ploeg, "Compressive Properties of Trabecular Bone in the Distal Femur," *Journal of Biomechanics*, **41**, 5, pp 1077-85, 2008
18. RV Kazban, KM Vernaza-Peña and **JJ Mason**, "Measurements of Forces and Temperature Fields in High-Speed Machining of 6061-T6 Aluminum Alloy" *Experimental Mechanics*, **48**, 3, pp 307-317, 2008
19. K. Liu, T. C. Ovaert and **J. J Mason**, "Preparation and Mechanical Characterization of a PNIPA Hydrogel Composite," *Journal of Materials Science: Materials in Medicine*, **19**, 4, pp 1815-1821, 2008
20. RV Kazban and **JJ Mason**, "Fluid Mechanics Approach to Machining at High Speeds: Part II A Potential Flow Model," *Machining Science and Technology*, **11**, 4, 491 – 514, 2007
21. RV Kazban and **JJ Mason**, "Fluid Mechanics Approach to Machining at High Speeds: Part I Justification of Potential Flow Models," *Machining Science and Technology*, **11**, 4, 475 – 489, 2007

22. B Kincaid, **J Mason** and L Schroeder, "Measurement of Orthopedic Cortical Bone Screw Insertion Performance in Cadaver Bone and Model Materials," *Experimental Mechanics*, **47**, 5, pp 595-607, 2007
23. Kotha S.P., Li C., McGinn P., Schmid S.R. and **Mason J.J.**, "Improved Mechanical Properties of Acrylic Bone Cement with Short Titanium Fiber Reinforcement" *Journal of Materials Science: Materials in Medicine*, **17**, 8, pp 743-748, 2006
24. S. P. Kotha, M. Lieberman, A. Vickers, S. R. Schmid, **J. J. Mason**, "Adhesion enhancement of steel fibers to acrylic bone cement through a silane coupling agent" *Journal of Biomedical Materials Research, Part A*, **76A**, No. 1, pp. 111-119, 2006
25. Tovar, A, Gano, S.E., **Mason, J.J.**, Renaud, J.E., , "Optimum Design of an Interbody Implant for Lumbar Spine Fixation", *Advances in Engineering Software*, **36**, Issue 9, pp 634-642, 2005
26. Y. Zhou, C. Li and **J.J. Mason**, "Fiber-end deformation effects in enlarged-end, fiber-reinforced composites," *Engineering Fracture Mechanics*, **72**, Issue 12, pp. 1980-1992, 2005
27. Jennifer L. Schriefer, Alexander G. Robling, Stuart J. Warden, Adam J. Fournier, **James J. Mason**, Charles H. Turner, "A comparison of mechanical properties derived from multiple skeletal sites in mice," *J. Biomechanics*, **38**, pp. 467-475, 2005
28. Y. Zhou, C. Li and **J.J. Mason**, "Shape Optimization of Randomly Oriented Short Fibers for Bone Cement Reinforcement," *Materials Science and Engineering A*, **393**, Issues 1-2, pp. 374-381, 2005
29. Y. Zhou, C. Li, J.E. Renaud, and **J.J. Mason**, "Improvement of Mechanical Properties of Bone Cement by Shape Optimization of Short Fibers," *Engineering Optimization*, **37**, No. 2, pp. 121-134, 2005
30. S.P. Kotha, C. Li, S.R. Schmid and **J.J. Mason**, "Fracture Toughness of Steel Fiber Reinforced Bone Cement," *J. Biomedical Materials Research Part A*, **70A**, No. 3, pp. 514-521, 2004
31. Li, Y. Wang, and **J. Mason**, "The Effects of Curing History on Residual Stresses in Bone Cement during Hip Arthroplasty," *J. Biomedical Materials Research Part B: Applied Biomaterials*, Vol. 70B, Issue 1, pp. 30-36, 2004
32. X.D. Wu, D.Z. Chen, **J.J. Mason** and S.R. Schmid, "Efficient Approximation Algorithms for Pairwise Data Clustering and Applications," *Int. J. of Computational Geometry and Applications*, Vol. 14, Nos. 1-2, pp. 85-104, 2004
33. Li, D. Yakimicki, and **J.J. Mason**, "Thermal Characterization of PMMA-based Bone Cement Curing," *J. Materials Science: Materials in Medicine*, **15**, No. 1, pp. 85-89, 2004
34. C.Li, S.Kotha, **J.J. Mason**, "Evaluation of the Effects of Implant Materials and Designs on Thermal Necrosis of Bone in Cemented Hip Arthroplasty," *Biomedical Materials & Engineering*, **13**, no. 4, pp. 419-428, 2003
35. Li, S.R. Schmid and **J.J. Mason**, "Effects of Pre-cooling and Pre-heating Procedures on Cement Polymerization and Thermal Osteonecrosis in Cemented Hip Replacements," *Medical Engineering and Physics*, **25**, no. 7, pp. 559-564, 2003
36. X. Wu, D.Z. Chen, **J.J. Mason**, and S.R. Schmid, "Pairwise Data Clustering and Applications," *Computing and Combinatorics Proceeding (COCOON 2003)*, **2697**, pp. 455-466, 2003
37. C. Li, S. Kotha, C.-H. Wang, **J. Mason**, D. Yakimicki, and M. Hawkins, "Finite Element Thermal Analysis of Bone Cement for Joint Replacements," *ASME J. Biomechanical Eng.*, **125**, no. 3, pp. 315-322, 2003
38. C. Rubio-Gonzalez and **J.J. Mason**, "Dynamic stress intensity factor due to concentrated loads on a propagating semi-infinite crack in orthotropic materials," *Int. J. Fracture*, **118**, No. 1, pp 77-96, 2002
39. K. Vernaza-Peña, **J.J. Mason** and M. Li "Experimental Study of the Temperature Field Generated During Orthogonal Machining of an Aluminum Alloy," *Experimental Mechanics*, **42**, no. 2, pp. 221-229, 2002
40. C. Rubio-Gonzalez and **J.J. Mason**, "Experimental Investigation of Dynamic Punch Tests on Isotropic and Composite Materials," *Experimental Mechanics*, **41**, no. 2, pp. 129-139, 2001
41. C. Rubio-Gonzalez and **J.J. Mason**, "Green's Functions for the Stress Intensity Factor Evolution in Finite Cracks in Orthotropic Materials," *Int. J. Fracture*, **108**, pp. 317-336, 2001

42. C. Rubio-Gonzalez and **J.J. Mason**, "Dynamic Stress Intensity Factor for a Propagating Semi-Infinite Crack in Orthotropic Materials," *Int. J. of Engineering Science*, **39**, no. 1, pp. 15-38, 2001
43. C.Y. Wang and **J.J. Mason**, "A Solution Method for Finding Dynamic Stress Intensity Factors for Arbitrarily Oriented Cracks in Transversely Isotropic Materials," *Int. J. of Fracture*, **106**, pp. 217-243, 2000
44. C. Wang, C. Rubio-Gonzalez and **J.J. Mason**, "Dynamic Stress Intensity Factor on Semi-infinite Cracks in Orthotropic Materials Due to Concentrated Shear Impact Loads," *Int. J. of Solids and Structures*, **38**, no. 8, pp. 1265-1280, 2000
45. C. Rubio-Gonzalez and **J.J. Mason**, "Mixed Mode Dynamic Stress Intensity factor Due to Applied Point Loads," *Computers and Structures*, **76**, nos. 1-3, pp. 237-245, 2000
46. C. Rubio-Gonzalez and **J.J. Mason**, "Dynamic Stress Intensity Factor Due to Concentrated Normal Loads on Semi-infinite Cracks in Orthotropic Materials," *J. Composite Materials*, **34**, no. 8, pp. 649-669, 2000
47. C. Rubio-Gonzalez and **J.J. Mason**, "Dynamic Stress Intensity Factor at the Tip of a Uniformly Loaded Semi-infinite Crack in an Orthotropic Material," *J. Mechanics and Physics of Solids*, **48**, No. 5, pp. 899-925, 2000
48. C. Rubio-Gonzalez and **J.J. Mason**, "Response of Finite Cracks in Orthotropic Materials due to Concentrated Impact Shear Loads," *ASME J. Applied Mechanics*, **66**, no. 2, pp. 485-491, 1999
49. K.M. Roessig and **J.J. Mason**, "Adiabatic Shear Localization in the Dynamic Punch Test: Part I, Experimental Investigation," *Int. J. Plasticity*, **15**, no. 3, pp. 241-262, 1999
50. K.M. Roessig and **J.J. Mason**, "Adiabatic Shear Localization in the Dynamic Punch Test: Part II, Numerical Modeling," *Int. J. Plasticity*, **15**, no. 3, pp. 263-283, 1999
51. R. Caspar, J.M. Powers and **J.J. Mason**, "Investigation of Reactive Shear Localization in Energetic Solids," *Combustion Science and Technology*, **136**, No. 1-6, pp. 349-371, 1998
52. K.M. Roessig and **J.J. Mason**, "Adiabatic Shear Localization in the Impact of Edge Notched Specimens," *Experimental Mechanics*, **38**, No. 3, pp. 196-203, 1998
53. K.M. Roessig and **J.J. Mason**, "Dynamic Stress Intensity Factors in a Two Dimensional Punch Test," *Engineering Fracture Mechanics*, **60**, No. 4, pp 421-435, 1998
54. **J.J. Mason**, J.A. Zimmerman, and K.M. Roessig, "The Effects of Aging Condition on Shear Localization from the Tip of a Notch in Maraging Steel," *J. Materials Science*, **33**, 6, pp. 1451-1460, 1998
55. **J.J. Mason** and R.O. Ritchie, "Fatigue crack growth resistance in SiC particulate and whisker reinforced P:M 2124 aluminum matrix composites," *Materials Science and Engineering*, **A231**, No. 1-2, pp. 170, 1997
56. **J.J. Mason**, A.J. Rosakis and G. Ravichandran, "Full Field Measurements of the Dynamic Deformation Field Around a Growing Adiabatic Shear Band at the Tip of a Dynamically Loaded Notch," *J. Mechanics and Physics of Solids*, **42**, No. 11, pp. 1679-1697, 1994
57. **J.J. Mason**, A.J. Rosakis and G. Ravichandran, "On the Strain and Strain Rate Dependence of the Fraction of Plastic Work Converted to Heat: An Experimental Study Using High Speed Infrared Detectors and the Kolsky Bar," *Mechanics of Materials*, **17**, pp. 135-145, 1994
58. **J.J. Mason**, A.J. Rosakis and G. Ravichandran, "The Conversion of Plastic Work to Heat Around a Dynamically Propagating Crack in Metals," *J. Mechanical Behavior of Materials*, **4**, No. 4, pp. 375-385, 1993
59. **J.J. Mason** and A.J. Rosakis, "The Effects of Hyperbolic Heat Conduction around a Propagating Crack Tip," *Mechanics of Materials*, **15**, pp. 263-278, 1993
60. **J.J. Mason** and A.J. Rosakis, "The Dependence of Dynamic Crack Tip Temperature Fields upon Velocity and Material Parameters," *Mechanics of Materials*, **16**, pp. 337-350, 1993
61. **J.J. Mason**, J. Lambros and A.J. Rosakis, "On the Use of a Coherent Gradient Sensor in Dynamic Mixed-Mode Fracture Mechanics Experiments," *J. Mechanics and Physics of Solids*, **40**, No. 3, pp. 641-661, 1992

## Patents

1. **Mason, J.** and Yue, W., "Bone Cement Having Porous Fiber Reinforcement," Patent Application Number: 61/279,371, Filed 10/20/2009
2. Lozier, A., Parrott, R., Murphy, D., and **Mason, J.**, "Anisotropic Orthopedic Component," Patent Application Number: 61/309,066, Filed: 3/1/2010
3. Muratoglu, O., Yakimicki, D., Charlebois, S., Spiegelberg, S., Thomas, B., Braithwaite, G., **Mason, J.**, and McKinley, G., "Mosaicplasty Constructs," Patent Number: US09/051098, 7/20/2009
4. Lower, J., **Mason, J.**, Mimnaugh, K., and Thomas, B., "Fibrous Implants for Cartilage Repair or Replacement," Patent Number: US09/040621, 4/15/2009
5. Popoola, O., **Mason, J.**, Forstein, M., and Lozier, A., "Bone Fracture Fixation System," Patent Number: US09/032608, 1/30/2009
6. Charlebois, S., Yakimicki, D., Thomas, B., Popoola, O., **Mason, J.**, Abt, N., and Borgestede, L., "Chemical Composition of Hydrogels for use as Articulating Surfaces," Patent Number: US08/86817, 12/15/2008

## Conference and Symposium Presentations, Posters and Papers

1. **James Mason**, "Information Systems in Vehicles," 30<sup>th</sup> Annual Anti-Fraud Conference, April 10, 2019
2. **James Mason**, "Infotainment and Telematics Systems in Passenger Vehicles," Western States Auto Theft Investigators, Annual Meeting, October 9, 2018
3. **Mason JJ**, "Failure Analysis," Claims Conference of Northern California, Annual Meeting, September 15, 2017
4. **Mason, JJ**, Morse, B, and Betz, A, "Vehicle Telematics and Infotainment Systems-- a New Era of Data Collection," Southern California Fraud Investigators Association, Annual Meeting, Palm Springs, CA, October 4, 2017.
5. Burgers TA, Xu J, Hoffman MF, Sietsema DL, Zismann V, Button B, Davidson P, Tao S, Tembe W, Kiefer J, **Mason JJ**, Williams BO, Trent J, Jones CB. "A Genetic Test to Predict Patient Response to rhBMP-2 for Lumbar Spinal Arthrodesis." American Society of Bone Mineral Research (ASBMR) Conference, Baltimore, MD. Oct. 2013.
6. Tanner JC, Burgers TA, Patthanacharoenphon C, Dubiel M, **Mason J**, Bohay JD, Anderson J. The effects of first ray instability on midfoot joint forces and forefoot ground distribution: a cadaveric study. American Academy of Orthopedic Surgeons (AAOS) Annual Meeting, Chicago, IL. March 2013.
7. Tanner JC, Burgers TA, Patthanacharoenphon C, Dubiel M, **Mason J**, Bohay JD, Anderson J. The effects of first ray instability on midfoot joint forces and forefoot ground distribution: a cadaveric study. American Orthopaedic Foot & Ankle Society (AOFAS) Annual Meeting, San Diego, CA. June 2012.
8. Tanner JC, Burgers TA, Patthanacharoenphon C, Dubiel M, **Mason J**, Bohay JD, Anderson J. The effects of first ray instability on midfoot joint forces and forefoot ground distribution: a cadaveric study. Michigan Orthopaedic Society Annual Scientific Meeting, Mackinac Island, MI. June 2012.
9. Burgers TA, Hoffmann MF, Morris M, Alvarado MA, Sietsema DL, **Mason J**, Jones CB, Williams BO. Mice lacking Pten in osteoblasts have improved intramembranous and late endochondral fracture healing. Oral presentation and poster. Van Andel Institute retreat, Thompsonville, MI. June 2012.
10. Tanner JC, Burgers TA, Patthanacharoenphon C, Dubiel M, **Mason J**, Bohay JD, Anderson J. The effects of first ray instability on midfoot joint forces and forefoot ground distribution: a cadaveric study. Grand Rapids Medical Education Partners Research Day, Grand Rapids, MI. April 2012.
11. Hoffmann MF, Burgers TA, Zismann V, Tembe W, Liang W, Sietsema DL, Davidson P, Williams BO, Kiefer J, **Mason J**, Trent J, Jones CB. Whole exome sequencing of DNA from patients with abnormal responses to BMP-assisted spinal arthrodesis. American Academy of Orthopaedic Surgeons (AAOS) Conference, San Francisco, CA. Feb. 2012.

12. Burgers TA, Hoffmann MF, Sietsema DL, Williams BO, Jones CB, **Mason J.** Frzb is a dominant regulator of Wnt signaling during early fracture healing in mice. American Academy of Orthopaedic Surgeons (AAOS) Conference, San Francisco, CA. Feb. 2012.
13. McNerny E, Tantillo M, Burgers TA, Williams BO, **Mason J,** Kohn D. LRP5 function influences cortical bone tissue strength and toughness in addition to bone quantity. Orthopaedic Research Society (ORS) Conference, San Francisco, CA. Feb. 2012.
14. Burgers TA, Coulibaly MO, Sietsema DL, Williams BO, Jones CB, **Mason J.** PINP expression during femoral fracture healing in mice. American Academy of Orthopaedic Surgeons (AAOS) Conference, San Diego, CA. Feb. 2011.
15. Joiner, D M, Scholten II, D J, Less, K D, Morris, M, **Mason, J,** "The Effect of Mutations in Low-Density Lipoprotein Receptor Related Protein 6 (LRP6) on Osteoarthritis Progression in a Murine Injury Model," Orthopaedic Research Society (ORS), San Francisco, CA February 4-7, 2012
16. Burgers TA, Alvarado MA, Hoffmann MF, Sietsema DL, Williams BO, Jones CB, **Mason J.** Mice with Pten deleted in osteoblasts have improved fracture healing. Orthopaedic Research Society (ORS) Conference, San Francisco, CA. Feb. 2012.
17. Zylstra-Diegel CR, Burgers TA (presenting author), Baker JJ, Schumacher CA, Wang P, Teh BT, **Mason J,** Williams BO. Hrpt2 deletion in osteoblasts improves bone density, geometry and strength in mice. Orthopaedic Research Society (ORS) Conference, San Francisco, CA. Feb. 2012.
18. Burgers TA, Hoffmann MF, Sietsema DL, Williams BO, Jones CB, **Mason J.** Frzb is a dominant regulator of Wnt signaling during early fracture healing in mice. American Society of Bone and Mineral Research (ASBMR) Conference, San Diego, CA. Sept. 2011. ASBMR President's Poster Competition Award.
19. †Danese Joiner, Michael Morris, Donald Scholten, Ben Staal, George Vande Woude, Clifford Jones, Debra Sietsema, Yu-Wen Zhang, **Jim Mason,** "Disruption of Mitogen Inducible Gene 6 (MIG6) in the Mouse Genome Accelerates Surgical Induced Osteoarthritis and Down Regulates Wnt Signaling," American Society of Bone and Mineral Research (ASBMR) Annual Conference, San Diego, CA. Sept. 2011.
20. ‡Burgers, TA, Hoffmann, MF, Sietsema, DL, Williams, BO, Jones, CB, **Mason, J.,** "Frzb is a dominant regulator of Wnt signaling during early fracture healing in mice," American Society of Bone and Mineral Research (ASBMR) Annual Conference, San Diego, CA. Sept. 2011.
21. Travis Burgers, Martin Hoffman, **James Mason,** Debra Sietsema, Bart Williams, Clifford B Jones, "FRZB and Other Canonical WNT Inhibitors Are Highly Up-Regulated During Fracture Healing in Mice," MOS Annual Scientific Meeting, June 24-26, Mackinac Island, MI, 2011
22. Danese Joiner, Michael Morris, Donald Scholten, Ben Staal, YuWen Zhang, James Mason and George Vande Woude, "Disruption of Mitogen Inducible Gene 6 (Mig6) in the Mouse Genome Accelerates Surgical Induced Osteoarthritis and Down Regulates Wnt Signaling," Grand Rapids Medical Education Partners, Research Day, April 27, 2011
23. Michael Morris, Danese Joiner and **Jim Mason,** "Development of Osteoarthritis of the Knee by Microsurgical Destabilization in murine Model," Grand Rapids Medical Education Partners, Research Day, April 27, 2011
24. Travis Burgers, Martin Hoffman, Debra Sietsema, Bart Williams, Clifford Jones and **Jim Mason,** "Frzb and Other Canonical Wnt Inhibitors are Highly Up-Regulated During Fracture," Grand Rapids Medical Education Partners, Research Day, April 27, 2011
25. Michael Morris, Travis Burgers, Marlon Coulibaly, **Jim Mason,** Debra Sietsema, Bart Williams and Clifford Jones, "PINP Expression during Femoral Fracture Healing in Mice," Grand Rapids Medical Education Partners, Research Day, April 27, 2011

---

† Plenary poster presentation

‡ ASBMR President's Poster Competition Award

26. Michael Morris, Travis Burgers and **Jim Mason**, "Production of a Standard Closed Midshaft Femoral Fracture in Mice," Grand Rapids Medical Education Partners, Research Day, April 27, 2011
27. Travis Burgers, Marlon O Coulibaly, **James Mason**, Debra Sietsema, Bart Williams, Clifford B Jones, "PINP Expression During Femoral Fracture Healing in Mice," American Academy of Orthopedic Surgeons, Annual Meeting, San Diego, CA, February 15-19, 2011
28. **Jim Mason**, Travis Burgers, Marlon Coulibaly, Bart Williams, Debra L Sietsema, Clifford B Jones, "PINP expression during femoral fracture healing in mice," Poster No. 1487, 2011 Annual Meeting of the Orthopedic Research Society, Long Beach, CA, January 13-16, 2011
29. T Burgers, M. Coulibaly, D. Sietsema, **J Mason**, and C Jones, "Preliminary Evaluation of Blood Serum levels of Procollagen Type I N-terminal Propeptide (PINP) as an Indicator of Fracture Healing," 26th Annual Meeting of the Orthopaedic Trauma Association, Baltimore, Maryland October 13 - 16, 2010
30. Danny Levine, Roger Kenyon, **Jim Mason** and Shaher Ahmad, "Simulation of Tibial Intramedullary Nail Fatigue Test Using Finite Element Analysis," 56th Annual Meeting of the Orthopaedic Research Society, New Orleans, LA, March 5-10, 2010
31. Jill Schmidt, **Jim Mason** and Heidi-Lynn Ploeg, "Implant Motion Measured at Tray does not Equal Motion of Stem for Modular Long-Stemmed Tibial Implant," 56th Annual Meeting of the Orthopaedic Research Society, New Orleans, LA, March 5-10, 2010
32. **Jim Mason** and Weimin Yue, "Innovative Reinforcement for Orthopedic Bone Cement," Investment in Innovation (IN3) Summit, San Francisco, CA, October 19-21, 2009
33. Kaifeng Liu, Brian Thomas, J Fryman, **James Mason**, and Timothy Ovaert, "Relaxation Time of a Biphasic Viscoelastic Hydrogel in Nano-indentation and Bulk Unconfined Creep Tests," 55th Annual Meeting of the Orthopaedic Research Society, Las Vegas, NV, February 22-25, 2009
34. Kaifeng Liu, Brian Thomas, J. Craig Fryman, Jeff Bischoff, Timothy Ovaert, **James Mason**, "Optimization based inverse finite element analysis for material parameter identification of a biphasic hydrogel," ASME Summer Bioengineering Conference, Marco Island, FL, June 24-29, 2008
35. J.Schmidt, M. Dunbar, B. Kincaid, **J. Mason**, and H. Ploeg, "Validation of a finite element model developed from computed tomography scan data using 3D motion analysis system," 8th International Symposium on Computer Methods in Biomechanics and Biomedical Engineering, Porto, Portugal, 27th February-1st March 2008
36. T. Burgers, **J. Mason**, and H. Ploeg, "Validation of a finite element analysis of the press-fit fixation of a bone-implant interface in the distal femur," 8th International Symposium on Computer Methods in Biomechanics and Biomedical Engineering, Porto, Portugal, 27th February-1st March 2008
37. L Kirkpatrick, L Borgstede, T Johnson, **J Mason**, "Durability Test Method for Patella Implants," Materials and Processes for Medical Devices 2007 Conference and Exposition, Palm Desert, CA, September 23-25, 2007
38. T Burgers, **J Mason**, G Niebur and H Ploeg, "Compressive properties of trabecular bone in the distal femur," *Podium Presentation 17*, American Society of Biomechanics, 2007 Annual Conference, Stanford, CA, August 22-25, 2007
39. Lynn Kirkpatrick, Laura Borgstede, Todd Johnson, and **James Mason**, "Durability Test Method for Patella Implants," ASME Summer Bioengineering Conference, Keystone, CO, June 20-24, 2007
40. B. Kincaid, **J. Mason**, and L. Schroeder, "Novel Test Method for the Assessment of Self Tapping Performance of Bone Screws," *Proceedings of the 2006 SEM Annual Conference and Exposition on Experimental and Applied Mechanics*, St. Louis, MO, June 4-7, 2006
41. K. Liu, B. Thomas, K. Day, D. Yakimicki, and **J. Mason**; "Effect of Irradiation on the Tensile Properties of Injection Molded PVA Hydrogels," Annual Meeting of the Society for Biomaterials, *Poster 512*, Pittsburgh PA, April 26-29, 2006
42. S Kotha; C Li, S Schmid; and **J Mason**, "Reinforcement of Bone Cement using Zirconia Fibers with and without Acrylic Coating," *52nd Annual Meeting of the Orthopaedic Research Society*, Transactions Vol.31, *Poster 935*, Chicago, IL, 2006

43. B. Hunt, E. Corona, **J.J. Mason**, K. O'Neill, C. Turner and M. Groff, "Role of Anterior Fixation in the Stability of Titanium Cage Spinal Constructs," *Proceedings of the SEM XI International Congress and Exposition on Experimental and Applied Mechanics*, Paper No. 58, Portland, OR, June 7-9, 2005
44. E. Corona, T. Eisenhour, S. Yin and **J.J. Mason**, "Wall Curl in Bending of Laminated Steel," *NUMIFORM 2004, The 8th International Conference on Numerical Methods in Industrial Forming Processes*, The Ohio State University, Columbus, OH, June 13-17, 2004
45. Pilcher, X. Wang, G. Niebur, **J. Mason**, B. Song, M. Cheng and W. Chen, "High Strain Rate Testing of Bovine Cancellous Bone," *2004 SEM X International Congress and Exposition on Experimental and Applied Mechanics*, Costa Mesa, CA, June 7-10, 2004
46. Torres-Montoya, D. Duffek, E. Corona, **J. Mason**, M. Chengalva and M. Cavanaugh "Effects of Combined Cyclic Thermal and Mechanical Loading on Fatigue of Solder Joints," *ITHERM 2004, Ninth Intersociety Conference on Thermal and Thermomechanical Phenomena in Electronic Systems*, Las Vegas, NV, Jun 1-4, 2004
47. Li, Y. Zhou and **J. J. Mason**, "Finite element simulations of thermal responses in femoroplasty," Paper No. 1439, *50th Annual Meeting of the Orthopaedic Research Society (ORS)*, San Francisco, California, March 7-10, 2004
48. Li, Y. Wang, **J. Mason**, "Residual stresses in self-curing bone cement during hip arthroplasty," *2003 ASME International Mechanical Engineering Congress and R&D Expo*. Paper No. IMECE2003-43003, Washington, D. C., Nov. 16-21, 2003
49. Pilcher, **J. Mason**, M. Cheng, and W. Chen, "Split Hopkinson Bar Testing of Cancellous Bone," *SEM Technical Conference on Mechanics of Biological and Biologically Inspired Materials and Systems*, Springfield, MA, October 2-3, 2003
50. Li, Y. Zhou, **J. J. Mason**, 2003. "Evaluations of bone cement augmentation in proximal femur." *27th Annual Meeting of the American Society of Biomechanics*, University of Toledo, Toledo, Ohio, September 25-27, 2003
51. Y. Zhou, C. Li, J. E. Renaud, J. J. Mason, 2003. "Threaded end short fiber reinforcement of bone cement." *27th Annual Meeting of the American Society of Biomechanics*, University of Toledo, Toledo, Ohio, September 25-27, 2003
52. Y. Zhou, C. Li, J.E. Renaud, **J.J. Mason**, "Strengthening of Bone Cement by Shape Optimization of Short Fibers," *Proceedings of DETC.03 ASME 2003 Design Engineering Technical Conferences and Computers and Information in Engineering Conference*, Chicago, IL, September 2-6, 2003
53. Tovar, S.E. Gano, J.E. Renaud, **J.J. Mason**, "Topology and Shape Optimization of an Interbody Fusion Implant for Lumbar Spine Fixation," *Proceedings of DETC.03 ASME 2003 Design Engineering Technical Conferences and Computers and Information in Engineering Conference*, Chicago, IL, September 2-6, 2003
54. X. Wu, D.Z. Chen, **J.J. Mason**, and S.R. Schmid "Pairwise Data Clustering and Applications," *Lecture Notes in Computer Science*, Vol. 2697, Springer Verlag, *Proc. of the Ninth Annual International Computing and Combinatorics Conference (COCOON)*, Big Sky, MT, July 25-28, 2003, pp. 455-466
55. K. M. Vernaza-Peña, **J.J. Mason**, T. Ovaert and M. Li, "Experimental Investigation of the Temperature Fields Generated During Orthogonal Machining," *NSF Workshop on Research Needs in Thermal Aspects of Material Removal Processes*, Oklahoma State University, Stillwater, OK, June 10-12, 2003
56. K. Vernaza, **J. Mason**, T. Ovaert and M. Li, "Temperature generation in cutting of aluminum at low and negative rake angles," *2003 SEM IX International Congress and Exposition on Experimental and Applied Mechanics*, June 2-4, 2003, Charlotte, NC
57. **J.J. Mason**, "Temperature Fields in Orthogonal Machining," *2003 NSF Design, Service and Manufacturing Grantees and Research Conference*, Birmingham, AL, Jan 6-9, 2003
58. Y. Zhou, C. Li, J. E. Renaud, J. J. Mason, 2003. "Shape optimization of short fibers for bone cement reinforcement." *2003 Midwest Graduate Student Biomechanics Symposium*, April 4-5, 2003, University of Toledo, Toledo, OH

59. Li, J. Mason, 2003. "Effects of pre-cooling and pre-heating procedures on bone cement polymerization in cemented hip replacements." *The 13th Interdisciplinary Research Conference on Biomaterials*. Johns Hopkins University, Baltimore, Maryland, March 14-15, 2003
60. S. Schmid, S. Yin, **J. Mason** and E. Corona, "Bending and Springback of Laminated Steel," *JSME/ASME Int. Conference on Materials Processing*, Honolulu, HI, Oct 15-18, 2002
61. **James Mason**, C. Li, Y. Wang and S. Schmid, "Predictions of Residual Stresses in Bone Cement for Joint Arthroplasty," *IV World Congress of Biomechanics*, Calgary, AB, Canada, Aug 5-9, 2002, **Calgary Award Winning Presentation in Orthopedics**
62. K.M. Vernaza-Peña, **J.J. Mason**, and M. Li, "Temperature Fields in Aluminum during Orthogonal Cutting under Different Rake Angles," *2002 SEM International Congress and Exposition on Experimental and Applied Mechanics*, Milwaukee, WI, June 10-12, 2002
63. Li, D. Yakimicki, S. Schmid and **J.J. Mason**, "Effects of Preheating Stems Prior to Hip Implantation on Bone Cement Reaction and Void Development," *2002 SEM International Congress and Exposition on Experimental and Applied Mechanics*, Milwaukee, WI, June 10-12, 2002
64. C. Li, S. Kotha, D. Yakimicki, M. Hawkins, S. Schmid, and **J.J. Mason**. "Experimental Characterizations of Bone Cement Curing Setting Temperature and Time," *2002 SEM International Congress and Exposition on Experimental and Applied Mechanics*, Milwaukee, WI, June 10-12, 2002
65. S. Batill, S. Skaar, R. Nelson, B. Goodwine, **J. Mason** and M. Sen, "Development of a Curriculum for Mechanical Engineering Based upon Intelligent Systems and Automation," *Proceedings of the 2002 American Society for Engineering Education Annual Conference & Exposition*, Montreal, Quebec, Canada, June , 2002
66. C. Li, S. Schmid and **J. Mason**. "Effects of initial temperature conditions on cement polymerization and thermal osteonecrosis in cemented hip replacements," *The Tenth Annual Symposium of Computational Methods in Orthopaedic Biomechanics*, University of Texas Southwestern, Dallas, February 9th, 2002
67. C. Li, S. Kotha, C. Huang, S. Schmid, D. Yakimicki, M. Hawkins and **J. Mason**., "Finite element simulation of thermal behavior of prosthesis-cement-bone system," *ASME 2001 Summer Bioengineering Conference*, June 27-July 1, 2001, Snowbird, Utah, in ASME.BED-50, pp. 235-236
68. S. Yi, D. Chen and **J.J. Mason**, "A New Graph Based Skeletonization Method," *9th Annual Symposium of Computational Methods in Orthopaedic Biomechanics*, University of California, San Francisco, February 24, 2001
69. S. Yi, D. Chen and **J.J. Mason**, "A New Automated 3D Finite Element Mesh Generation Method from Medical Images," *9th Annual Symposium of Computational Methods in Orthopaedic Biomechanics*, University of California, San Francisco, February 24, 2001
70. C. Li, S. Kotha, C.H. Huang, **J.J. Mason**, D. Yakimicki and M. Hawkins, "Numerical Simulations of In-Situ Polymerization Behavior of Bone Cement," *9th Annual Symposium of Computational Methods in Orthopaedic Biomechanics*, University of California, San Francisco, February 24, 2001
71. K. Vernaza, **J.J. Mason** and M. Li, "Experimental Study of the Temperature Field Generated during Orthogonal Machining of Aluminum," *The 37th Annual Technical Meeting of the Society of Engineering Science*, October, 2000, University of South Carolina, Columbia, SC
72. **J.J. Mason**, J. Lemski, T. Stuhldreher and D. Furrer, "Effects of Microstructure and Loading Parameters on Fatigue Crack Propagation Rates in AF2-1DA-6," *9th Int. Symposium on Superalloys, The Minerals, Metals and Materials Society*, Champion, PA, September, 2000
73. **J.J. Mason** and C. Rubio-Gonzalez, "Closed Form Solutions for the Dynamic Stress Intensity Factors in Composites," *20th Int. Conference of Theoretical and Applied Mechanics*, Chicago, IL, August, 2000
74. C. Rubio-Gonzalez and **J.J. Mason**, "Closed Form Solutions for the Dynamic Stress Intensity Factors at the Tip of Uniformly Loaded Semi-infinite Cracks in Orthotropic Materials," *Int. Conference on Composite Materials*, 12, Paris, France, July, 1999
75. K.M. Roessig and **J.J. Mason**, "Shear Dominated Fracture in High Speed Punch Tests on High Strength Metals," *ASME/JSME Joint Pressure Vessels and Piping Conference*, San Diego, CA, July, 1998

76. C. Rubio-Gonzalez and **J.J. Mason**, "Mixed Mode Dynamic Stress Intensity Factors Due to Applied Point Loads in Orthotropic Materials," *NATO Advanced Study Institute on Mechanics of Composite Materials and Structures*, Troia, Portugal, July, 1998
77. **J.J. Mason**, "Shear Dominated Fracture of Composites and High-strength Metals during Impact," *U.S. National Congress of Applied Mechanics*, Gainesville, FL, June, 1998
78. **J.J. Mason**, "Shear Localization in Punching and Blanking Operations," *U.S. National Congress of Applied Mechanics*, Gainesville, FL, June, 1998
79. **J.J. Mason** and K.M. Roessig, "Shear Dominated Fracture in Dynamic Punch Tests on High-strength Metals," *Society for Experimental Mechanics, Spring Conference and Exposition*, Houston, TX, June, 1998
80. **J.J. Mason**, "Shear Dominated Fracture of Composites and High-strength Metals during Impact," *Office of Naval Research 6.1/6.2 Workshop*, Carderock NSWC, Washington. DC, May, 1998
81. **J.J. Mason** and K.M. Roessig, "More Observations of Shear Localization and Failure in Maraging Steel," *High-Speed Photography and Photonics: 22nd Int. Congress*, D. L. Paisley and A.M. Frand Eds., SPIE, Vol. 2869, Santa Fe, NM, 1996
82. **J.J. Mason** and K. Roessig, "Failure in Dynamic Punch Tests," *Annual Joint Summer Meeting of the App. Mechanics and Materials Divisions of the American Society of Mechanical Engineers*, Johns Hopkins Univ., Baltimore, MD, 1996
83. **J.J. Mason**, J. Mahon and J. McKale, "Finite Element Analysis of the Scaphoid," *Carroll Hand Club Annual Meeting*, Columbia Presbyterian Medical Center, New York Orthopaedic Hospital Sponsorship Affiliation, Sedona, AZ, 1996
84. J. Zimmerman and **J.J. Mason**, "Effect of Aging Treatment on Shear Localization in C300," *IMECE Meeting of American Society of Mechanical Engineers*, San Francisco, CA, November, 1995
85. **J.J. Mason**, A.J. Rosakis and G. Ravichandran, "Full Field Measurements of the Deformation Field around a Dynamically Growing Shear Band," *Society of Engineering Science 31st Annual Meeting*, Texas A&M University, College Station, TX, 1994
86. G. Ravichandran, G. Subhash, **J.J. Mason** and A.J. Rosakis, "An Investigation of Thermomechanical Instabilities Using a Kolsky Pressure Bar," *114th Winter Annual Meeting of the American Society of Mechanical Engineers*, New Orleans, LA, November, 1993
87. A.J. Rosakis, **J.J. Mason** and G. Ravichandran, "On the Amount of Plastic Work Converted to Heat: An Experimental Study Using the Split Hopkinson Pressure Bar," *Society of Engineering Science 29th Annual Meeting*, La Jolla, CA, 1992

## Press Coverage and Internet Publications

1. James J. Mason, "Investigating Carbon Bicycle Accidents," CLM, June 18, 2019, <http://clmmag.theclm.org/home/article/Investigating-Carbon-Bicycle-Accidents?tick=1273931192933073012>
2. "What Does Your Car Know About You," NBC Nightly National News," June 16, 2019. <https://www.nbcnews.com/nigW/hly-news/video/what-does-your-car-know-about-you-more-than-you-might-think-62057541987>
3. James Mason and Jeffrey Bradshaw, "CPVC: Chlorinated Polyvinyl Chloride Piping," On CPVC Fire Sprinkler Pipe .com, <http://cpvcfiresprinklerpipereport.com/cpvc-chlorinated-polyvinyl-chloride-piping>
4. Monica Scott, "Innovative joint cement holds hope for economy, pain relief," *Detroit Free Press*, Detroit MI, June 13 2010, <http://www.freep.com/article/20100613/NEWS06/6130446/1001/rss01>
5. Tony Conley, Radio interview, *The Toney Conley Show*, WILS, Lansing MI, June 7, 2010
6. Alex Nixon, "Grand Rapids researcher's new bone cement would compete with Stryker Corp. products," *Kalamazoo Gazette*, Kalamazoo, MI, June 03, 2010,

[http://www.mlive.com/business/west-michigan/index.ssf/2010/06/grand\\_rapids\\_researchers\\_new\\_b.html](http://www.mlive.com/business/west-michigan/index.ssf/2010/06/grand_rapids_researchers_new_b.html)

7. Monica Scott, "Van Andel Institute researcher discovers more durable cement for joint replacements," Grand Rapids Press, Grand Rapids, MI June 02, 2010, [http://www.mlive.com/news/grand-rapids/index.ssf/2010/06/van\\_andel\\_institute\\_researcher\\_4.html](http://www.mlive.com/news/grand-rapids/index.ssf/2010/06/van_andel_institute_researcher_4.html)
8. IBJ Staff, "OrthoX receives top Mira award," *Indiana Business Journal*, Indianapolis, IN, May 17, 2010, <http://www.ibj.com/orthox-receives-top-mira-award-/PARAMS/article/19993>
9. Joseph Jackmovich, "Local business recognized for innovation in orthopedics," *South Bend Tribune*, South Bend, IN, May 17, 2010, <http://www.southbendtribune.com/article/20100517/THRIVE/305179999/1262/THRIVE>

### Proposals Funded at Granger Engineering, LLC (Total \$1,224,798)

1. W. Yue and **J. Mason**, "Commercialization of fiber reinforced bone cements with antibiotics," National Science Foundation, STTR Phase IIB Grant, Oct 1, 2008 to Mar 31, 2009, \$174,991
2. W. Yue and **J. Mason**, "Commercialization of a fiber reinforced bone cement," Indiana SBIR/STTR Commercialization Enhancement Program (ISCEP), State of Indiana, July 1, 2008 to June 30, 2010, \$349,982
3. **J. Mason**§, "SBIR/STTR Phase II: Variable Diameter Fiber Reinforced Biopolymers for Minimally Invasive Orthopedic Implants," Oct 1, 2006 to Sep 30, 2008, NSF, \$499,849

### Proposals Funded at Notre Dame (Total \$6,234,689)

1. **J. Mason**, R. Roeder, and G. Niebur, "Mechanical Characterization of Synthetic Biomaterials and Biological Tissues," Equipment Renewal and Restoration Program, The University of Notre Dame, Jan 1 to Jun 30, 2004, \$139,500
2. **J.J. Mason** and E. Corona, "Highly Integrated Multifunctional Structure with Embedded Subsystem Functionality," July 1, 2003 to Jan 31, 2005, Odysian Technology, Inc., \$306,000
3. **J.J. Mason** and E. Corona, "Circuit Boards for Delphi Automotive Applications," Jun 1, 2002 to May 31, 2003, Delphi Automotive Systems, \$22,276
4. **J.J. Mason**, "Thermomechanical Investigations of High Speed Machining of Aluminum," Sep 2002 to Aug 2005, NSF, Design, Manufacture and Industrial Innovations Program, \$124,309
5. E. Corona, S. Schmid, and **J.J. Mason**, "Bending and Springback of Laminated Steel," May 2001 to May 2003, MSC Laminates, \$30,000
6. **J.J. Mason**, S.R. Schmid, J.E. Renaud, B. Hilberry\*, G. Bruer\*, and C. Turner#, "Advanced Spinal Instrumentation," Mar 2001 to Feb 2003, Indiana 21st Century Research and Technology Fund, \$1,998,987
7. S.R. Schmid, **J.J. Mason**, and S. Paolucci, "Modeling of Investment Casting at Zimmer," Oct 2000 to Sep 2001, Zimmer Orthopedics, \$30,000
8. S.M. Batill, S.B. Skaar, J.W. Goodwine, **J.J. Mason** and M. Sen, "An Integrated Curriculum for Intelligent, Microprocessor-Based Mechanical Systems," Sep 2000 to Aug 2003, National Science Foundation, \$499,947
9. S.R. Schmid, **J.J. Mason**, A. Marsan, B. Hilberry\*, G. Bruer\*, and C. Turner#, "Minimally Invasive Orthopedic Implants," Feb 2000 to Jan 2002, Indiana 21st Century Research and Technology Fund \$2,200,000

---

§ Principal investigator changed to Weimin Yue, May 2008

\* Purdue University

# Indiana University

10. J.E. Renaud, J.P. Thomas, **J.J. Mason** and A. Marsan, "Boeing Cooperative Research in Manufacturing," Boeing, Nov 1999 to Sep 2000, \$15,000
11. **J.J. Mason**, "Fatigue of U720 and AF2-1DA-6," Sep 1999 to Aug 2000, Ladish Co., Inc., \$5,000
12. **J.J. Mason**, "Machining of Aircraft Alloys," Jul 1998 to Jun 1999, NASA Space Consortium, University of Notre Dame, \$3,000
13. **J.J. Mason**, "Experimental Analysis of Thermomechanics in High Speed Machining of Aluminum," Jul, 1998 to Dec, 1999, ALCOA Foundation Award, \$40,000
14. **J.J. Mason**, "On the Application of Dynamic Fracture Mechanics to Continuous Fiber Reinforced Composite Materials," Jun, 1996 to May, 1999, Office of Naval Research: Young Investigator Program, \$309,452
15. J. Powers, R. Caspar and **J.J. Mason**, "Initiation of Detonation," Nov, 1995 to Sep, 1996, AFOSR, Summer Research Extension Program, \$25,000
16. **J.J. Mason** and K.M. Roessig, "The Initiation of Reactive Materials," Nov, 1995 to Sep, 1996, AFOSR, Summer Research Extension Program, \$25,000
17. **J.J. Mason**, "Shear of Energetic Materials," Nov, 1995 to Sep, 1996, AFOSR, Summer Research Extension Program, \$25,000
18. **J.J. Mason**, "Jump Start Proposal for AME 236—Mechanics of Solids," Aug, 1994 to Jul, 1995, Univ. of Notre Dame, Office of Univ. Computing, \$1,000
19. **J.J. Mason**, J. Powers and S. Schmid, "Acquisition of an Ultra-High-Speed Photographic /Microphotographic/Interferometric Equipment System," Sep, 1994 to Aug, 1997, NSF, Academic Research Infrastructure Program, \$427,718
20. **J.J. Mason**, "Application of the Potential Drop Method to Measurement of Dynamic Crack Length," Jun, 1994 to May, 1995, Univ. of Notre Dame, Faculty Research Program, \$7,500
4. **J. Mason**, Matching Funds for "SBIR/STTR Phase I: Variable Diameter Fiber Reinforced Biopolymers for Minimally Invasive Orthopedic Implants," Jun 1, 2004 to May 31, 2005, 21st Century Research and Technology Fund of the State of Indiana, \$99,988
5. **J. Mason** "SBIR/STTR Phase I: Variable Diameter Fiber Reinforced Biopolymers for Minimally Invasive Orthopedic Implants," Jun 1, 2004 to May 31, 2005, National Science Foundation, \$99,988

### Van Andel Institute Service

- Graduate Admissions Committee, Van Andel Institute Graduate School, 2010-*present*
- Accreditation Review Committee, Van Andel Institute Graduate School, 2010-*present*

### Post-Doctoral Researchers Supervised at the Van Andel Research Institute

Travis Burgers	<i>Wnt Signaling and Fracture Healing</i>	2010- <i>present</i>
Danese Joiner	<i>Wnt Signaling in Osteoarthritis</i>	2010- <i>present</i>

### Doctoral Dissertations Supervised at the Van Andel Institute Graduate School

Donald Scholten, MD-PhD	<i>PTEN and Akt signaling in Fracture Healing</i>	2011- <i>present</i>
-------------------------	---	----------------------

### Courses Taught at the Van Andel Institute

VAI 9006	Statistical Methods in Biology	Spring '11
----------	--------------------------------	------------

### University of Notre Dame Service

- Aerospace and Mechanical Engineering Awards Committee, 2004-2005
- Mechanical Engineering Graduate Studies Committee, 2000-2002
- Mechanical Engineering Committee on Appointments and Promotions, 1999-2002, 2004-2005

- Mechanical Engineering Curriculum Committee, 1997-2000, **Chair, 1998-2000**
- Faculty Advisor to student chapter of American Society of Mechanical Engineers, 1997-2000
- Aerospace and Mechanical Engineering Instructional Labs Committee, 1994-1997
- Committee on the Role of Materials Science in the College of Engineering, 1995-1996
- Member of Faculty Senate, 1994-1997

### Post-Doctoral Researchers Supervised at Notre Dame

Congyue Wang	<i>Dynamic Fracture of Composites</i>	1998-1999
Shiva Kotha	<i>Development of Reinforced Bone Cements</i>	2000-2002
Chaodi Li	<i>Thermal Finite Element Analysis of Bone Cement Curing</i>	2000-2003
	<b>Calgary Award Winner; Orthopedics,</b> IV World Congress on Biomechanics, 2002	
Karinna Vernaza-Peña	<i>Temperature Fields in Orthogonal Cutting</i>	2002-2003

### Doctoral Dissertations Supervised at Notre Dame

Keith Roessig	<i>Applicability of Dynamic Fracture Mechanics to the Initiation and Propagation of Adiabatic Shear Bands</i> <b>First Prize Winner;</b> Student Paper Competition at the Southeastern Conference on Theoretical and Applied Mechanics, 1998	May, 1998
Carlos Rubio-Gonzalez	<i>Dynamic Fracture Initiation in Composites</i>	Dec, 1999
Karinna Vernaza-Peña	<i>Temperature Fields in Orthogonal Cutting</i> <b>Second Prize Winner;</b> Society for Experimental Mechanics, National Student Paper Competition 2002	Dec, 2002
Yan Zhou	<i>Microdesigned Reinforcements for Biocomposites</i>	May, 2005
Roman Kazban	<i>Effect of Tool Parameters on Residual Stress and Temperature Generation in High Speed Machining of Aluminum Alloys</i>	Dec, 2005
Kaifeng Liu (co-advisor T. Ovaert)	<i>Mechanics of Hydrogels in Biomechanical Applications</i>	May 2009

### Master's Theses Supervised at Notre Dame

W. Rivera	<i>Stress Reversal Split Hopkinson Testing of Threaded Fasteners</i>	May, 1995
J. Zimmerman	<i>Effect of Aging Treatment and Loading Geometry on Shear Localization in Kalthoff Impact Tests of C-300 Steel</i>	Aug, 1995
L. Spicciati	<i>Finite Element Analysis of Dynamically Loaded Threaded Fasteners</i>	May, 1996
R. Caspar (co-advisor J. Powers)	<i>Shear Initiation of Explosives</i>	Aug, 1996
A. Rutten (co-advisor S. Schmid)	<i>Numerical Modeling of a Hip Stem Casting</i>	May, 2001
S. Long	<i>Finite Element Modeling of Bearing Cup Slip in an Aircraft Landing System</i>	May, 2001
Y. Wang	<i>Thermal Residual Stress Generation in Cemented Implants</i>	May, 2003
B. Torres	<i>Correlations between PC Board Strain and Solder Joint Fatigue Life</i>	May, 2003
A. Pilcher	<i>Mechanics of Spinal Injury During Impact</i>	May, 2004

D. Duffek	<i>Fatigue of Solder Under Combined Thermal/Mechanical Static/Dynamic Loading</i>	Aug, 2004
B. Hunt	<i>Hydrogels in Orthopedic Implants</i>	May, 2006

### Undergraduate Design and Research Projects Directed at Notre Dame

A Bi-Axial Split Hopkinson Bar: Design Synthesis and Feasibility Analysis	T. Ruddy, F. Brosnan, L. Bergman	Fall '93
A Biaxial Split Hopkinson Bar: Manufacture	T. Ruddy, F. Brosnan, L. Bergman	Spring '94
Finite Element Analysis of Scaphoid Bone Fracture	J. McKale	Spring/Fall '95, Spring '96
Design of a High Pressure Air Gun	D. Green,	Fall '95
Ultra-High-Speed Camera Support	E. Portune, D. Soykes	Fall '95
Manufacture of a High Pressure Air Gun	D. Green,	Spring '96
Ultra-High-Speed Camera Support	E. Portune, D. Soykes	Spring '96
Fatigue Testing of Mild Steel	S. Basu	Fall '96, Spring '97
Fatigue Testing of Super Alloys	T. Stuhldreher	Spring/Fall '98,
<b>Third Place Winner:</b> Old Guard Student Presentation Competition, ASME Region VI, 1999		
A 5 MPH Bumper Testing Apparatus	T. Stuhldreher, J. Knudsen	Summer '98
Examination of Void Formation Mechanisms During Bone Cement Curing	M. Hannon, J. Solis	Fall '01, Spring '02
Applications of Laser Peening in Orthopedic Implants	J. Hughes	Fall '01, Spring & Summer '02
Investigation of Hydrogels for Disk Replacement	T. Zawatsky	Summer '02
Calculation of 3D Object Skeletons by the Grass Fire Propagation Method	C. Dunstan	Summer '02
Thermal Measurements of Bone Cement Curing	A. Cienian, P.	Summer, Fall '02,
During Implantation in Sheep	Stuhldreher, K. Bucci	Spring '03
Particle Image Velocimetry of High Speed Machining	R. Sharp, J. Blakely	Summer, Fall, '04

### Courses Taught at Notre Dame

#### *Undergraduate Level*

AME/CE 236	Mechanics of Solids	Fall '93, Spring '94-'96, '98-'99, '01
AME 331	Mechanics of Solids Laboratory	Fall '97-'99
AME 442	Mechanical Behavior of Materials	Spring '97, '01, '03, '05
AME 446	Finite Element Methods for Structural Analysis	Spring '99-'00, '02-'03
AME 470	Senior Design Project	Fall '93, '95

#### *Graduate Level*

AME 561	Mathematical Methods I	Fall '04
AME/CE 558	Elasticity	Fall '94-'96
AME/CE 559	Advanced Mechanics of Solids	Fall '01-'02, '05
AME 570	Advanced Measurements Laboratory	Spring '95
AME 698	Mechanics of Metal Cutting	Fall '04

AME 698	Dynamic Fracture Mechanics	Spring/Fall '97,
AME 698	Mechanics and Failure of Composite Materials	Spring '98
AME 698	Mixed Boundary Value Problems in Solid Mechanics	Fall '98
AME 698	Cell Mechanics	Fall '04
Short Course	Topics in Advanced Mechanics of Solids	Fall '99

## Laboratory and Facilities Development at Notre Dame

### *Materials Testing Laboratory*

At Notre Dame, Dr. Mason developed a 1000 square foot laboratory for investigations into the mechanics of materials. Through funding from the National Science Foundation, Alcoa Foundation and the University of Notre Dame, the laboratory was equipped with the following items:

- A stress reversal split Hopkinson bar for dynamic, high strain rate testing of materials in compression or compression followed by tension
- A dynamic orthogonal cutting Hopkinson bar
- A torsional split Hopkinson bar for dynamic, high strain rate testing of materials in shear
- An ultra-high-speed infrared detector array for measuring surface temperatures during dynamic deformation
- A Cordin model 330 ultra-high-speed camera capable of 2 million pictures per second
- A Cordin model 607 high intensity white light source for use with the 330 camera
- A Coherent 15 watt argon ion laser for use in dynamic high speed interferometry
- Two air guns capable of launching a 1 kg projectile at velocity in the range of 10 to 300 m/s
- Explosives testing tank and storage containers for performing experiments with explosive materials and the explosive loading of materials
- Two workstations, associated high speed oscilloscopes, data acquisition systems and optics for proper instrumentation of experiments using the above equipment
- Polishing, lapping and sectioning equipment for metallographic specimen preparation
- Hydraulic press for the manufacture of composite materials

### *Solid Mechanics and Structural Mechanics Testing Facility*

Dr. Mason also developed a 3500 square foot facility that contained most of the static and fatigue material testing equipment of the AME department and a small (500 square foot) class room area. In 2000, Jim saw a need for a centralized mechanical testing facility in the AME department. Until that time individual researchers had purchased and maintained a few servo-hydraulic mechanical testing machines on their own, while the department maintained screw-driven testing machines for the undergraduate courses. This was inefficient and resulted in the lack of certain capabilities with duplication of other capabilities. Dr. Mason was able to organize all these machines into a centralized facility where all researchers in the college could have access to them. In addition, he was able to secure funds to add significant capabilities including a combined tension/torsion machine, thermal control chambers, and the capability for testing soft materials, such as biological tissues at a cost of over \$450,000. After the lab was developed, Dr. Mason oversaw this facility including maintenance and scheduling

The following is a list of equipment that was located in this lab:

#### Testing Machines

- 3-ATS +/-10,000lb. static mechanical screw test machines with control consoles
- 1-Instron +/-20,000lb. static mechanical screw testing machine with control
- 2-MTS +/- 22,000lb. static/dynamic hydraulic testing machines with control consoles

- 1-Instron +/-20,000lb. static/dynamic material testing machine with integral hydraulic power supply and control console
- 1-Instron +/-20,000lb. and 10kip-in. static/dynamic Torque-Tension hydraulic testing machine with controls and console
- 1-Enduratec +/-1000lb. static/dynamic and 500in.-lb. Torque-Tension electro-mechanical material test machine with control and console
- 4-Hardnes testers: 1 Wilson Rockwell, 1 Wilson Superficial, 1 Wilson Tukon Testor, 1 Brinell 3000kg. load/10mm ball

Accessories:

- 1-ATS oven 0-1800 oF w/controls
- 1-Instron oven -100 to +400 oF w/controls
- Fracture Technology Associates fatigue testing software
- 1-Thermotron Environmental Test Chamber (-65C to +180C in 15 min.)with two remote enclosures
- 1-Instron 50hp hydraulic power supply for the Instron torque/tension and MTS machines
- 1-Haskris heat exchanger for 50hp Instron power supply
- Misc. grips and attachments



# Police Commission

## Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

### Applicant Information

Full Name: Everett, Alexia Date: 05/30/2020  
*Last First M.I.*

Home Address: [REDACTED]  
*Street Address Apartment/Unit #*  
Oakland CA [REDACTED] 94606  
*City State ZIP Code*

Phone: [REDACTED] Email [REDACTED]

### Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates.

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

## Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?

YES

NO

I would like to be considered as a Mayoral Appointee?

YES

NO

## References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: Yali Lincroft

Relationship: colleague

E-Mail

Phone:

Full Name: Michelle Francois Traidman

Relationship: colleague

E-Mail

Phone:

Full Name: Kim Bogucki

Relationship: colleague

E-Mail

Phone:

## Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: \_\_\_\_\_
- do not wish to Self-Identify

2. What is your gender?

- female \_\_\_\_\_  I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- Yes, I have a disability (or previously had a disability)
- No, I do not have a disability
- I do not wish to answer

## Disclaimer and Signature

*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.***

***My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.***

***Once submitted, your application form, along with all attachments, becomes a public record.***

Signature: **Alexia Everett** Digitally signed by Alexia Everett  
DN: cn=Alexia Everett, o, ou, [REDACTED]  
Date: 2020.05.30 15:44:24 -07'00' Date: **05/30/2020**

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
E-mail	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>

Police Commission Application  
Supplemental Questions  
Alexia Everett  
May 30, 2020

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.

I have worked in the nonprofit sector for over 20 years in a variety of capacities, from a legal advocate at a domestic violence to my current position as a Senior Program Officer at the Stuart Foundation, which invests in K-12 education reform. I have worked as a staff person at a lockdown treatment facility for juvenile offenders with mental health diagnoses and managed a program supporting children with incarcerated parents. I also worked with Seattle Police Department Detective Kim Bogucki to launch the IF Project.

<https://www.seattletimes.com/seattle-news/girl-scouts-with-parents-in-prison-learn-lesson-in-trusting-police/>

2. Please describe your contacts or experiences with the Oakland Police Department.

The only contact that I have had with the Oakland Police Department was in 2013 when my car was burglarized.

3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience as a police officer, as a criminal prosecutor or defense attorney, with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.
4. As outlined in my response to the first question, I have worked for nonprofits serving or advocating for crime victims or persons charged or convicted of crimes. I take volunteer obligations and responsibilities very seriously, and would bring a thoughtful and respectful approach to the work.

# Police Commission

CITY OF OAKLAND

## Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

### Applicant Information

Full Name: Vodantham, Kumar Date: 05-31-2020  
*Last First M.I.*

Home Address:   
*Street Address Apartment/Unit #*  
Oakland CA 94619  
*City State ZIP Code*  
Phone:  Email: 

### Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates.

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

Check all that apply:

I would like to be considered as a Selection Panel appointee?

YES

NO

I would like to be considered as a Mayoral Appointee?

YES

NO

References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: David Joseph Ph.D

Relationship: Colleague

E-Mail

Phone:

Full Name: Tanya Aaen

Relationship: Supervisor

E-Mail

Phone:

Full Name: David Ferguson LCSW

Relationship: Colleague

E-Mail

Phone:

Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: \_\_\_\_\_
- I do not wish to Self-Identify

2. What is your gender?

Male

I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

Yes, I have a disability (or previously had a disability)

No, I do not have a disability

I do not wish to answer

The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.

**I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.**

**My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.**

**Once submitted, your application form, along with all attachments, becomes a public record.**

Signature: \_\_\_\_\_



Date: \_\_\_\_\_

6/1/20

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
E-mail	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>



VANCHCS Oakland Behavioral Health Clinic  
525 21<sup>st</sup> Street  
Oakland, CA 94612  
(510) 587-3400  
Fax: (510) 587-3420

June 1, 2020

My name is Kumar Vedantham. I am a psychiatrist who has worked for the Department of Veterans Affairs since 2000. I have been the Medical Director of the Oakland Behavioral Health Clinic since 2003. Our clinic serves a primarily African American inner-city population with an emphasis on treating homeless veterans and treating those with opiate addictions. A large number of the veterans we serve have been incarcerated and have had extensive contact with law enforcement.

From 2003 to 2013 I chaired the Workplace Violence Prevention Committee covering all of Northern California from Oakland to the Oregon border. Our central task was to balance the rights of all veterans while ensuring the safety of other veterans and staff. The committee included patient advocates, doctors, nurses, social workers, and police and it required close collaboration and working well in teams. This experience allowed me to develop an excellent working relationship with the VA police.

I have expertise in the treatment of Posttraumatic Stress Disorder and Substance Abuse. I treat a large number of previously incarcerated veterans who suffer from trauma, addiction, and depression. I appreciate the humanity and diversity of all the patients I serve. I approach my work with the diligence and commitment and I will bring that same ethic to my work with your commission.

The recent horrific incidents of police brutality have highlighted more than ever the need for ordinary citizens to ensure that our peace officers to protect all serve all communities with dignity and respect. I am deeply committed to this cause and feel a strong sense of moral responsibility to serve on the Police Commission. I believe that my unique qualifications, experience, and skills will be of considerable service to the committee. I appreciate your consideration.

I have not had any significant contact with the Oakland Police Department. Neither I nor my immediate family members have had any significant volunteer or employment experience as a police officer, as a criminal prosecutor or defense attorney, and or with a public agency or non-profit group serving or advocating for crime victims or persons charged or convicted of crimes.

Respectfully,

[REDACTED]

Kumar Vedantham M.D.



CITY OF OAKLAND  
OFFICE OF CITY MANAGER  
20 JUN -2 AM 12:09

# Police Commission

## Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information			
Full Name:	Jones	Edward	L
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Date:	05/28/2020		
Home Address:	[REDACTED]		
	<i>Street Address</i>	<i>Apartment/Unit #</i>	
	Oakland	CA	94601
	<i>City</i>	<i>State</i>	<i>ZIP Code</i>
Phone:	[REDACTED]	Email:	[REDACTED]

## Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates.

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

**Application Considerations**

Check all that apply:

- I would like to be considered as a Selection Panel appointee?  YES  NO
- I would like to be considered as a Mayoral Appointee?  YES  NO

**References**

*Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.*

Full Name: Shawn Johnson Relationship: Friend  
 E-Mail \_\_\_\_\_ Phone:                     

Full Name: Dwight Murphy Relationship: Former Sup.  
 E-Mail \_\_\_\_\_ Phone:                     

Full Name: Tomeka Jones Relationship: Sister  
 E-Mail \_\_\_\_\_ Phone:                     

**Voluntary Self-Identification Questionnaire**

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: \_\_\_\_\_
- I do not wish to Self-Identify

2. What is your gender?

- Male \_\_\_\_\_
- I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- Yes, I have a disability (or previously had a disability)
- No, I do not have a disability
- I do not wish to answer

**Disclaimer and Signature**

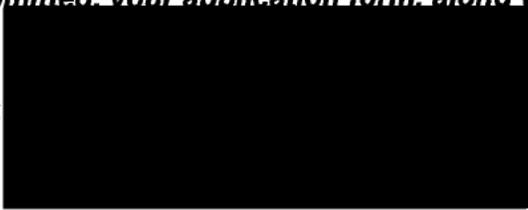
*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.***

***My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.***

***Once submitted, your application form, along with all attachments, becomes a public record.***

Signature:



Date: 05/28/2020

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
E-mail	<b>Address: <a href="mailto:CityAdministratorsOffice@oaklandca.gov">CityAdministratorsOffice@oaklandca.gov</a> Subject: Police Commission Application</b>

1. I have a bachelor's degree in political science. This degree path required a high level of critical thinking, analyzes.
2. Most of my experiences with the Oakland Police Department have been uneventful, routine interactions such as traffic stops for minor traffic violations or other incidental contact. In 2019 OPD successfully recovered my stolen vehicle. OPD also promptly responded to my complaints concerning a violently aggressive dog in my neighborhood earlier this year (2020). However, back in the summer of 2007, I filed a complaint with OPD Internal Affairs following an incident in which an Oakland Police Officer grossly mishandled a traffic stop and violated departmental regulations by ordering me out of my vehicle at gun point.
3. N/A



# Police Commission

## Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

### Applicant Information

Full Name: Harris Ginale Date: June 3, 2020  
*Last* *First* *M.I.*

Home Address: [Redacted]  
*Street Address* *Apartment/Unit #*  
Oakland CA 94605  
*City* *State* *ZIP Code*

Phone: [Redacted] Email: [Redacted]

### Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates.

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

### Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?  YES  NO

I would like to be considered as a Mayoral Appointee?  YES  NO

### References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: Jose Dorado Relationship: Colleague  
E-Mail jdorado@oaklandcommission.org Phone: [REDACTED]

Full Name: Regina Jackson Relationship: Colleague  
E-Mail rjackson@oaklandcommission.org Phone: [REDACTED]

Full Name: Valerie Tullier Relationship: Community Elder  
E-Mail [REDACTED] Phone: [REDACTED]

### Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: \_\_\_\_\_
- I do not wish to Self-Identify

2. What is your gender?

- Female \_\_\_\_\_  I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- Yes, I have a disability (or previously had a disability)
- No, I do not have a disability
- I do not wish to answer

**Disclaimer and Signature**

*The City Charter requires background checks for all Police Commission members and alternates. Prior convictions will not eliminate you from consideration. The Selection Panel strongly encourages formerly incarcerated individuals to apply.*

***I certify that I am over eighteen years of age and that my answers are true and complete to the best of my knowledge.***

***My signature below also indicates my acknowledgement that, by applying for the position of Commissioner, I will be subject to a background check.***

***Once submitted, your application form, along with all attachments, becomes a public record.***

Signature \_\_\_\_\_

Date: 6/3/20

Completed applications are accepted continuously by mail, hand-delivery, or e-mail as follows:

Mail or Hand-Delivery (Monday-Friday, 8:30 am – 5:00 pm)	<b>Selection Panel for Police Commission c/o City Administrator's Office 1 Frank H. Ogawa Plaza, 3<sup>rd</sup> Floor Oakland, CA 94612</b>
E-mail	Address: <b>CityAdministratorsOffice@oaklandca.gov</b> Subject: <b>Police Commission Application</b>

Please respond (in writing) to the following questions:

- 1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.**

For the last 28 years, I have committed myself to serving the community that I live and work in. I grew up involved in wrap around services that contributed to my success as a citizen of the bay Area. Since the age of 11 years old, I was a frequent participant of many community programs such as; case management, leadership development, and social justice. In 1994 I was hired by a non- profit agency to work and support the community. As a parole & probation case manager/advocate, I served as a bridge between the community and the Police department. With that said, I went on working for the agency for the next 21 years; becoming the director of the Director of Prevention and Intervention services. In 2012, I was selected by the San Francisco Police Department, as a liaison, to serve on Chief Sur's Violence Prevention Committee. In 2013, I went on to obtain a Bachelor's in Science with an emphasis in management in Criminal Justice I have always believed in working together. I believe that living in and serving my community has prepared me to contribute to the work of the Police Commission. For the past two and a half years, I have served on the Oakland Police Commission. Two of those years, I served as Vice Chair. I am seeking to do a second term.

- 2. Please describe your contacts or experiences with the Oakland Police Department.**

Being a resident of Deep East Oakland, District 7, I have experienced different forms of contact with the Oakland Police Department in many ways. I serve on several Ad-hoc committees that collaborate with the leadership of the Oakland Police Department. In addition, there is extreme violence in the neighborhood in which I reside. Often times I see Oakland Officers in strenuous situations. I often work with and have had many solution-based interactions with the Oakland Police Department.

- 3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience: a. as a police officer, b. as a criminal prosecutor or defense attorney, c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.**

I have worked in a community setting for well over 28 plus years. I now serve as a Rehabilitation Services Coordinator in San Francisco. I have always played a major role in making my community better by holding people accountable, and that is on both sides of the spectrum.



# GINALE HARRIS

▪ Mobile: [REDACTED] ▪ E-mail: [REDACTED]

## PROGRAM DIRECTOR

*Expert in planning, organizing, and managing resources to successfully complete project goals and objectives, while honoring predetermined constraints.*

**Proactive, performance-driven professional** with 20+ years' progressive expertise in leadership and problem solving for non-profit and government services. Keen understanding of business priorities, genuine team player committed to managing operations and projects flawlessly while meeting contract goals and requirements. Cross-functional communicator easily interfaces with high profile officials, funders, staff and customers. Versatile, innovative, and loyal management professional able to see the "big picture" while staying on top of all the details. Recognized for consistent success in developing the processes and procedures to streamline operations and enhance service performance.

### Areas of Expertise

- Client Relations
- Client/Staff Training
- Project Management
- Change Management
- Oversee Police Department
- Quality Control
- Risk Management
- Quality Assurance
- Resource Management
- Oversee Investigative Agency
- Negotiation
- Strategic Planning
- Systems Development
- Workflow Process Analysis
- Re Entry Services

---

## SUMMARY OF QUALIFICATIONS

- Over 20+ years' experience of contract compliance, preparing funding reports, designing programs for diverse populations of youth including gender specific, and gang intervention
- Highly experienced in collaborative partnerships of implementation, management and evaluation of youth and adult programs
- Ability to digest complex issues and explain to others in a concise, straightforward manner, compose and edit documents and effectively express complicated topics.
- Extremely knowledgeable in non-profit funding structures/systems and ability to work with fiscal agents for contract negotiation and compliance
- Proven ability to develop case plans, provide case supervision, and work within the Care team model
- Over 20 years' experience in working with the Adult Probation & Parole Department and Juvenile court system as well as working with deceased persons and/or their families
- Highly Knowledgeable with all San Francisco & Oakland Re-Entry, Violence Prevention & Crisis Intervention/Case Management and Housing Resources
- Swiftly able to respond to and resolve sensitive employee issues; attempt to resolve difficult issues arising out of employee, supervisory or management actions; research and investigate issues and affirm or advise of alternate course of actions.
- Excellent experience in presenting to the courts in case recommendations and action plans
- Profound experience in facilitation in the san Francisco County Jail, Juvenile Hall and in the community
- Developed curriculum to facilitate Violence Against Girls curriculum funded by the Commission on the Status of Women
- Mandated reporter with experience in navigating the criminal justice system including Temporary Stay Away orders and other court requested orders

- Experience preparing a variety of reports and correspondence to parents, youth, funders, and city entities
- Knowledgeable of all aspects of the San Francisco Unified School District and special education policies and procedures
- Proven ability to be able to select, train, motivate and evaluate staff, which includes the review and monitoring of contracts for services provided and oversees the performance of contract employees, mentors staff and engage in secession planning; work with employees to correct deficiencies, implement discipline and termination procedures
- Excellent at managing and overseeing needs assessments, appropriate referrals to social/community services, and overall caseload management including working with the San Francisco Sheriff's Department.
- Proven track record of ensuring compliance with all applicable rules, regulations, standards, policies, and procedures; initiate any actions necessary to correct deviations.
- In depth experience in running over 100+ Grief Support Groups for people who have lost children to violence
- Proven track record of leading and developing youth employment and various training programs
- Oversee the Oakland Police Department's policies, practices and customs to meet national standards of constitutional policing and to oversee the Community Police Review Agency that investigates police misconduct and recommends discipline.

---

## PROFESSIONAL EXPERIENCE

<b>San Francisco Sheriff's Department</b> Rehabilitation Services Coordinator	2018-Present
<b>City Of Oakland</b> Oakland Police Commissioner	2017-Present
<b>Superior Court of California County of San Francisco</b> Deputy Court Clerk II	2016-2018
<b>Community Works West</b> <i>Transitional Aged Youth Program Manager</i>	2016-2016
<b>Housing Authority of Santa Clara</b> <i>Housing Programs Manager</i>	2015-2016
<b>Mission Neighborhood Centers</b>  <i>Family Resource Center Intervention Service Director</i>	  2011– 2015
Violence Prevention Intervention Service Director	2006–2011
<i>Home Detention Supervisor/ Gang Specialist/ Parole &amp; Probation Specialist</i>	2001 – 2006

*Home Detention Coordinator/ Gang Specialist/ Parole & Probation Specialist* 1994 – 2001

**San Francisco League of Urban Gardeners** 1992 – 1994  
*Senior Case Manager for Log Cabin Ranch Aftercare/ Gang Specialist*

---

## EDUCATION & PROFESSIONAL TRAINING

**Criminal Justice, Bachelors of Science with emphasis in Management, Deans List\*** 2012  
University of Phoenix, San Francisco, CA

**Associate of Arts, Degree** 2007  
City College of San Francisco, San Francisco, CA

**Drug & Alcohol Studies, Certification** 2005  
City College of San Francisco, San Francisco, CA

---

## COMPUTER SKILLS

Microsoft Word, Excel, PowerPoint, Outlook, Project, Microsoft LiveMeeting; PDF, Adobe Acrobat; Black e-Education Platform; Contract Management Systems (CMS); Matrix; Elite Emphasis system; Access systems, Imaging systems, IJS system, Digital Reel

---

## AWARDS & RECOGNITION

**San Francisco District Attorney's Office – Restorative Justice Award in 2010**

**Phat Friend Award – Youth Development in 2009**

**United States Senate – Proclamations in both 2006 & 2008**

**Leadership Institute – Leadership Award in 2001**

**State of California – Proclamation**

**G** GINALE HARRIS  
**H**

Oakland California ▪ Mobile: [REDACTED] ▪ E-mail: [REDACTED] ▪

---

**PROFESSIONAL AFFILIATIONS & ORGANIZATIONS**

*Boys & Girls Club of America – Youth Advisor*

*Community Response Network Outreach – Mentor*

*District Attorney’s Back on Track Program – Advisory Member & Mentor*

*Discovering Your True Self, County Jail # 4 – Mentor & Facilitator*

*San Francisco’s Police Chief Violence Prevention Board – Board Member*

*Real Alternatives Program-Mentor & Advisory Member*

*Department of Children Youth & Families-Advisory Member*

## Luna, Richard

---

**From:** Michele Lizaneo <[REDACTED]>  
**Sent:** Thursday, June 4, 2020 12:50 PM  
**To:** Luna, Richard  
**Subject:** Recommendation letter to request Police Commissioner Ginale Harris continue for a 2nd term on the Oakland Police Commission

[EXTERNAL] This email originated outside of the City of Oakland. Please do not click links or open attachments unless you recognize the sender and expect the message.

Good morning Mr. Luna,

I want to recommend Ginale Harris be allowed to continue serving the residents of Oakland in her role as a Police Commissioner for another two year term.

Why Ginale Harris?

Ginale Harris possesses all of the essential qualities of an effective police commissioner.

1-Courage: Commissioner Harris has battled the Oakland city administration, all the way up to the former Chief of Police during her first term as a commissioner. Although she's endured public attacks by former Chief Kirkpatrick as well as secret investigations initiated by members of the city administration;

attacks that challenged her character and integrity, she is committed and still hopeful that she can make a difference. These personal attacks have taken a toll on Commissioner Harris and her family. The allegations against her have required her to obtain legal representation, caused unnecessary stress and have taken time away from working on solutions to the real issues that she's fought for as a commissioner. She endured all of this, yet she still wants to continue as a commissioner and that exemplifies her true commitment to Oakland.

2-Commitment to community over everything: Commissioner Harris has lived in Oakland for over 8 years, but her commitment to this city is so strong that you'd think she was an Oakland native. She lives and breathes Oakland. She has a birds eye view as a resident of East Oakland and she also hears the concerns of community members directly from her neighbors. She sees the problems that exist in Oakland, she has creative ideas for viable solutions and she understands the vital role that residents must have seated at the table across from members of the Oakland Police Department.

3-Dedication:

Commissioner Harris has already invested hundreds of hours of her personal time serving as Vice-Chair as well as participating on various committees and working groups during her first term as a commissioner. I met her over a year ago at a Police Commission meeting where I was speaking out for the family of missing person Jonathan Bandabaila. Before Commissioner Harris volunteered to act as the liaison for this family, we were making no progress in getting answers from anyone with The Oakland Police Department. The Bandabaila family was asking OPD to do more to investigate Jonathan's disappearance and to communicate those steps with them. Commissioner Harris made herself available to us anytime, day or night and on weekends. She communicated regularly with members of The Oakland Police Department, she arranged

meetings and attended them alongside us, she helped to pressure The Oakland Police Department to hold press conferences and she held them accountable regarding details and best standard practices of this ongoing investigation. Just for this family during a year of the investigation, she's already sacrificed many hours of her personal time for us and for Jonathan. We have no doubt that our voices and concerns were heard by members of the Oakland Police Department because we had Commissioner Harris pushing with us. Over a year later and she hasn't given up on Jonathan and continues to pushback with us.

#### 4-Experience and Expertise:

Commissioner Harris has many years of work experience serving the community. She's worked as the Rehabilitation Services Coordinator and is working as part of the probation department, helping people to navigate a confusing criminal justice system and then re-entering their lives to be self-sufficient and contribute to their community. She is aware of how law enforcement works. She is familiar with the importance of policy and procedured, best standard practices and liability. She understands community policing concepts, accountability, crisis intervention training and the value of de-escalation techniques. The Oakland Police Department and the Oakland Police Officers Association May not want this commission, but the citizens of Oakland demanded if. Ginale Harris is qualified to continue in her role as a commissioner and will be a strong, loud and unapologetic voice representing the residents of Oakland. Please choose her to volunteer for another term.

Sincerely,

Michele Yvonne Lazaneo

**ATTACHMENT B**  
**Reserve Pool Application**



# Police Commission

## Application for Position of Commissioner

The purpose of the Police Commission is to oversee the Oakland Police Department in order to make sure that its policies, practices and customs meet national standards of constitutional policing.

A Selection Panel of volunteer community members will select Oakland residents to serve on the Police Commission. Seated Commissioners are volunteers and will not be compensated.

Applicant Information			
Full Name:	<b>Cross</b>	<b>Cristina</b>	Date: <b>3/30/2019</b>
	<i>Last</i>	<i>First</i>	<i>M.I.</i>
Home Address:	[Redacted]		Apartment/Unit #
	<b>Oakland</b>	<b>CA</b>	<b>94619</b>
	<i>City</i>	<i>State</i>	<i>ZIP Code</i>
Phone:	[Redacted]	Email	[Redacted]

## Supplemental Questionnaire

The purpose of this supplemental questionnaire is to evaluate your qualifications to serve on the Police Commission. This application, along with your answers to these questions, will be used by the Selection Panel to select the most suitably qualified candidates.

- Applications submitted without a completed supplemental questionnaire will not be considered.
- Please limit your response to each question to one 8.5" x 11" sheet of paper (single or double spaced).

Please respond (in writing) to the following questions:

1. Please describe any life work and significant community volunteer experiences that prepare you to contribute to the work of the Commission.
2. Please describe your contacts or experiences with the Oakland Police Department.
3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:
  - a. as a police officer,
  - b. as a criminal prosecutor or defense attorney,
  - c. with a public agency or nonprofit community group serving or advocating for crime victims or persons charged or convicted of crimes.

## Application Considerations

Check all that apply:

I would like to be considered as a Selection Panel appointee?  YES  NO

I would like to be considered as a Mayoral Appointee?  YES  NO

## References

Please list three professional or personal references who are familiar with your background, experience and qualifications, and who can answer questions about your ability to serve as a Commissioner.

Full Name: Rachel Bryant Relationship: Supervisor

E-Mail [REDACTED] Phone: [REDACTED]

Full Name: Chaz Hubbard Relationship: Partner

E-Mail [REDACTED] Phone: [REDACTED]

Full Name: Bianca Tummings Relationship: Friend

E-Mail [REDACTED] Phone: [REDACTED]

## Voluntary Self-Identification Questionnaire

1. With which race and/or ethnicity do you identify? (Check all that apply.)

- White
- Black or African American
- Latino
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaskan Native
- Other: \_\_\_\_\_
- I do not wish to Self-Identify

2. What is your gender?

- Female
- I do not wish to self-identify

3. You are considered to have a disability if you have a physical or mental impairment or medical condition that substantially limits a major life activity, or if you have a history of such an impairment or medical conditions.

Please check one of the boxes below:

- Yes, I have a disability (or previously had a disability)
- No, I do not have a disability
- I do not wish to answer



## Cross - Police Commission Response

1. During my non-traditional path through college, I worked with Alameda County's Behavioral Health Care Services and PEERS for several years as a Transition Age Youth (TAY) Advocate. This partnership worked to advance the well being of people and families with loved ones who are experiencing mental health challenges, especially those between the ages of 18-24. It was there that I truly learned the meaning of community, professionally and personally.

My experiences of critically examining the need for trauma informed care and communicating the unique needs of transitional age youth to county clinicians, led me to the decision to study Sociology, and eventually Public Policy with a minor in Ethnic Studies. Prior to completing my studies, I worked directly with organizers and mental health advocates who piloted peer led trauma informed workshops with officers at John George Psychiatric Pavilion. While I was not directly involved in that particular work, I understand the importance of those types of community led initiatives. Additionally, I am raising my child in Oakland and his father was raised in Oakland. I am familiar with the various nested issues that Oakland is facing. My commitment to the betterment of this community is deep. My lived experiences, advocacy work combined with my formal education, would provide a unique perspective.

2. Please describe your contacts or experiences with the Oakland Police Department:

Currently, I do not have any regular contacts with the Oakland Police Department however I do have an extended family member that was previously an officer with the Oakland Housing Authority. We periodically discuss the civilian perspective and police perspective with regard to recent national high profile incidents of excessive force, in addition to the need for more officers coming from the communities they serve. During a transitional point in my life, I have experienced some trauma with officers in a different county. From my perspective the incident arose from a misunderstanding. My decision to apply was based on my desire to contribute to more community centered solutions in terms of engaging with marginalized communities and people.

3. Please describe, if applicable, if you or an immediate family member has had significant volunteer or employment experience:

At this time, none of these apply.

**ATTACHMENT C**  
**Applicant Evaluation Tool**



**Position: Police Commissioner (Volunteer)**

**Position Description**

Serve on Police Commission public body of seven (7) members plus two (2) alternates. The Police Commission's role is to oversee the Oakland Police Department's policies, practices and customs to meet national standards of constitutional policing and oversee the Community Police Review Agency that investigates police misconduct and recommends discipline.

**Core Competencies**

Identified knowledge, skills, and/or abilities that are necessary to the successful performance of an Oakland Police Commissioner.

**A. Interpersonal / Collaborative**

- a. Works cooperatively and productively with others to achieve results.
- b. Respects and welcomes diverse perspectives. Able to process multiple points of view and achieve constructive results.
- c. Respects the confidentiality of information or concerns shared by others.
- d. Strong communications skills – both written and oral.

**B. Judgement / Decision-Making**

- a. Has a strong sense of urgency about solving problems and getting work done.
- b. Effectively analyzes and interprets rules and regulations.
- c. Understands inter-relational systems and influences.
- d. Applies factual information, due diligence and sound judgment in making decisions and dealing with confidential and/or sensitive information.

**C. Analytic / Investigative Practices**

- a. Has knowledge and/or experience in sound investigative practices.
- b. Has knowledge and/or experience in applying a racial equity framework and systems thinking approach to identifying and addressing issues.

**D. Values / Commitment / Perspective**

- a. Seeks and synthesizes community perspective into decision-making.
- b. Able to commit time and energy to serving on Police Commission.
- c. Brings perspective of community most impacted by law enforcement (e.g., race, gender, disability, residency, etc.)
- d. Understands role and authority of Police Commission.

**Interview Questions & Evaluation**

The objective of this interview is to assess your competency and qualifications for serving as a Police Commissioner. We will ask you a series of questions that are designed to understand your:

- Interpersonal and Collaborative Skills
- Judgement and Decision-Making Skills
- Analytic and Investigative Practices Knowledge and Experience
- Values, Commitment and Personal Perspective

A. Based on the responses to the following interview questions, rate the applicant’s strength of the **Core Competency – Interpersonal / Collaborative**:

1. Tell us about your experience working effectively with others, including your experience working on other boards, commissions and groups. How did you handle conflict in these situations?
  
2. Scenario: The Commission is deadlocked on a decision and cannot move forward. How will you unite the conversation so the commission can come to a decision?

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
<b>Interpersonal / Collaborative</b>					
Comments	<i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i>				

B. Based on the responses to the following interview questions, rate the applicant’s strength of the **Core Competency – Judgement / Decision-Making**:

3. While serving on the Police Commission there will be a great deal of pressure from the public, fellow commission members and City staff, what skills and capacity will you draw on to manage this and stay true to the Commission's mission?
4. Tell us about your experience and/or opinion of the Oakland Police Department.

Additional question as time permits...

5. Describe an experience where you had to make a difficult decision that affected someone’s life.

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
<b>Judgement / Decision-Making</b>					
Comments	<i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i>				

C. Based on the responses to the following interview questions, rate the applicant’s strength of the **Core Competency – Analytic / Investigative Practices**:

- 6. How does institutional racism and systemic oppression impact the department’s ability to achieve compliance with the Negotiated Settlement Agreement?
- 7. When there is a complaint against an officer for excessive use of force, describe your understanding of how the city should investigate the matter based on best practices in investigations?

Additional questions as time permits...

- 8. Throughout the Federal Court's oversight of O.P.D., the Court has consistently criticized OPD's Internal Affairs Division for the thoroughness, objectivity and professionalism of its investigations of alleged officer misconduct and there is a public perception that both line police officers and their supervisors are rarely held accountable. What structural or policy changes should the Commission explore to address this issue?
- 9. How do you define police brutality and what are the key elements that produce it?
- 10. With the assistance of a Court-appointed expert, it has been fully established that OPD officers have for some time and continue to make racially-biased stops of motorists and pedestrians. What actions should the Commission take to change this OPD practice?

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
<b>Analytic / Investigative Practices</b>					
Comments	<i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i>				

D. Based on the responses to the following interview questions, rate the applicant’s strength of the **Core Competency – Values / Commitment / Perspective**:

11. Are you aware of the time commitment required to effectively serve on the Police Commission? What are some limiting obligations that might make it difficult for you to effectively perform as a Police Commissioner and complete your term, and how will you manage these obligations?

12. Tell us about your community involvement and what groups you are affiliated with.

Additional questions as time permits...

13. While serving on the Commission you will learn information that may not be familiar to your life experience, share a brief experience where you had to see through many lenses.

14. Why do you want to be part of the Oakland Police Commission and what impacts would you like to see the Oakland Police Commission have and accomplish?

15. What skills would you bring to the Oakland Police Commission?

Core Competency	Exceptional (5)	Strong (4)	Fair (3)	Weak (2)	Not Acceptable (1)
<b>Values / Commitment / Perspective</b>					
Comments	<i>Note. The Comments section allows for a qualitative assessment, to complement the quantitative scores.</i>				

Overall Score: \_\_\_\_\_

Comments	
----------	--