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Advancing Reform in the Global Security and Justice Sectors Workshop #1
Speaker Biographical Sketches



Raphael Carland, a career member of the Senior Executive Service, serves as the Director for the newly created Office of Knowledge Management in the Bureau of International Narcotics and Law Enforcement Affairs. Previous to his current position, Mr. Carland served as the Managing Director for Policy in the Office of Foreign Assistance from 2016 to 2020. Prior to that, he was an office director in the Bureau of Conflict and Stabilization Operations, where he oversaw bureau strategy, communications, and partnerships. From 2010 to 2012, he worked as a special assistant to two Deputy Secretaries where he focused on Afghanistan and Pakistan. Before joining the Deputy's staff, he was responsible for national security portfolios in the Bureau of European and Eurasian Affairs related to NATO, the EU, Afghanistan, Iraq, and Africa. During that time, he also served in Afghanistan on Provincial Reconstruction Teams from 2005 to 2006 and was detailed to the Office of the Secretary of Defense in 2006. Before starting at the State Department in 2004, Mr. Carland served as an officer in the U.S. Army rising to the rank of Captain. He received his undergraduate degree from Georgetown University and a graduate degree from The Fletcher School at Tufts University. He is married with three children.



Andrew Carpenter of the United Kingdom was appointed as the Chief of the Strategic Policy and Development Section, Police Division, Office of Rule of Law and Security Institutions, United Nations Department of Peace Operations in November 2006. He and his staff are responsible for the development of the Strategic Guidance Framework for International Policing (SGF) and the planning of UN Police-related activities worldwide. Since August 2012, Mr. Carpenter has served as one the three managers of the UN system-wide Global Focal Point for Rule of Law that works to implement programmatic cohesion and coherence in justice and security capacity-building and development assistance. From August 2002 to November 2006, Mr. Carpenter was the Executive Officer of the Strategic Police Matters Unit of the Organization for Security and Co-operation in Europe (OSCE) in Vienna, Austria. From May 2000 until 2002, he served as the Counsellor - Legal and Political Affairs of the OSCE Advisory and Monitoring Group in Belarus. From December 1999 to May 2000, he was the Senior Planning and Training Officer of the Domestic Capacity-Building Division, OSCE Mission in Kosovo. Throughout the period 1997 to 1999, he acted as a Political Adviser to the OSCE Office for Democratic Institutions and Human Rights; operating in the Balkans, Eastern Europe, Caucasus and Central Asia. Before his secondment by the Foreign and Commonwealth Office to the OSCE, Mr. Carpenter was a faculty member at the universities of Portsmouth (UK), Warsaw and Wrocław (Poland), and a visiting scholar at the University of Virginia (USA).



Gustavo Flores-Macías is Associate Vice Provost for International Affairs and Associate Professor of Government at Cornell University. He is the author of *After Neoliberalism: The Left and Economic Reforms in Latin America* (Oxford University Press 2012) and editor of *The Political Economy of Taxation in Latin America* (Cambridge University Press 2019). His current research focuses on state capacity and the causes and consequences of the militarization of law enforcement. He holds a PhD in Government from Georgetown University and an MPP from Duke University, where he was a Fulbright Scholar. Previously he served as Director of Public Affairs at Mexico's Federal Consumer Protection Agency and as Director of Cornell's Latin American Studies Program. He is a faculty fellow at the Atkinson Center for a Sustainable Future, and a recipient of Princeton University's Democracy and Development Fellowship. His op-eds have been featured in the *New York Times*, *Washington Post*, *LA Times*, *The Hill*, *CNBC*, *Fox News*, among others.



Anne Li Kringen, Ph.D. is an Associate Professor of Criminal Justice at the University of New Haven and the Training Academy Division Manager at the Austin Police Department. Her research focuses on policing, specifically organizational issues that affect diversification. Her recent work includes categorizing variation in foot patrol strategies, considering the impact of civil service rules and agency-specific hiring guidelines on women and individuals of color, as well as developing an evidence base to guide how recruiting and applicant processing might better retain diverse candidates. Her work has been published in *Gender, Work, and Organization*, *Feminist Criminology*, *Criminal Justice Policy Review* and *Policing: A Journal of Policy and Practice*. Dr. Kringen received her Ph.D. in criminal justice from Texas State University. She was formerly a police officer in Alexandria, VA.



Elizabeth Linos is a behavioral scientist and public management scholar. The majority of her research focuses on how to improve government by focusing on its people. Specifically, her studies consider how we can improve diversity in recruitment and selection, how to reduce burnout at work, and how different work environments affect performance and motivation in government. In her research on behavioral public administration, she also studies how to use low-cost nudges to reduce administrative burdens and to improve overall resident-state interactions. Dr. Linos' research has been published in academic journals including the *Journal for Public Administration Research and Theory* (JPART), *Public Administration Review*, *JAMA*, the *British Medical Journal* and others. Her work has also been highlighted in media outlets include the *Harvard Business Review*, *The Economist*, *Governing* magazine, and *Slate*. As the former VP and Head of Research and Evaluation at the Behavioral Insights Team in North America, she worked with government agencies in the US and the UK to improve programs using behavioral science and to build capacity around rigorous evaluation. Prior to this role, Elizabeth was a policy advisor to the Greek Prime Minister, George Papandreou, focusing on social innovation and public sector reform. She has also worked for the Jameel Poverty Action Lab (J-PAL), evaluating and designing innovative social programs in Bangladesh, Morocco, and France. Dr. Linos holds a PhD in Public Policy from Harvard University, where she also completed her A.B. in Government and Economics, magna cum laude with highest honors.



Peter Neyroud is Director of the Senior Leader master's degree Apprenticeship in Applied Criminology and Police Management and a Lecturer in Evidence-based policing in the Jerry Lee Centre for Experimental Criminology at the Institute of Criminology, University of Cambridge. In 2018 he completed a PhD at Cambridge which focused on the implementation of field experiments in policing. His research focuses on experimentation, police diversion of offenders, crime harm, police ethics, community policing, the impact of COVID 19 on policing and police leadership and management. Peter was educated at Winchester College and Oriel College, Oxford, where he read Modern History. He was a police officer for more than 30 years, serving in Hampshire, West Mercia and Thames Valley (as Chief Constable). He set up and ran the National Policing Improvement Agency (as Chief Constable and Chief Executive). In the latter role he was responsible for national implementation of all the major programmes in UK policing, including Neighbourhood Policing, Workforce reform and new technology. In 2010, he was commissioned by the UK Home Secretary to carry out a fundamental "Review of Police Leadership and Training" which led to the establishment of the new National "College of Policing" in 2012 and radical reform of the qualifications and training of police officers, creating the new "Police Education Qualification Framework". He is the Co-Chair of the Campbell Collaboration Crime and Justice Coordinating Group and leading an international programme of systematic reviews on the prevention of terrorism and radicalization.



Sir Denis O'Connor joined the Metropolitan Police in 1974 as a graduate entrant in 1974, eventually becoming Assistant Commissioner in 1997 in London. There he led the Metropolitan Police Service development strategy during the Public Inquiry into the failed investigations into racist murder of Stephen Lawrence. He was Chief Constable of Surrey, 2000-2004 where he led a national trial of reassurance policing (community policing) which led to a roll out of Neighbourhood Policing in England & Wales. He joined the Inspectorate becoming HM Chief Inspector of Constabulary 2008-2012. Since 2013 he has been working on the Police Executive Programme at the Institute of Criminology, University of Cambridge. He has also worked in India in 2018/2019 and Hong Kong in 2019 during the disturbances there. In 1996, Sir Denis was awarded the Queen's Police Medal and later received a CBE in 2002 for his service to policing. He was knighted in 2010 in the Queen's Birthday Honours. He has also contributed to the Scarman Public Inquiry into national public disorder (1981), and the Leveson Public Inquiry into the press relationship with the police (2012).



Kara L. Rose is a Senior Police Advisor with the U.S. Department of State, Bureau of International Narcotics and Law Enforcement Affairs, Technical Assistance Division (INL/TAD) providing technical law enforcement expertise, policy analysis and program guidance. Her portfolio includes Africa, the Middle East, Europe, Central Asia, and Pakistan. She has over 30 years of law enforcement experience, retiring as third in command of large U.S. municipal police agency. Her experience includes training conceptualization, development, and gap analysis for all law enforcement

disciplines; accreditation; police oversight and accountability, program management, special operations, organizational development, human resources, and executive level command leadership. During her law enforcement career, she directed the operations of uniformed patrol, special operations, support operations, and administrative operations. She is an experienced narcotics and vice investigator, firearms instructor, Taser® Instructor, and police trainer. Additionally, she has vast experience conducting and managing internal investigations. During her law enforcement career, Kara traveled throughout the United States supporting agencies as a subject matter expert in the development, administration, and analysis of promotional testing and assessment centers. Kara is a member of the International Association of Chiefs of Police, FBI National Academy Alumni Association, and the National Tactical Officers Association. She holds an undergraduate degree in Criminal Justice from the University of South Alabama, a Master of Public Administration from Troy State University, and a certificate of graduate studies in leadership from the University of Virginia. Kara is a graduate of the 259th Session of the F.B.I National Academy.



Stephen White, a former UK Chief Police Officer and European Union Head of Mission, is a self-employed, freelance security sector reform specialist specialising in criminal justice and police reform; strategic planning and leadership development; and the promotion of modern democratic policing based on the protection of human rights and community partnerships. He is a Human Right Commissioner in Northern Ireland, Senior Fellow of the Global Center on Co-operative Security; Member of the Expert Council of INPROL (the International Network for Promoting the Rule of

Law); member of the Roster of UN Counter Terrorist Experts at the United Nations Counter-Terrorism Centre (UNCCT) and holds several other related posts. He is the part time volunteer Chairman of the Royal Ulster Constabulary GC (RUCGC) Foundation an organisation that “marks the sacrifices and honours the achievements of the RUCGC”.

Specialist subjects include security sector reform, conflict resolution, international policing, strategic planning and change management, community policing, police accountability and community partnerships, counter-terrorism and countering violent extremism strategies, police and military cooperation, human rights and policing, public order management and police use of force, and leadership development. Clients include private companies, non-governmental organizations, and government departments. He has worked in almost fifty countries including almost every Member State of the European Union and others in North America, Australasia, Africa and Asia. His work has been recognised by awards from professional bodies including the International Association of Chiefs of Police and in 2004 he was awarded an OBE for services to policing at home and abroad. Countries worked in include Mongolia, Iraq, Cameroon, Uzbekistan, Egypt, Jamaica, Qatar and USA.