

Workshop on Law Enforcement Use of Predictive Policing Approaches  
*Biographical Sketches*

WORKSHOP PLANNING COMMITTEE



Chair: **David Weisburd** is a Distinguished Professor of Criminology, Law and Society and Director of the Center for Evidence-Based Crime Policy at George Mason University, and Walter E. Meyer Professor Emeritus of Law and Criminal Justice at the Hebrew University Faculty of Law in Jerusalem. Dr. Weisburd is author or editor of more than 35 books and over 250 scientific articles that cover a wide range of criminal justice research topics, including crime at place, white collar crime, policing, and criminal justice statistics. He is the recipient of the Stockholm Prize in Criminology, the Sutherland and Vollmer Awards from the American Society of Criminology, the Israel Prize, and the Rothschild Prize in Social Science. Dr. Weisburd is an elected fellow of the American Society of Criminology and of the Academy of Experimental Criminology, and an elected member of the Israel Academy of Sciences. He was the Chair of the NAS panel on Proactive Policing. Dr. Weisburd received his Ph.D. in sociology from Yale University.



**Sarah Brayne** is an associate professor of sociology at The University of Texas at Austin. Prior to joining the faculty at UT Austin, she completed a postdoc at Microsoft Research New England. In her research, she uses qualitative and quantitative methods to analyze the social consequences of data-intensive surveillance practices. Her first book, *Predict and Surveil: Data, Discretion, and the Future of Policing* (2021, Oxford University Press), draws on ethnographic research within the Los Angeles Police Department to understand the social implications of how law enforcement uses predictive analytics and new surveillance technologies. She has received awards from the American Sociological Association, the American Society of Criminology, and the Law and Society Association. She received her Ph.D. in sociology and social policy at Princeton University.



**Andrew G. Ferguson** is a professor of law at American University Washington College of Law. He teaches Evidence, Criminal Procedure, and a seminar examining police surveillance technology, privacy, and civil rights. He writes in the area of criminal procedure, evidence, and criminal justice technologies. He is a national expert on predictive policing, facial recognition, big data surveillance, the “Internet of Things,” and the Fourth Amendment. His book *“The Rise of Big Data Policing: Surveillance, Race, and the Future of Law Enforcement”* examines how surveillance technology and predictive analytics shapes modern policing. He is the 11th most cited scholar in criminal law/procedure according to the Leiter Law School Reports Rankings (2016-2020). He is a member of the American Law Institute (ALI) and was an Advisor to the

ALI Principles of the Law, Policing Project. Professor Ferguson received his L.L.M. from Georgetown Law School and his J.D. from University of Pennsylvania Law School.



**Andrea Headley** is an assistant professor at the McCourt School of Public Policy at Georgetown University. At the heart of her research lies the question of how we can create a more effective and equitable criminal justice system. Her research seeks to understand the organizational-, managerial-, and individual-level causes and consequences of adverse outcomes and, ultimately, uncover what works to improve inequitable outcomes while maintaining effectiveness. Conducting both quantitative and qualitative research, some of her prior work has assessed police-community relations, evaluated race and police use of force, and analyzed accountability mechanisms such as body-worn cameras and civilian oversight boards. Her work has been featured in news outlets such as ABC, CBS, and PBS News. She teaches both undergraduate and graduate specialized courses on criminal justice policy and generalist courses on public management and policy implementation. She held prior appointments as a Visiting Scholar of Race, Policing and Crime at the National Policing Institute, Assistant Professor in the John Glenn College of Public Affairs at Ohio State University and a Presidential Postdoctoral Fellow in the Goldman School of Public Policy at the University of California, Berkeley. She received her Ph.D. in Public Affairs and M.S. in Criminal Justice from Florida International University and B.S.Ed. in Human and Social Development from the University of Miami.



**Philip Lukens** served as the chief of police in Alliance, Nebraska from December 2020 until his resignation in September 2023. He began his law enforcement career in Colorado in 1995. He is known for his innovative approach to policing, including the use of artificial intelligence in conjunction with community policing to enhance police operations and optimize patrol methods. His focus on data-driven strategies and community safety has led to significant reductions in crime rates. Under his leadership, his agency received the Victims Services award in 2022 from the International Association of Chiefs of Police. He is a member of the IACP-PPSEAI Committee - Human Trafficking Committee, PERF, NIJ LEADS, Future Policing Institute Fellow, and ASEBP Board Member. Lukens holds a Bachelor of Science in Criminology from Colorado Technical University. He has also earned multiple certifications, including Northwestern School of Police Staff and Command, PERF's Senior Management Institute for Police, Supervisor Institute with FBI LEEDA, and IACP's Leadership in Police Organizations.



**Kim Neal** is Alexandria, Virginia's Inaugural independent policing auditor/director. Overall, her key responsibility is to enhance positive police accountability to the community through investigations as well as monitoring and/or mediating administrative investigations, operational reviews and all other law enforcement functions in which policing impacts community. Prior to coming to Alexandria, she was the inaugural independent police oversight monitor/director for the Fort Worth, Texas where she developed a restorative justice mediation program to address community concerns about policing to repair and transform community-police encounters. Preceding Fort Worth, she also served in a

similar capacity in Cincinnati, Ohio as the executive director of the citizen complaint authority, where she oversaw the independent investigations of misconduct allegations against Cincinnati law enforcement. There, she created an interactive program called “Real Talk with CCA” to enhance positive encounters between the youth and law enforcement. She is a Washington, DC native who has held senior level positions in law, ethics, policy, investigations, higher education, and privacy and disclosure in the private and public sectors at the federal, state and local levels of government. She sits on the Board of Directors for the National Association for Civilian Oversight of Law Enforcement with prior acknowledgements as one of Fort Worth metropolitan area’s most influential people. She earned her Bachelor’s Degree in Business Administration from Georgetown University; her Juris Doctorate from University of Baltimore School of Law; and she holds certifications in compliance and ethics as well as civilian oversight of law enforcement.

## WORKSHOP SPEAKERS



**Thomas Abt** (he/him) is the VRC’s Founding Director and an associate research professor in the Department of Criminology and Criminal Justice. Abt teaches, studies, and advises on the use of evidence-informed approaches for reducing violence in the United States and globally. He is the author of *Bleeding Out: The Devastating Consequences of Urban Violence* - and a *Bold New Plan for Peace in the Streets*. Abt’s work is cited in academic journals and featured in media outlets including the Atlantic, Economist, New Yorker, New York Times, Washington Post, Wall Street Journal, CBS, CNN, MSNBC, PBS, and National Public Radio. His TED talk on community violence has been viewed more than 200,000 times. Over the course of his career, Abt has advised hundreds of public officials on the use of evidence-informed anti-crime strategies, both domestically and abroad.



**Jim Bueermann** is the Founder and President of the Future Policing Institute and the Center on Policing and Artificial Intelligence. He has worked in various aspects of policing for more than 45 years. From 1978 to 2011, he served in the Redlands Police Department (CA). The last 13 years of his service with the RPD he was the Chief of Police and the Director of Housing, Recreation and Senior Services. After his retirement from the RPD he work for a year as an Executive Fellow at the USDOJ’s National Institute of Justice. He was then appointed the president of the National Police Foundation (now the National Policing Institute) where he served until his retirement at the end of 2018. He then consulted for a variety of local and national organizations and the US DOJ and has served on a variety of advisory boards. He has a BA from California State University, San Bernardino and a MA from the University of Redlands.



**Renée Cummings** is a 2023 VentureBeat AI Innovator Award winner, is an artificial intelligence (AI), data, and tech ethicist, and the first Data Activist-in-Residence at the University of Virginia's School of Data Science, where she was named Professor of Practice in Data Science. She also serves as co-director of the Public Interest Technology University Network (PIT-UN) at UVA. She is also a nonresident senior fellow at The Brookings Institution and the inaugural Senior Fellow, AI, Data and Public Policy at All Tech Is Human, a leading think tank. She's also a distinguished member of the World Economic Forum's Data Equity Council and the World Economic Forum's AI Governance Alliance, an advisory council member for the AI & Equality Initiative at Carnegie Council for Ethics in International Affairs, and a member of the Global Academic Network at the Center for AI and Digital Policy. Professor Cummings is also a criminologist, criminal psychologist, therapeutic jurisprudence specialist, and a community scholar at Columbia University.



**Charlotte Gill** (she/her) is an Associate Professor and Deputy Director of the Center for Evidence-Based Crime Policy in the Department of Criminology, Law and Society at George Mason University. She received her PhD in Criminology from the University of Pennsylvania in 2010. Her primary research interests are community- and place-based crime prevention approaches, particularly with youth; community policing; program evaluation; and research synthesis. Dr. Gill has two decades of experience in applied experimental and quasi-experimental research and has partnered with police departments and community groups around the United States to develop and test community-led approaches to place-based prevention and improve police responses to people with mental health issues. She is an Andrew Carnegie Fellow and a fellow of the Academy of Experimental Criminology, and has received several awards and honors, including the 2019 State Council for Higher Education of Virginia Outstanding Faculty – Rising Star award.



**John S. Hollywood** (he/him) is a senior operations researcher at the RAND Corporation, where he conducts decision science research in the areas of criminal justice, homeland security, and information technology. He is an internationally-recognized expert on the use of machine learning in policing and criminal justice technology more broadly. He recently led projects including: development of a web resource on preventing and protecting against mass attacks; a web resource on top policing strategies and how to implement them; evaluating ICE's body worn camera pilot; a technology evaluation at a major active shooting exercise in Grand Central Terminal; numerous panels to determine science and technology-related needs for the Departments of Justice and Homeland Security; and multi-year evaluations of predictive policing experiments and real-time crime operations centers. He previously served as the manager of the RAND Center for Quality Policing and Director of the NLECTC Information and Geospatial Technologies Center. He has written opinion pieces on best practices in counterterrorism and law enforcement technology for The Hill, United Press International, CNN, The Charlotte Observer, Crane's Chicago Business, Government Technology, and ORMS Today.





**Elizabeth Joh** (she/her) is the Martin Luther King Jr. Professor of Law at UC Davis. She is a leading expert on policing, privacy, and technology. She served as a member of the U.C. Presidential Working Group on Artificial Intelligence (2020-21), and is an elected member of the American Law Institute, a Faculty Advisory Board member of the U.C. Berkeley CITRIS Policy Lab, and an appointed member of the National Academies of Sciences, Engineering, and Medicine study committee on Facial Recognition: Current Capabilities, Future Prospects, and Governance. She has spoken on policing and technology issues to audiences including the Justices of the Washington Supreme Court, the Judicial Research Training Institute of the Supreme Court of Korea, and the House of Lords Justice and Home Affairs Committee (U.K.). Professor Joh's scholarship has appeared in leading law reviews including the Northwestern University Law Review, the California Law Review and the Stanford Law Review. Her writing for general audiences has appeared in the New York Times, the Los Angeles Times, Slate, Politico, and the New York Review of Books. She is the co-host of What Roman Mars Can Learn About Con Law, a popular podcast about constitutional law and current events.



**Youngsub Lee** is a PhD candidate in the Department of Security and Crime Science at University College London. He holds a master's degree from Seoul National University and worked for 10 years for the Korean National Police Agency, INTERPOL Seoul Office and the Korean Prime Minister's think tank (Korean Institute of Criminology). In the Korean police, he mainly investigated transnational financial crimes and contributed to data-driven crime prevention strategies. He also implemented regional operations of INTERPOL and advised the INTERPOL Executive Committee Member for Asia. Mr. Lee's research focuses on evidence-based policing in a practical way and legitimacy-based policing in a philosophical context. He has authored 10 peer-reviewed articles and participated in two research projects in the UK (Evaluation of the Merseyside crime reporting portal and Benchmarking crime in London against other global cities) and three in Korea. His PhD project (Effectiveness and Dialogic Nature of Big Data Driven Predictive Policing) focuses on evaluating the normative aspect of technology-based policing in a democratic context, using key theories (empirical police legitimacy models, Weber's, and Habermas' theory) and methods (quantitative analysis and systematic review). Outside of his research, he has been a decade-long supporter of the fallen and seriously injured police officers' foundation of Korea.



**Jens Ludwig** (he/him) is the Edwin A. and Betty L. Bergman Distinguished Service Professor at the University of Chicago's Harris School of Public Policy, director of the University of Chicago's Crime Lab, and codirector of the Education Lab. He is also co-director of the National Bureau of Economic Research working group on the economics of crime and an elected member of the National Academy of Medicine. He has written extensively about gun violence prevention, predictive policy tools, early childhood interventions, and the role of social conditions in children's schooling outcomes. Through the Crime Lab, he partners with policymakers in Chicago, New York City, and across the country to use tools from social

science, behavioral science, and computer science to identify effective (and cost-effective) ways to help prevent crime and violence.



**Freddy Martinez** (he/him) is the co-Executive Director of Lucy Parsons Labs where he focuses on the use of technology by police. He is the child of Mexican immigrants and holds a B.S. in physics. His work has been featured in the New York Times, the New Republic, NPR and other media outlets.



**Scott Mourtgos** is a Deputy Chief at the Salt Lake City Police Department, bringing over 20 years of diverse experience in law enforcement. His extensive career includes roles as a patrol officer, detective in narcotics and special victims, sergeant in professional standards, and lieutenant in investigations. He served as a captain in the training division before assuming his current role as Deputy Chief. In this position, he oversees patrol and airport operations, as well as the crime analysis & data section and crime reduction initiatives. He has also held the position of intelligence commander as a member of the Major Cities Chiefs Association. He is a National Institute of Justice LEADS Scholar, a member of the PERF

Research Advisory Board, and a graduate of the FBI National Academy. His academic credentials include a bachelor's degree in Criminal Justice from Weber State University, a master's degree in Forensic Psychology from the University of North Dakota, and a PhD in Political Science from the University of Utah. He is an incoming (Fall 2024) assistant professor in the Department of Criminology & Criminal Justice at the University of South Carolina.



**Jumana Musa** (she/her) is a human rights attorney and racial justice activist. She is the founding Director of the Fourth Amendment Center at the National Association of Criminal Defense Lawyers. As director, Ms. Musa oversees NACDL's initiative to build a more durable Fourth Amendment legal doctrine for the digital age, focusing on the impact of technology and artificial intelligence on the criminal legal system. The Center educates the defense bar on Constitutional challenges to tech tools, provides resources to help lawyers identify and challenge government surveillance, including direct tactical

litigation support to assist in challenging technology and algorithmic decision-making tools in criminal cases. Prior to joining NACDL, Ms. Musa served as a policy consultant for the Southern Border Communities Coalition, addressing militarization and brutality by U.S. Customs and Border Protection agents in border communities. Previously, she served as Deputy Director for the Rights Working Group where she coordinated the "Face the Truth" campaign against racial profiling. She was also the Advocacy Director for Domestic Human Rights and International Justice at Amnesty International USA, where she addressed the domestic and international impact of U.S. counterterrorism efforts on human rights. Ms. Musa holds a BA in International Relations from Brown University and a JD from Georgetown University Law Center.



**Shakeer Rahman** (he/him) is a civil rights attorney and community organizer working within the Stop LAPD Spying Coalition and Los Angeles Community Action Network. Shakeer previously worked as an Impact Litigation Attorney at The Bronx Defenders. Shakeer is also a part-time lecturer at UCLA School of Law, where he co-teaches a clinic on community lawyering and public records research.



**Jerry Ratcliffe** (he/him) is a former British police officer, college professor, and host of the Reducing Crime podcast. After an ice-climbing accident ended a decade-long career with London's Metropolitan Police, he earned a first-class honors degree and a PhD from the University of Nottingham. He has published over 100 research articles and ten books, including "Reducing Crime: A Companion for Police Leaders" and "Evidence-Based Policing: The Basics". He was the lead researcher on the Philadelphia Predictive Policing Experiment, in collaboration with the Philadelphia Police Department. Ratcliffe has been a research adviser to the FBI and the Philadelphia Police Commissioner, an instructor for the ATF intelligence academy, and he is a member of the FBI Law Enforcement Education and Training Council. He is a professor in the Department of Criminal Justice at Temple University in Philadelphia, and a scientific advisor to the International Association of Chiefs of Police.



**Elissa M. Redmiles** (she/her) is the Clare Luce Boothe Assistant Professor at Georgetown University in the Computer Science Department and a Faculty Associate at the Berkman Klein Center for Internet & Society at Harvard University. She was previously a faculty member at the Max Planck Institute for Software Systems and has additionally served as a consultant and researcher at multiple institutions, including Microsoft Research, Facebook, the World Bank, the Center for Democracy and Technology, and the Partnership on AI. She uses computational, economic, and social science methods to understand users' security, privacy, and online safety-related decision-making processes. Her research has received multiple paper awards and recognitions at USENIX Security, ACM CCS, ACM CHI, ACM CSCW, and ACM EAAMO. Dr. Redmiles has presented her work at the White House and the EU-US Trade and Technology Council and her work has been featured in popular press publications such as the New York Times, Wall Street Journal, Scientific American, Rolling Stone, Wired, and Forbes. Dr. Redmiles received her B.S. (Cum Laude), M.S., and Ph.D. in Computer Science from the University of Maryland where she was supported by the NSF GRFP, NDSEG, and Facebook Fellowships.



**Rashida Richardson** (she/her) is an Assistant Professor of Law and Political Science at Northeastern University. Rashida is a nationally recognized expert in the civil rights implications of artificial intelligence and technology policy more broadly. Rashida is currently on leave to serve as Senior Counsel, Artificial Intelligence at Mastercard, and she has previously served as an Attorney Advisor to the Chair of the Federal Trade Commission and as a Senior Policy Advisor for Data and Democracy at the White House Office of Science and Technology Policy in the Biden Administration. Rashida has worked on a range of civil rights and technology policy issues at the German Marshall Fund, Rutgers Law School, AI Now Institute, the American Civil Liberties Union of New York (NYCLU), and the Center for HIV Law and Policy. Her work has been featured in the Emmy-Award Winning Documentary, *The Social Dilemma*, and in major publications like the *New York Times*, *Wired*, *MIT Technology Review*, and *NPR* (national and local member stations). She received her BA with honors in the College of Social Studies at Wesleyan University and her JD from Northeastern University School of Law.



**Jeramie D. Scott** (he/him) is Senior Counsel at EPIC and Director of the EPIC's Project on Surveillance Oversight. His work focuses on the privacy issues implicated by surveillance technology implemented by the public and private sector with a particular interest in biometric surveillance, predictive policing, social media monitoring, and other algorithmic-based surveillance tools. Mr. Scott regularly litigates open government cases and cases arising under the Administrative Procedure Act. He is a co-editor of "Privacy in the Modern Age: The Search for Solutions" and the author of *Social Media and Government Surveillance: The Case for Better Privacy Protections of Our Newest Public Space*. Prior to joining EPIC, Mr. Scott graduated from the New York University Law School where he was a clinic intern at the Brennan Center's Liberty and National Security Program. His work at the Brennan Center focused on civil liberty issues arising from local law enforcement surveillance. Mr. Scott holds a Bachelor of Science in Symbolic Systems and a Master's degree in Philosophy, both from Stanford University. He is a member of the bar of D.C. and New York State.