

ANTHONY CALLISTO, JR.

RESUME

(315) 380-8160 – tony@tonycallisto.com

www.tonycallisto.com

PROFESSIONAL EXPERIENCE:

CALLISTO CONSULTING – June 1997 - present

- ◆ **National Criminal Justice and Organizational Development Consultant**

SYRACUSE UNIVERSITY - January 2006 – June 2021 (retired)

- ◆ **Senior Vice President for Safety & Chief Law Enforcement Officer** - December 2014-present
-Division of Campus Safety and Emergency Services – law enforcement, security, environmental health & safety, fire & life safety, emergency management, parking & transit, risk management and compliance senior executive
- ◆ **Chief of Public Safety** - May 2007 – December 2014 , Interim March 2006 – May 2007
-Campus law enforcement, security and public safety executive administrator, chief peace officer
- ◆ **Deputy Director & Deputy Chief of Public Safety** - January 2006 – March 2006
-Operations and administrative commander of peace officer force, security force, communications officers and administrative staff in a large campus law enforcement agency.

ONONDAGA COUNTY SHERIFF'S OFFICE - January 1982 – September 2006 (retired)

- ◆ **Chief Deputy** - December 1996 – September 2006
-Custody Department Commander / Research & Development Division Commander
- ◆ **Deputy Sheriff Lieutenant** - October 1993 - December 1996
-Transition Director and Transport Unit Commander
- ◆ **Deputy Sheriff Sergeant** - November 1987 - October 1993
-Transition Project Manager/Administrative Supervisor: (June 1990 - October 1993)
-Transport / Court Security Unit Executive Officer: (November 1987 - June 1990)
- ◆ **Deputy Sheriff** - January 1982 - November 1987

COLUMBIA COLLEGE, Columbia, MO – May 2003 - present

- ◆ **Adjunct Faculty Member** – Criminal Justice Administration – undergraduate and graduate

KEUKA COLLEGE, Penn Yan, NY – February 2006 – April 2014

- ◆ **Adjunct Faculty Member** – Criminal Justice Administration – undergraduate and graduate

ONONDAGA COUNTY DEPARTMENT OF CORRECTION - September 1981 – January 1982

- ◆ **Correction Officer**

SOLVAY POLICE DEPARTMENT – June 1980 – January 1982

- ◆ **Community Service Officer**

DEY BROTHER'S DEPARTMENT STORES– September 1980 – September 1981

- ◆ **Loss Prevention Officer**

VOLUNTEER BOARD EXPERIENCE:

- ◆ **American Jail Association** - Board of Directors - 1998 – 2006, President 2005-2006
- ◆ **Central NY Assn. of Chiefs of Police**- President 2010-2012, Training Chair 1998-2010, 2012-present
- ◆ **Food Bank of Central New York** 2003 – present, Board President 2009 – 2011
- ◆ **Solvay Library Board of Trustees** - 2004 - 2006
- ◆ **Rotary Club of Solvay-Geddes** - 2002 – 2008, Vice-President 2008
- ◆ **Onondaga County District Attorney's Advisory Council** – 1997 - present
- ◆ **Big Brothers Big Sisters of Onondaga County** – 1996 - 1999
- ◆ **New York State Incarcerated Youth Transition Program** - 1998 - 2001
- ◆ **Onondaga County Criminal Justice Advisory Board** - 1997 - 2006
- ◆ **Onondaga County Diversity Steering Committee** – 1997 - 2006
- ◆ **New Justice Conflict Resolution Services Board of Directors** – 2001 - 2006
- ◆ **Transitional Living Services Advisory Board**- 2004 - 2006

PROFESSIONAL CERTIFICATIONS /ASSOCIATIONS/AFFILIATIONS

- ◆ **International Association of Campus Law Enforcement Administrators** – Member
- ◆ **Police/Corrections Instructor** - New York State Division of Criminal Justice Services
- ◆ **Contributing Editor** – Correction Manager's Report from 2004 - 2006
- ◆ **National Sheriff's Association** – Member
- ◆ **International Association of Chiefs of Police** – Life Member
- ◆ **American Correctional Association** – Member
- ◆ **Leadership Greater Syracuse** - Class of 2000 Graduate
- ◆ **Certified Jail Manager** - American Jail Association 1997 - 2008

AWARDS / RECOGNITION:

- ◆ **Syracuse/Onondaga County Human Rights Commission**, Oct. 2004 Human Rights Award
- ◆ **New York State Correctional Trainer's Association** – 1997 Hall of Fame Recipient
- ◆ **American Jail Association** - 1999/2000 & 2003/2004 Board Member of the Year
- ◆ **Onondaga County Sheriff's Office** - 2006 Medal of Distinction
- ◆ **Syracuse University** – 2008 Student Affairs Senior Vice Presidents Award for Collaboration

EDUCATION:

- ◆ **Syracuse University** (Maxwell School) - December 1998 Master of Arts in Public Administration
- ◆ **Columbia College** (Syracuse Hancock Site) - May 1994, BA in Criminal Justice Administration.
- ◆ **Onondaga Community College** - May 1982 Honors Graduate, Associate in Criminal Justice

Anthony Callisto, Jr.

CURRICULUM VITA

PROFESSIONAL EXPERIENCE:

CALLISTO CONSULTING – January 1997 - present

- ◆ Criminal justice, public safety, security, organizational development, leadership and labor relations consulting services.

SYRACUSE UNIVERSITY - January 2006 – June 2021 (retired)

- ◆ **Senior Vice President and Chief Law Enforcement officer** – December 2014 – June 2021
 - Serves a campus community of about 45,000 community members, about two square miles and 350 University owned buildings
 - Executive administrator for all campus safety, risk management, investigative, law enforcement, security, emergency communications, emergency management, fire and life safety, parking and transit, and environmental health and safety functions.
 - Developed strategy for the creation of the Division of Campus Safety and Emergency Services
 - Assisted in leading the creation and implementation of a parent captive insurance company for Syracuse University, Orange insurance
 - Led in the process to accomplish national law enforcement accreditation in 2015 and re-accreditation in 2019 through the International Association of Campus Law Enforcement Administrators.
 - Developed and executed university's enterprise risk management plan
 - Developed and leads the threat assessment and management team
 - Led in the process to accomplish national law enforcement accreditation process in 2020 through the Commission on Accreditation for Law Enforcement Agencies.
- ◆ **Chief of Public Safety / Chief Peace Officer** – May 2007 – December 2014
 - Interim Chief /Director March 2006 – May 2007, Deputy Chief/Director January 2006 to March 2006
 - Completed transition from a campus security agency to full law enforcement / peace officer status - 2008
 - Direct day to day law enforcement and safety operations and major event safety security (including the Carrier Dome)
 - Restructured organization, created investigations, technical/security services and crime prevention units
 - Created "Orange Watch" community policing unit 2007 – reduced off campus neighborhood violence 40% to date
 - Planned and coordinated construction of a state-of-the-art campus police and public safety emergency communications center
 - Planned and coordinated an ongoing campus video security system with over 800 cameras and a four year phased build out to over 1000 cameras.
 - Created "University Area Crime Control Team" in 2012, deploying joint Syracuse Police and Syracuse University peace officers to root out street criminals in neighborhoods near the university.

ONONDAGA COUNTY SHERIFF'S OFFICE - January 1982 – September 2006 (retired)

- ◆ **Chief Deputy** - December 1996 – September 2006
 - Custody Department Commander:**
 - overall management of the operation of the Onondaga County Justice Center, a 654 bed Direct Supervision Jail Facility, and a staff of nearly 280,
 - coordinated and directed of all security, prisoner transportation, investigations, booking, housing, programs, staff training and services for the facility - achieved and maintained National Commission on Correctional Health Care accreditation and New York State Sheriff's Association accreditation
 - coordinated services with County Health, Mental Health, Corrections and Probation Depts., multiple local police agencies, multiple local not-for profit agencies.
 - led investigations into all major incidents.
 - budget management - reduced overtime use by over \$1,700,000.00 from 1997 – 2006, managed a \$40million budget.
 - Sheriff's Office Duty Commander (rotating schedule for command of entire agency – police department, custody department, and civil department). Supervised patrol and investigations commanders on duty officer rotation.

Research & Development Division Commander:

- management, revision and development of policies, procedures, post orders, programs and services for the Sheriff's Office.
- manage sheriff's office training; police, civil and corrections academy and in-service training
- led Sheriff's Office team planning and opening the Onondaga County Criminal Court House in 2002

◆ **Deputy Sheriff Lieutenant - October 1993 - December 1996**

Transition Director and Transport Unit Commander:

- successfully managed and coordinated the transition plan for the 1995 opening of the Justice Center
- development of policies, procedures, post orders, programs and services
- coordination of the development of a training program for the Transition process
- management of the Dormitory Housing Unit at the Public Safety Building Jail
- development of a first year operating budget for the Justice Center
- recruit academy and in-service training instructor
- prisoner transportation and court security command and supervisory responsibility

◆ **Deputy Sheriff Sergeant - November 1987 - October 1993**

Transition Project Manager/Administrative Supervisor: (June 1990 - October 1993)

- participated and assisted in the development of the Architectural & Management Operational Program for the Onondaga County Justice Center, participated in the design of the Onondaga County Justice Center with architects
- developed a transition plan and schedule with consultants
- completed compliance inspections, incident and internal investigations, administrative work

Transport / Court Security Unit Executive Officer: (November 1987 - June 1990)

- daily scheduling / supervision of court security and inmate movement for all courts, facilities, medical etc.
- developed all Transport / Court Security Unit policies and procedures

◆ **Deputy Sheriff - January 1982 - November 1987**

- law enforcement/security at the county court house and prisoner transportation
- post arrest processing and booking at the Public Safety Building Jail
- supervision and security of inmates housed at the Public Safety Building Jail

VOLUNTEER EXPERIENCE:

- ◆ **Solvay Fire Department:** Firefighter - (May 1980 - July 1989)
- ◆ **Town of Geddes Women's Softball:** Coach - (1986 - 1994)
- ◆ **Lakeland Little League Baseball:** Coach - (1995 - 2003)
- ◆ **Geddes Westvale Athletic Assn.:** Game Announcer (2000 - 2002) Youth Football Coach - (2002)
- ◆ **Solvay / Geddes Rotary:** Member (June 2002 - 2013), Vice President (June 2004 - 2005)
- ◆ **Town of Geddes:** "Geddes Day's" community event chair - 2003, 2004, 2005
- ◆ **Solvay School District:** Homecoming community event chair - 2011, 2012, 2013, 2014, 2015

BOARD EXPERIENCE:

- ◆ **American Jail Association -** President ('04-'05), Vice President ('00-'04), Director ('98 - '06)
 - 1999 - 2003 Annual Conference Planning Committee (2003 Conference Chair)
 - 1999-2002 Training Committee Chair
- ◆ **Big Brothers Big Sisters of Onondaga County** Advisory Council Member (1996 - 1999)
- ◆ **New York State Incarcerated Youth Transition Program**
 - Technical Assistance Team member 1998 - 2001
- ◆ **Onondaga County Criminal Justice Advisory Board** - January 1997 - July 2006
- ◆ **Onondaga County District Attorney's Advisory Council** - Member since 1997
- ◆ **Onondaga County Diversity Steering Committee** - Member & Trainer 1997 - July 2006
- ◆ **New Justice Conflict Resolution Services** - Board Member January 2001- January 2006
- ◆ **Food Bank of Central New York** - President August 2009 - 2012, Board Member since Jan. 2003
Led the acquisition and renovation of a new CNY Foodbank headquarters and processing facility in 2010-11
- ◆ **Solvay Library** - Trustee June 2004 - November 2006
- ◆ **Transitional Living Services** - Board Member December 2004 - January 2006

PROFESSIONAL CERTIFICATIONS /ASSOCIATIONS/AFFILIATIONS

- ◆ **Contributing Editor** - Correction Manager's Report 2003 - 2006
- ◆ **Certified Jail Manager** - American Jail Association 1997 - 2009
- ◆ **Certified Police & Corrections Instructor** - New York State Department of Criminal Justice Services

- ◆ **Central New York Association, Chiefs of Police**–2010-2012 President, 1998–2009, 2013-2021 Training Chair
- ◆ **International Association of Campus Law Enforcement Administration** – Member
- ◆ **National Sheriff’s Association** - Member
- ◆ **International Association of Chiefs of Police** – Life Member
- ◆ **Leadership Greater Syracuse** - Class of 2000 Graduate
- ◆ **University Hill Public Safety Association** – 2009, 2010 President, Member 2006-2021
- ◆ **Crouse Marshall Business District** – Board Member 2015 - 2018

RECOGNITION:

- ◆ **Syracuse/Onondaga County Human Rights Commission** – Oct. - 2004 Human Rights Award
- ◆ **New York State Correctional Trainer’s Association** – 1997 Hall of Fame Recipient
- ◆ **American Jail Association** - 1999/2000 & 2003/2004 Board Member of the Year
- ◆ **Onondaga County Sheriff’s Office** – 2006 Medal of Distinction
- ◆ **Syracuse University** – 2008 Student Affairs Senior Vice Presidents Award for Collaboration

EDUCATION:

- ◆ **Syracuse University** (Maxwell School) - December 1998 Master of Arts in Public Administration
- ◆ **Columbia College** (Syracuse Branch) - May 1994, BA in Criminal Justice.
- ◆ **Onondaga Community College** - May 1982 Honors Graduate, Associate in Criminal Justice

TRAINING INSTRUCTOR / CONSULTING EXPERIENCE:

- ◆ **New York State Division of Criminal Justice Services** -
 - Basic Recruit Academy Instructor, Police and Corrections - 1991 - present
 - Created the Central New York Regional Correctional Law Enforcement Academy - 1998
 - General topics in-service police and corrections instructor
 - Police and Corrections Supervision Master Instructor, Central New York Regional Police Academy, Solway Police Academy, 2000 to present
 - Police and Corrections Command Officer Training, Course Developer / Instructor, CNY Police Academy 2008 – present
 - Onondaga County Chapter, Chiefs of Police, Police De-escalation Training subcommittee, September 2020 – March 2021
- ◆ **American Jail Association (AJA) Training Consultant** -
 - 1994, 1997 - 2005, 2015, 2016 AJA National Conference Speaker
 - 1997 - Basic Jail Security, Investigations and Court Testimony, Norfolk, VA
 - 1998 - Basic Jail Security, Investigations and Court Testimony, Albuquerque, NM
 - 1998 - Jail Maintenance Program, Madison, WI
 - 1998 - K-9s in Jails, Plymouth, MA
 - 1998 - K-9s in Jails, Hendersonville, NC
 - 1999 - Basic Jail Security, Investigations and Court Testimony, Park City, UT
 - 1999 - Jail Maintenance Program, Hilton Head, SC
 - 1999 - Direct Supervision for Supervisors, Madison, WI
 - 1999 - Strategic Planning and Managing Organizational Conflict, Hilton Head, SC
 - 1999 - Transitioning into a New Jail, Minneapolis, MN
 - 2000 - Jail Maintenance Program, Nashville, TN
 - 2000 - Jail Security, Investigations and Court Testimony, Tybee Island, GA
 - 2000 - Strategic Planning and Managing Organizational Conflict, Waterville, ME
 - 2001 – Leadership for Jail Managers – Annapolis, MD
 - 2001 – Jail Security, Investigations and Court Testimony
 - 2001 - Jail Maintenance for the Modern Jail
 - 2001 - Direct Supervision Leadership Symposium – Lake Tahoe, Nevada
 - 2002 – Jail Security, Investigations and Court Testimony – Montgomery, Alabama
 - 2003 – Crisis Intervention – Ft. Lauderdale, Florida
 - 2003 - Workforce 2000 – Park City, Utah
 - 2003 – Jail Security, Investigations and Court Testimony – Reno, Nevada
 - 2003 – Correctional Vendor Relations – Hilton Head, South Carolina
 - 2004 – Religious Programming Issue in Jail – Reno, Nevada

- 2004 – Officer Safety, Use of Force, Suicide Legal/Operational Issues Orange Beach, Alabama
- 2004 – Security, Investigations and Court Testimony – Phoenix, Arizona
- 2005 – Religious Programs in Jails, Cincinnati, Ohio
- 2005 – Security, Investigations and Court Testimony – Orlando, Florida
- 2006 – Security, Investigations and Court Testimony – Las Vegas, Nevada
- 2007 – Security, Investigations and Court Testimony – San Antonio, Texas
- 2008 – Officer Safety, Use of Force, Suicide Prevention Legal/Operational, Biloxi, Mississippi
- 2008 – Correctional Vendor Relations – Las Vegas, Nevada
- 2015 – AJA National Conference Speaker – Current State of Direct Supervision Jails – Charlotte, NC
- 2016 – AJA National Conference Speaker – Debate on a 10th Principle of Direct Supervision – Austin, TX
- 2017 – AJA National Conference Speaker - Successful Direct Supervision Jails: Building Design or Operating Philosophy – Orlando, FL

◆ **United States Department of Justice - National Institute of Correction Technical Resource Provider**

- February 2000 – Bernalillo County Department of Correction – Program Assessment and Technical Assistance, Albuquerque, NM
- March 2000 – Adams County Juvenile Detention Center, Quincy, IL – New Facility Transition Technical Assistance
- May 2000 – Columbia County Sheriff’s Office, Appling, GA – New Facility Transition Technical Assistance
- February 2002 – Essex County Sheriff’s Office, Elizabethtown, NY - New Facility Transition Technical Assistance
- August 2002 – Anoka County Sheriff’s Office, Anoka, MN – Jail Security Audit
- February 2003 – Douglas County Sheriff’s Office, Omaha, Nebraska - New Facility Transition Technical Assistance
- May 2003 – Pottawattamie County Sheriff’s Office, Councils Bluff, Iowa – Management Audit and Assessment
- September 2003 – Baltimore County Corrections Bureau, Baltimore, MD - New Facility Transition Technical Assistance
- December 2003 – Sanilac County Sheriff’s Office, Sandusky, MI – Management and Security Audit and Assessment
- July 2004 – Western Virginia Regional Jail Authority, Bristol, VA - New Facility Transition Technical Assistance
- January 2005 – Geauga County Sheriff’s Office, Chardon, OH - New Facility Transition Technical Assistance
- February 2005 – Platte County Sheriff’s Office, Wheatland, WY – Management and Operational Audit and Assessment
- March 2005 – National Live Broadcast – 21st Century Leadership in Corrections
- November 2005 – Polk County Sheriff’s Office, Livingston, TX – Management and Operational Audit

◆ **New York State – Law Enforcement Technical Assistance Consultant**

- 1995 - Niagara County Sheriff’s Office, Transition Assistance
- 1995 - Broome County Sheriff’s Office, Transition Assistance
- 1996 - Oneida County Sheriff’s Office, Transition Assistance
- 1998 - Oneida County Sheriff’s Office, Supervisor Training
- 2000 – Rensselaer County Sheriff’s Office, Supervisor Training
- 2001 – Monroe County Sheriff’s Office, Transition Technical Assistance
- 2001 – Essex County Sheriff’s Office, Transition Assistance
- 2002 – Onondaga County Criminal Courts – Assisted in security, digital surveillance and technical design of court facility, lead transition to new court facility for sheriff’s office
- 2003 – Monroe County Sheriff’s Office, Promotional Assessments for Captain Rank
- 2004 - Mid Atlantic, Great Lakes, Organized Crime Law Enforcement Network and Central New York Association of Chief’s of Police – Law Enforcement Budgeting, Negotiation Skills for Law Enforcement Executives
- 2005- Town of Camillus Police Dept. – Interest Based Negotiation Training
- 2005 – New York State Sheriff’s Assn. – Undersheriff’s Conference – Executive Development in Law Enforcement
- 2005 - Mid Atlantic, Great Lakes, Organized Crime Law Enforcement Network and Central New York Association of Chief’s of Police – Generational Realities in Law Enforcement Management, Creating a Motivated Workforce and Dealing with Problem Employees

- 2005 – Cayuga County Sheriff’s Office – Use of force investigation review
- 2005 – Hillbrook Juvenile Detention Facility, Onondaga County probation Department – Assisted in design of security electronics, hardware and surveillance equipment
- 2006 – Westchester County (NY) Department of Correction – Post and Staffing analysis
- 2006 - Mid Atlantic, Great Lakes, Organized Crime Law Enforcement Network and Central New York Association of Chief’s of Police – Leadership Practices in Criminal Justice, Ethics in criminal Justice
- 2006 – State University of New York Police Chief’s Assn. – STOPPED Program
- 2007 - Mid Atlantic, Great Lakes, Organized Crime Law Enforcement Network and Central New York Association of Chief’s of Police – Leadership Principles in Community Oriented Policing
- 2007 – Village of East Syracuse, NY – Chief of Police Selection Board
- 2008 – New York State Sheriff’s Association - Undersheriff’s Conference – Collaboration Between Municipal and Campus Law Enforcement
- 2008 – City of Ithaca, NY – Chief of Police Selection Board
- 2008 - Mid Atlantic, Great Lakes, Organized Crime Law Enforcement Network and Central New York Association of Chief’s of Police – Motivating Employees and Dealing with Problem Employees
- 2009 - Mid Atlantic, Great Lakes, Organized Crime Law Enforcement Network and Central New York Association of Chief’s of Police – Community and Media Relations
- 2010 – County of Oneida, NY – Sheriff-Elect Rob Maciol transition team
- 2011 - Mid Atlantic, Great Lakes, Organized Crime Law Enforcement Network and Central New York Association of Chief’s of Police – Leading Community Policing Efforts in a Customer Service Culture
- 2011 – New York State Sheriff’s Association, Jail Administrator’s Conference, “*Leadership During Tough Economic Times*”
- 2011 and 2012 – NYS Division of Criminal Justice Services - Facilitated Law Enforcement Accreditation Auditor focus groups
- 2012 – Onondaga County Sheriff’s Office – Jail Mental Health unit review and assistance
- 2014 – New York State Association of Chiefs of Police conference speaker – *Campus and Municipal law Enforcement Relationships*
- 2015 – New York State Association of Chiefs of Police conference speaker – *Command Transitions in Criminal Justice*
- September 20, 2021 – City of Oswego Police Department – Supervisor and Command Officer Leadership Seminar
- October 2021 – present – New York State Commission of Correction v. Timothy Howard, Sheriff, Erie County (NY) Sheriff’s Office – jail consent decree monitor

◆ **Private Consulting / Training / Presentations**

- July 1997 - Greenville County (S.C.) Community Service Dept., Leadership Training
- September 1998 – NYS, Office of Mental Health – Safety Chief Leadership Seminar
- July 1999 - Republic of Trinidad & Tobago Prisons, Transition and Management Retreat
- September 1999 - Republic of Trinidad and Tobago Prisons, Train-the-Trainer
- November 1999 - Republic of Trinidad and Tobago Prisons, Supervisor Development
- March 2000 – Licking County (OH) Sheriff’s Office – Transition Technical Assistance
- October 2000 – Utah Sheriff’s Assn. – Critical Incident Management, Problem Solving
- October 2000 to present – CNY Conflict Resolution Institute co-director/trainer
- May-2001- Nov 2002 – Shelby Co. Sheriff, Memphis, TN – Direct Supervision Training
- July 2003 – ALSTROM Corporation – Rochester, NY - Interest Based Negotiation
- May 2004 – Texas Jail Association – San Antonio, TX – Investigations
- January 2005 – Wayne Central School District, Ontario, NY – Negotiating Labor Contract
- January 2005 – University of Nevada Las Vegas Mathematics Department–Strategic Planning
- February 2005 – April 2005 – Wayne Central School (NY) labor contract negotiations
- May 2005 - Mid Atlantic, Great Lakes, Organized Crime Law Enforcement Network – Investigations Seminar for New Jersey Warden’s Conference
- November 2005 – January 2006 – Town of Camillus, (NY) labor contract negotiations
- October 2006 – Syracuse City School District – Interest Based Negotiation
- November 2006 – Pennsylvania County Commission Association – Generational Realities in the Correctional Workplace
- November 2006 – Wisconsin Department of Justice, Jail Administrator’s Conference – Fatal Jail Sins
- March 2007 – PaperClip Communications Webinar – Using Technology for Prevention and Enforcement
- May 2007 – PaperClip Communications Webinar - “Securing Your Campus”: Creating and Maintaining an Effective Emergency Response Plan
- March 2009 – Comfori National Student Safety Summit – Prepared Schools and Communities are Safer: The Proactive Approach to Campus Public Safety and Readiness, New York, NY

- December 2010 – February 2012 - Wayne Central School District, Ontario, NY – Negotiating Labor Contract
- July 2013 – St. John Fisher College, Law Enforcement Leadership Symposium – “Crisis Leadership”
- January 2014 – Wegman’s Grocery Stores, Asset Protection Division – Rochester, NY “Crisis Leadership”
- March 2015 - Academy of Criminal Justice Science – Annual Meeting, Orlando Fl. “A Quantitative and Qualitative Analysis of Proactive Management Strategies for Command Transitions for Criminal Justice and Other Public Administration Civil Service, Appointed and Elected Agency Leaders”
- June 2016 - PaperClip Communications Webinar - “Student Protests & Demonstrations: Prepare for & Manage Campus Unrest”
- October 2016 – PaperClip Communications Webinar – “Plan Relevant, Realistic Active Shooter Tabletops: Plan for a Threat and Eliminate a Culture of Fear”
- June 2017 - PaperClip Communications Webinar – “Plan Relevant, Realistic Active Shooter Tabletops: Plan for a Threat and Eliminate a Culture of Fear”
- June 2017 - PaperClip Communications Webinar - “Student Protests & Demonstrations: Prepare for & Manage Campus Unrest”
- March 2018 - PaperClip Communications Webinar - “Campus Active Killer Table Top Training: Respond, Recover, Report – Maximize Resources and Minimize Threat”
- April 2018 - PaperClip Communications Webinar - “Student Protests & Demonstrations: Prepare for & Manage Campus Unrest”
- October 2018 – PaperClip Communications Webinar – “Active Shooter Table Top Training: Respond, React and Recover”
- October 2018 – University Risk Management and Insurance Association – Annual Conference Speaker – “Mumps- Emergency Management Approach to Managing an Outbreak on Your Campus”
- June 2019 – PaperClip Communications Webinar – “ Safety and Security Assessments”
- June 2019 – PaperClip Communications Webinar – “Develop a Transportation Policy: Create Speed Limits & Safety Requirements for Bicycles, Scooters, Hoverboards, Segways & Other Transportation Devices to Keep Community Members Safe”
- July 2019 – Santa Barbara County Sheriff’s Office, Leadership and management consultation and training
- August 2019 – EducationAdminWebAdvisor Webinar “Active Shooter Preparation, Response, and Recovery”
- October 2019 – PaperClip Communications Webinar “Threat Assessment and Management”
- April 2020 – 440 S. Salina LLC (The Redhouse Arts Center) – safety and security vulnerability assessment
- July 2021 – PaperClip Communications Webinar – “Active Shooter Table Top Training: Respond, React and Recover”
- August 2021 – WSM Trainers and Consultants – Police and Security Summit, Waterloo, NY. Keynote Speaker: “Reimagining Policing in the Defund Era”.
- October 2021 – PaperClip Communications Webinar – “Protests, Demonstrations & Other Civil Disturbance: Plan and Prepare to Mitigate Institutional Liability”
- May 2022 – New York State Emergency Management Association - “Major Event Management and Security”
- September 2022 – PaperClip Communications Webinar “Active Shooter Preparation, Response, and Recovery”

◆ Expert Witness

- July 2000 – Expert Witness: Fanning v. Madison County NY (prisoner death case) - Defense
- Fall 2004 – Expert Witness: Marsch v. Rensselaer County, NY (excessive force case) - Defense
- Spring 2009 – Fall 2009 – Expert witness: Combs v. Portsmouth VA (prisoner death case) - Plaintiff
- Summer 2010– Expert Witness Lawry v. County of Greene (prisoner injury case) - Defense
- December 2010 – Expert case review Leo v. Worchester, MA (excessive force case) - Defense
- October 2012 – June 2013 – Expert Witness: Sleeper v. Richmond, Va. (prisoner death case) Plaintiff
- October 2012 – January 2014 – Expert Witness: Watts (Boren)v. Northwest Virginia Regional Jail Authority (injury case) – Plaintiff
- June 2014 to January 2016 – Expert Witness: Caputo v. Woody (Richmond, Va. – prisoner death case) – Plaintiff
- June 2014 to January 2015 – Expert Witness: Morgan v. West Virginia Regional Jail Authority (officer worker’s compensation case) - Defense
- June 2014 to January 2015 – Expert Witness: Pacinik v. West Virginia Regional Jail Authority (officer worker’s compensation case) - Defense
- February 2015 to November 2015 – Expert Witness: Brofford v. West Virginia Regional Jail Authority (in custody sexual assault case) - Defense

- November 2014 to 2017– Expert Witness: Fernando Ornelas v. City of Manchester et. al. (injury from use of force case) – Plaintiff
- November 2015 to 2018 – Expert Witness: Weaver v. Louisville (KY) Metro Corrections (injury claim) - Plaintiff
- December 2015 to May 2016 – Expert Witness: Falcone v. County of Oneida, NY et. Al. (injury claim from use of force) – Defense
- August 2016 to November 2016 – Expert Witness: Cosby v. Woody (Richmond, Va. – prisoner death case) – Plaintiff
- January 2017 to June 2019 – Expert Witness: Harrison v Henderson (Richmond Va. – prisoner death case) – Plaintiff
- March 2017 to July 2017 – Expert Witness: Reese v. Northern Neck Regional Jail (Richmond Va. (prisoner death case.) – Plaintiff
- February 2018 to May 2018 – Expert Witness: Moore v. CONMED (Richmond Va. – prisoner injury case)
- May 2016 to November 2018 – Expert Witness: Adams (Mitchell) v. Naphcare (Richmond Va. – prisoner death case) – Plaintiff
- February 2019 to Present – Expert Witness: Ronnie Hart v. Sid Gautreaux Sheriff of East Baton Rouge Parish, LA (East Baton Rouge, LA) – Plaintiff
- June 2019 to 2021 – Expert Witness: Howell v. Naphcare (Columbus, OH – prisoner death) – Plaintiff
- October 2019 – December 2019 – Expert Witness: Thrower v. CSS (Norfolk, VA - prisoner death case) – Plaintiff
- January 2020 – October 2020 – Expert Witness: Raynor v. Appling Co. (Baxley, GA - prisoner death) - Plaintiff
- February 2020 – July 2020 – Expert Witness: Sisson v. Piedmont Regional Jail (Rice, VA - prisoner death case) - Plaintiff
- March 2020 – present – Expert Witness: Scott v. Catahoula Parish (Harrisonburg, LA - prisoner death case) – Plaintiff
- April 2020 – 2021 – Expert Witness: Buchanan v. Allen (Roanoke, VA – prisoner death) - Plaintiff
- April 2020 – September 2020 - Expert Witness: Keeling v. Correct Care Solutions (Norfolk, VA – prisoner death) - Plaintiff
- June 2020 – present – Expert Witness: Eden v. Bradley Co. (Chattanooga, TN – class action prisoner deaths and injuries) – Plaintiff
- November 2020 – January 2021 – Expert Witness Caramillo v. Wellpath LLC (Norfolk, VA and HRRJ – prisoner death) - Plaintiff
- December 2020 – present - Expert Witness: Vangilder v. Portsmouth PD (Portsmouth, VA police in custody death) Plaintiff
- December 2020 – 2021 – Expert Witness: Sams v. Armor Correctional Health (Richmond VA - Pamunkey Regional Jail injury/illness) Plaintiff
- December 2020 – 2021 – Expert Witness: Osborne v. Pickaway CO (Pickaway Co, OH – prisoner death)
- April 2021 – present – Expert Witness: Amisi v. Brown (Riverside Regional Jail, VA – employee detention and strip search) Plaintiff
- July 2021 – 2022 – Expert Witness: Oliver v. Moore (Portsmouth Va, Sheriff – prisoner death) Plaintiff
- August 2021 – 2022 – Expert Witness: Smith v. Stolle (Virginia Beach, VA, Sheriff – prisoner finger amputation) Plaintiff
- September 2021 (settled) – Expert Witness: Bivens v. Polk County (Ducktown, TN – prisoner death) Plaintiff
- September 2021 – present – Expert Witness: Ducote v. Hilton (East Baton Rouge Parish, LA – prisoner death) Plaintiff
- November 2021 – December 2021 – Expert Witness: Rucker v. Piedmont Regional Jail Authority (Richmond, VA – prisoner injury) Plaintiff
- January 2022 – July 2022 – Expert Witness: Harris v. Brinkley and Jones (Western Tidewater Regional Jail – Norfolk, VA – excessive force) Plaintiff
- February 2022 – present – Expert Witness: Boley v. Armor (Virginia Department of Corrections Deerfield Men’s Work Center – prisoner death) Plaintiff
- February 2022 – present – Expert Witness: Hariston v. Allen (Roanoke, VA – prisoner injury) Plaintiff
- May 2022 – present – Expert Witness: Matherly v. Petty, et.al (Virginia Department of Corrections Greensville Correctional Center – prisoner death) Plaintiff
- June 2022 – present – Expert Witness: Ford (Becton) v/ Corizon Health (Arlington, VA – prisoner death) Plaintiff
- August 2022 – present – Expert Witness: Rittenhouse v. Holiday (Wells Co. Indiana – prisoner death) Plaintiff

- September 2022 – present – Expert Witness: Singleton v. Wade (Enrico Co. Richmond VA – prisoner injury case) Plaintiff
- September 2022 – present – Expert Witness: Christensen v. Weiss (Vilas County, WI – prisoner death case) Plaintiff
- September 2022 = present – Expert Witness (confidential plaintiff client in Arizona)

◆ **New York State Counterterrorism Zone (CTZ) – 7**

- CTZ Zone 7 committee member, 2006 - 2021
- October 2009 CTZ 7 Red Team Exercise, Operations Commander
- 2011 – Present CTZ 7 Training and Exercise Committee Chair
- November 2011 CTZ 7 Red Team Exercise, Lead Planner
- May 2014 CTZ 7 Red Team Exercise, Planner
- September - December 2016 CTZ 7 Red Team Exercise, Planner

◆ **Syracuse University Maxwell School Executive Education Program**

- March 2001 – New York State Department of Health – Interest Based Negotiation
- April 2001 – New York State Department of Labor – Leadership and Learning
- May 2001 – United States Census Bureau – Mentoring and Interest Based Negotiation
- July 2001 – New York State Department of Labor – Interest Based Negotiation
- January 2002 – New York State Department of Education – Interest Based Negotiation
- June 2002 – United States Census Bureau – Leadership and Learning
- Sept. 2002 – New York State Police – Conflict Resolution for School Resource Officers
- October 2002 – New York State Department of Health – Interest Based Negotiation
- November 2002 – New York State Department of Labor – Interest Based Negotiation
- March 2003 – New York State Department of Education – Interest Based Negotiation
- Sept. 2003 – United States Patent and Trademark Office – Supervisory Mediation
- June 2004 – US Military Comptroller’s Executive Education Leadership Program
- Sept. 2004 - New York State Department of Labor – Interest Based Negotiation
- December 2004 – New York State Department of Education – Interest Based Negotiation
- June 2005 – US Military Comptroller’s Executive Education Leadership Program
- January 2006 – Executive Education Program
- June 2006 – US Military Comptroller’s Executive Education Leadership Program
- July 2006 – MPA Student Leadership Program - summer session
- June 2007 - US Military Comptroller’s Executive Education Leadership Program
- December 2007 – New York State Department of Education – Interest Based Negotiation
- June 2008 – MPA Student Leadership Program – summer session
- November 2008 – National Forum for Black Public Administrators leadership conference
- July 2009 – MPA Student Leadership Program – summer session
- November 2009 – National Forum for Black Public Administrators leadership conference
- June 2010 – US Military Comptroller’s Executive Education Leadership Program
- November 2010 – National Forum for Black Public Administrators leadership conference
- June 2011 – US Military Comptroller’s Executive Education Leadership Program
- November 2011 – National Forum for Black Public Administrators leadership conference
- November 2012 – National Forum for Black Public Administrators leadership conference
- June 2018 – US Military Comptroller’s Executive Education Leadership Program
- June 2019 – US Military Comptroller’s Executive Education Leadership Program
- June 2020 – US Military Comptroller’s Executive Education Leadership Program
- September 2020 – video production – Manager as Mediator conflict resolution education
- June 2022 - US Military Comptroller’s Executive Education Leadership Program

◆ **Columbia College Adjunct Faculty – Undergraduate Program 2000 - present**

- ◆ Corrections and Penology – (developed hybrid course)
- ◆ Organized Crime – (developed on-line course)
- ◆ Legal Issues in Criminal Justice
- ◆ Criminal Justice Integrative Seminar
- ◆ Diversity in Criminal Justice – (developed hybrid course)
- ◆ Ethics in Criminal Justice – (developed hybrid course)
- ◆ Management of Criminal Justice Agencies
- ◆ Introduction to Leadership Concepts

- ◆ **Columbia College Adjunct Faculty** – Graduate Program -2003 - present
 - ◆ Current Issues and Future Directions In Criminal Justice – (developed on-line course)
 - ◆ Criminal Justice Policy Development
 - ◆ Crisis Intervention
 - ◆ Comparative Criminal Justice Systems
 - ◆ Topics in Criminal Justice, Hate Crimes, Hate Groups and Domestic Terrorism (in-seat course developer)
- ◆ **Keuka College Adjunct Faculty** – 2006-2007, Graduate Program – January 2013 – April 2014
 - ◆ Punishment and Corrections
 - ◆ Ethnic Diversity
 - ◆ Ethics in Criminal Justice (graduate course)
- ◆ **Syracuse University College of Professional Studies Adjunct Faculty** – 2021 -present
 - ◆ Crisis (Emergency) Management (curriculum developer, course developer, instructor)

◆ **Published Articles**

- November 1999 – *“If it isn’t Written it didn’t happen, Incident Reports”*, American Jails, November/December 1999 Volume XIII/Number 5
- February 2000 – *“Incident Reports Begin With Well-Developed Reporting System”* Correction Manager’s Report Volume V. No.5
- May 2000 – *“Organizational Values in a Correctional Setting: The Guiding Light for Policy, Procedure and Practice”* American Jails, May/June 2000 Volume XIV/Number 2
- November 2000 *“Enhancing Jail Security and Public Safety: Through Effective Jail Programs – Corrections and Education Working Together”*, American Jails, November/December 2000 Volume XIV/Number 5
- December 2001 *“Testifying in Court”*, American Jail Association Jail Operations Bulletin Vol.VII No. 9
- August/September 2003 *“Officer Safety in a Local Correctional Facility: Ten Steps to Keeping Officers Safe While Protecting Life and Property”*, Correction Manager’s Report Volume IX, Number 2
- October/November 2003 *“Investigations in Jails, Determining Who, What, Where, When Why, and How”*, Correction Manager’s Report Volume IX, Number 3
- November/December 2003 *“21st Century Correctional Outcomes: Organizational Assessment and Officer Hiring”*, American Jails, November/December 2003 Volume XVI/Number 5
- April/May 2004 *“Twelve Practices of Effective Jail Managers and Leaders”*, Correction Manager’s Report Volume IX, Number 6
- May/June 2004 *“President’s Commentary: Excerpts from 2004 Presidential Swear-in Speech”*, American Jails, May/June 2004 Volume XVII/Number 2
- July/August 2004 *“President’s Commentary: Physical and Mental Health in Jails”*, American Jails, July/August 2004 Volume XVII/Number 3
- June/July 2004 *“Overtime Management in Public Safety”*, Correction Manager’s Report Volume X, No. 1
- August/September 2004 *“Inmate Health Care and Behavioral Health Services in Jails”*, Correction Manager’s Report Volume X, Number 2
- September/October 2004 *“President’s Commentary: Security and Staffing in Jails”*, American Jails, September/October 2004 Volume XVIII/Number 4
- October/November 2004 *“Developing Religious Programs in Jails”*, Correction Manager’s Report Volume X, No.3

- November/December 2004 “*President’s Commentary: Jails and the Community*”, American Jails, Volume XVIII/Number 5
- December/January 2004 “*Twenty-first Century Leadership in Local Corrections*”, Correction Manager’s Report Volume X, No. 4
- April/May 2005 “*Principles of Community Policing, Principles of Direct Supervision and Direct Supervision Jails 30 Years Later*”, Correction Manager’s Report Volume X, No. 6
- June/July 2005 “*Staff Development, Strategic Thinking and the Learning Organization: Are You Building Your Leadership Bench for Tomorrow?*”, Correction Manager’s Report Volume XI, No. 1
- August/September 2005 “*Executive Development in Criminal Justice*”, Correction Manager’s Report Volume XI, No. 2
- October/November 2005 “*Avoiding the Fatal jail Sins of Complacency and Convenience*”, Correction Manager’s Report Volume XI, No. 3
- March 3, 2011 “*If Suspicious, Don’t Delay Calling Authorities*”, Syracuse Post Standard (contributing writer)
- March 31, 2011 “*Social media tools put your safety at risk*”, Syracuse Post Standard (contributing writer)

◆ **Published, Peer Reviewed, Book**

- January 2016 - *Command Transitions in Public Administration: A Quantitative and Qualitative Analysis of Proactive Strategies* (Springer ISBN 978-3-319-2784308)

Anthony Callisto, Jr.

Biography

Anthony Callisto, Jr. is a criminal justice, safety and security, organizational development, and labor relations consultant. He retired in June of 2021 as the Senior Vice President for Safety and Chief Law Enforcement Officer for Syracuse University (SU) where he provided executive leadership to nearly two-hundred full time campus peace officers, security officers, communications officers, environmental health and safety specialists, risk management professionals, fire and life safety officers, emergency managers, parking and transit officials and administrative staff in the Syracuse University Division of Campus Safety and Emergency Services. He was promoted to this position in December of 2014. Prior to the promotion, he was the Chief of Public Safety for Syracuse University, leading the third largest law enforcement agency in Onondaga County which provides patrol, investigations, crime prevention and emergency communications service to over 22,000 fulltime undergraduate and graduate students and the Syracuse University Community. The department responded to over 70,000 calls for service in 2020. He was appointed at SU in January of 2006, upon retiring as the Chief Deputy for the Onondaga County Sheriff's Office where he was employed for 25 years and led the administration and operation of the Onondaga County Justice Center jail. He was appointed as Chief Deputy in 1996 and managed over 300 staff and annual budgets up to \$ 40 million. He is a past president of the Central New York Association of Chiefs of Police, the American Jail Association, the Food Bank of Central New York. From 1992 through 1996, as a sheriff's lieutenant, Chief Callisto coordinated the \$53 million transition from the old Public Safety Building Jail to the Onondaga County Justice Center. Callisto is an expert in criminal justice management and operation, program development, incident investigation, prisoner transportation, building and event security, facility design and technology, new facility transition and campus community policing. Callisto is certified by the New York State Division of Criminal Justice Services as a police and corrections instructor and has instructed in hundreds of hours of recruit academy training sessions, in-service training classes, training for sheriffs, corrections and police departments in New York State, and the American Jail Association. He is currently the chair of the training committee of the Central New York Association of Chiefs of Police. He was a consultant for the United States Department of Justice, National Institute of Corrections and the American Jail Association and he is a former Contributing Editor for Corrections Manager's Report. He has written over twenty published articles related to criminal justice topics and co-authorized one peer reviewed book. In addition to law enforcement experience, Callisto has been a consultant and trainer for the Executive Education Program at Syracuse University's Maxwell School of Citizenship and Public Affairs. His consulting work includes assessments, interventions and training for various state and federal agencies in the areas of Conflict Resolution, Interest Based Negotiation, Mediation, Communication Skills, Labor Relations, Management and Leadership. Callisto holds a Bachelor of Arts in Criminal Justice from Columbia College and a Master of Arts in Public Administration at Syracuse University's Maxwell School of Citizenship and Public Affairs. Callisto is an adjunct instructor for the Criminal Justice program at Columbia College (teaching both undergraduate and graduate courses) and Syracuse University College of Professional Studies and has developed both undergraduate and graduate courses. Having served on many non-profit boards in the community, Callisto is also a 2000 graduate of Leadership Greater Syracuse.