

SHAWN BACKER

INSTRUCTOR
DEPUTY CHIEF (RETIRED)

954.914.4346



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Coral Springs, FL



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dcshawnbaker



PROFESSIONAL PROFILE

Current Instructor for the School of Criminology and Criminal Justice at Florida Atlantic University. Retired Deputy Police Chief for the Coral Springs Police Department. Over 26 years of law enforcement experience in progressively responsible roles. Adept at handling operational and administrative challenges thoroughly and swiftly. Superior communication and team building skills. First responder at the Marjorie Stoneman Douglas High School tragedy.

EXPERIENCE

Instructor - Florida Atlantic University

August 2022 – Present

- Prepare course content and assessments for over 200 students per semester
- Started as an adjunct professor in 2018

City of Coral Springs Police Department

November 1995 – July 2022

Located on 25 square miles in northwest Broward County, Coral Springs maintains one of the lowest crime rates in Florida for cities with a population over 100,000 and has been named as one of the 10 safest cities in America. The Coral Springs Police Department is a full-service law enforcement agency, nationally accredited by the Commission on Accreditation for Law Enforcement Agencies and the Florida Commission for Law Enforcement Accreditation.

Interim Police Chief

August 2017 - September 2017

Served as the Chief of Police for two months while previous Chief assisted City Hall as an interim deputy city manager. Responsible for all aspects of the Police Department.

Deputy Chief of Operations

October 2021 – July 2022

Oversee all aspects of police operations to include patrol, traffic, criminal investigations, crime scene, and special police operations.

Deputy Chief of Administration

January 2014 – October 2021

Deputy Chief of Police for the Administrative Division of the Coral Springs Police Department. Ensure that the Department operates effectively within a 45-million-dollar budget. Develop and maintain numerous policies and procedures.

SKILLS

Team Leadership

Mentoring

Accountability

Attention to Detail

Budgeting

Resource Management

Project Planning

Policy Formation

Risk Assessment

Recruitment

EDUCATION

MASTER'S DEGREE

Criminology & Criminal Justice
Florida Atlantic University
2014 – 2017

BACHELOR OF SCIENCE

Criminology
Florida State University
1990 – 1994

Law Enforcement Certification
Lively CJ Training Academy/FL
1994

FBI National Academy
University of Virginia/ VA
Dec. 2016

- Successfully managed Department's Fiscal, Communications, Human Resources, and Vice & Narcotics units
- Implemented the Department's new digital P25 radio system
- Reorganized Department's Accreditation team resulting in reaccreditation with excellence
- Created the Seasonal School Resource Officer Program, which allowed the Department to place an officer in every elementary school, while saving approximately \$250K annually
- Supervised the Community Involvement component, which received several statewide recognitions
- Designed and managed the Department's mentoring program
- Wrote and administered three Sergeant exams
- Interviewed hundreds of candidates for employment

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TECHNICAL SKILLS

Microsoft Office Suite

Field Training Officer

Certified Instructor

SWAT- Entry team member

SWAT- Sniper team member

Light Force Commander

New Officer Oral Board

Power DMS

OSSI

EXTRA

Distinguished Service Award

1 Life Saving Commendation

4 Exceptional Police Initiative
Commendations

3 Team Citations

3 Administrative Service
Commendations

1 Community Involvement
Commendation

Urban League's Justice Project

Assistant Soccer Coach
City of Coral Springs Parks
2016, 2018-2023

EXPERIENCE continued

Community Involvement Captain

May 2012 – December 2013

Managed multiple units with a diverse set of goals for the Agency. Collaborated with the Training unit to ensure all in-service trainings reflected current industry standards. Facilitated the activities of the Department Emergency Management program, which is responsible for city wide emergency preparedness.

- Provided direction for School Resource Officer Program, Community Involvement Unit, Training, Records, Fleet & Facilities and Emergency Management Units
- Supervised three Sergeants, three civilian supervisors, and one Executive Office Assistant
- Developed goals and objectives for units
- Procured new firearms equipped with flashlights for all officers
- Trained all employees on asset forfeiture procedures

Patrol Lieutenant

January 2010 - May 2012

Commanded patrol shift consisting of three sergeants and approximately 18 officers. At the time of promotion, the rank of Lieutenant did not exist within the Coral Springs Police Department. I was one of four selected to install this level of supervision and mentorship to the patrol sergeants.

- Patrol Shift Commander
- Devised strategic plan to form burglary reduction unit
- Wrote and approved variety of operational and administrative reports
- Developed shift initiatives
- Investigated minor complaints

Criminal Investigations Sergeant

May 2008 – May 2010

Supervised the General Investigations unit which consisted of 11 full time Detectives, two non-sworn investigators, and two case filers. Supervised burglary, grand thefts, felony criminal mischief, auto thefts and economic crime investigations. Selected and mentored new detectives for the unit while providing operational oversight for all investigations.

- Managed \$2.6 million dollar budget
- Developed unit goals and objectives
- Revamped the methods for collecting performance statistics
- Researched and changed the department's procedures for documenting multiple auto burglary incidents, saving time and manpower on each investigation
- Participated in the Secret Service's South Florida Organized Fraud Task Force

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REFERENCES

Retired Chief of Police
Coral Springs Police
Tony Pustizzi
954.868.4894
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Stacie Elinson
Senior People Operations
Manager
Duck Duck Go
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Elinson3@gmail.com

Retired Chief Clyde Parry
Coral Springs Police
954.346.1742
mandatoryme@hotmail.com

Jamie Stember
Personal friend
Aviation Manager
CP Management
954.205.2308
jstember@aol.com

EXPERIENCE continued

Patrol Sergeant

November 2005 – May 2008

Supervised a squad of 7 officers and one traffic accident investigator on midnight shift. Guided the field training officers on the platoon, who were responsible for instructing all new officers.

- Evaluated the performance of 7 officers and one TAI
- Ensured department goals and initiatives were being addressed
- Controlled high risk calls
- Answered calls for service and performed proactive enforcement activities

Investigator

March 2002 – November 2005

Investigated property crimes, such as burglaries and grand thefts. Developed exemplary organizational skills and interview skills, which enhanced the quality of case files. Later selected to work in the Crimes Against Persons unit investigating deaths, robberies, and crimes of violence.

- Crimes Against Person Unit
- General Investigations
- Created Field Training Manual for new detectives
- Joined SWAT

Sept. 2004 – Nov. 2005

April 2002 – Sept. 2004

Patrol Officer

January 1996 – March 2002

Patrol officer who worked a variety of shifts, performing pro-active law enforcement activities. Served as a dedicated zone officer, responsible for addressing the needs of a specific area through community-oriented policing.

- Field Training Officer
- Part time bicycle patrol
- Certified Breath test operator

PROFESSIONAL DEVELOPMENT

Future Police Chiefs Seminar - Florida Police Chief's Association
April 2017

FBI National Academy #266
December 2016

FBI LEEDA Command Institute for Law Enforcement Executives
May 2016

Executive Leadership Program - Nova Southeastern University & Broward Sheriff's Office
May 2009

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CURRICULUM VITAE

Courses Developed and Taught

- Criminal Justice System- CCJ-3024
 - Course provides an overview of the history, evolution, and operations of every component of the criminal justice system.
 - Course is certified by Quality Matters.
- Crime Analysis- CJE-4663
 - An introduction to crime analysis and crime mapping, this course examines types of techniques used to study crime and disorder patterns and problems in law enforcement today. It covers the theory, data collection methods, and statistics used as well as the history of career opportunities for crime analysis.
 - Course is certified by Quality Matters.
- Law Enforcement Playbook Certificate course (with Dr. Adam Dobrin)
 - Hands-on, immersive certificate course that provides students with a realistic sense of what it takes to be a police officer via the use of a police simulation lab. Additional information provided to guide students through the hiring process and training phase of becoming a law enforcement officer.

Additional Courses Taught

- Fundamental of Criminal Investigations-CJE-4610
 - This course is designed to provide students with an understanding of the fundamentals of criminal investigations, blending scientific theories of crime detection with practical approach techniques. The course also covers both the rules of law as well as the ethical and legal obligations of the investigator.
- Criminal Justice Management- CCJ-4450
 - A study of criminal justice management and practice as it applies to the police, courts, and corrections with an emphasis on the application of management techniques appropriate to each area of the criminal justice system.

Honors In Criminal Justice Research Coordinator
Criminal Justice Club Faculty Advisor

Research

- Broward County Public School's PROMISE Program: The Answer to School Based Discipline and the School to Jail Pipeline? (2016)

Community Committees

- CSPD Urban League's Justice Project Liaison
- CSPD Broward LGBTQ Department Liaison

Presentations

- Marjorie Stoneman Douglas School Shooting
 - Presented overview and lessons learned to Dr. Schiff's Crime in School course.
 - Presented to the US State Department in Miami and Washington D.C.
 - Presented to the New Jersey Emergency Management Association
- VCOL Law Enforcement round table-2021-current
- VCOL Preparing to Enter the Job Market- 2021
- Community Conversations- Troubling Trends in School Culture- Sept. 2022

Additional Certifications

- Kognito: At Risk for Faculty and Staff
- eCertification Summer 2018
- Association of College and University Educators Certificate in the Effective Teaching Practice Framework- 2025

Law Enforcement Certifications

- Basic Law Enforcement Certification
- IS 100- Introduction to the Incident Command System
- IS 200- Initial Action Incidents
- IS 300- Intermediate Level ICS
- IS 700- National Incident Management System
- IS 700a- NIMS Multiagency Coordination
- IS 702a- NIMS Public Information System
- IS 706- NIMS Intrastate Mutual Aid
- IS 800- National Response Framework
- G400- Advance Incident Command System Command for Complex Issues