

MARGARET A. (PENNY) FISCHER

VITA

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Venice, Florida 34293
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EDUCATION:

Ph.D., Criminal Justice, Michigan State University, East Lansing, Michigan

- Completed coursework, Fall 2009 and Comprehensive Examinations 2011
- Dissertation topic: The Impact of Police Stress based on Race, Gender and Sexuality.
- Graduated: July 2013

Federal Bureau of Investigation (FBI) National Academy, 233rd Session, Quantico, Virginia

- Police leadership curriculum containing the following coursework:
 - Managing Organizational Behavior and Change
 - Conflict Resolution
 - Introduction to Counterterrorism
 - Computer Crimes for Police Managers
 - Fitness for Police Managers
 - Overview of Forensic Science for Police Executives.
- Graduated: June 2008

J.D. Law, Thomas M. Cooley Law School, Lansing, Michigan

- Member and Managing Associate of Law Review
- Graduated (Cum Laude): May 1995

M.S. Criminal Justice, Michigan State University, East Lansing, Michigan

- Policy Change Paper on Recruitment and Retention of Women in Law Enforcement
 - Completion of CJ811: Quantitative Research Methods
 - Survey design, sampling, probability, and inferential statistics
- Graduated (with Honors): December 1992

B.S. Criminal Justice, Grand Valley State University, Allendale, Michigan

- Graduated (Magna Cum Laude): December 1981

POSITIONS HELD:

- 2005- Part-time Instructor
CJ802: Proseminar in Intelligence Operations
CJ837: Counterterrorism and Intelligence
CJ439: Homeland Security
CJ 433: Intelligence Operations for Law Enforcement
CJ 275: Criminal Procedures
CJ 110: Introduction to the Criminal Justice System
Michigan State University, School of Criminal Justice
East Lansing, Michigan
- 1987-2020 Assistant Chief of Police
Michigan State University Police Department
East Lansing, Michigan
- 1995-2020 Private Practice Attorney
Margaret A. Fischer, Attorney at Law
East Lansing, Michigan
- 2001-2020 Grant Writer
Michigan State University Police Department
East Lansing, Michigan
- 2010-2017 Adjunct Faculty
Michigan State University School of Law
LAW509B: Statistical Methods for Lawyers
East Lansing, Michigan
- 2011-2018 Instructor
NIMS ICS All Hazards Planning Section Chief
NIMS ICS All Hazards Liaison Officer
Emergency Management Institute (EMI)
Emmitsburg, Maryland
- 2007-2018 Instructor
Incident Command System (ICS300-ICS400)
FEMA approved
- 2006-2017 Instructor
WebEOC Systems (Michigan)
Michigan State Police-Emergency Management and Homeland Security

1982-1984 Police Officer
Grand Valley Safety and Security Department
Grand Valley State University
Allendale, Michigan

1982-1983 Assistant Coordinator
Police Academy
School of Criminal Justice
Grand Valley State University
Allendale, Michigan

1981-1982 Police Officer
Coopersville Police Department
Coopersville, Michigan

PRESENTATIONS, PUBLICATIONS, WORKSHOPS, INSERVICE TRAINING:

2010 Dissertation Proposal Defense
Michigan State University
School of Criminal Justice
East Lansing, Michigan

2013 Dissertation Defense
Michigan State University
School of Criminal Justice
East Lansing, Michigan

2013 Police Stress
Dissertation publication: The Impact of Police Stress based on Race,
Gender and Sexuality
East Lansing, Michigan

2011-2016 Consortium Member and Secretary
Michigan All Hazards Incident Management Team Consortium
Lansing, Michigan

2011-2015 Member of Work-Group for Curriculum Development
Siena Heights University
Homeland Security and Emergency Management Graduate Program
Lenawee County, Michigan

2004-2020 Constitutional Law Issues for Law Enforcement
Contributing author for quarterly publication
The Journal: The Voice of Law Enforcement
Houston, Texas

- 2004-2013 Board Member and Former Treasurer
National Association of Women Law Enforcement Executives
Lawrenceville, New Jersey
- 2003-2013 Constitutional Law and Legal Liability Issues
Contributing author for quarterly newsletter
National Association of Law Enforcement Executives Newsletter
Lawrenceville, New Jersey
- 2009 Presenter and Instructor on Mentoring in Police Organizations
National Association of Women Law Enforcement Executives
Annual Conference
Kansas City, Kansas
- 2009 Presenter “Generation X and the Field Training Experience”
Big Ideas for Smaller Departments
Ohio Association of Chiefs of Police
- 2009 Presenter, Emergency Management at Michigan State University
Big Ten Chief’s Conference
Michigan State University
East Lansing, Michigan
- 2004 Presenter and Instructor on Mentoring in Police Organizations
National Association of Women Law Enforcement Executives
Annual Conference
Arlington, Virginia
- 2003 Presenter and Instructor on Mentoring in Police Organizations
National Association of Women Law Enforcement Executives
Annual Conference
Tempe, Arizona
- 2003 Presentation on Mentoring Women in Non-Traditional Roles
International Mentoring Association
Philadelphia, Pennsylvania
- 2002, 2008 “Generation X and the Field Training Experience”
Big Ideas for Smaller Departments
International Association of Chiefs of Police
- 2002 Guest Instructor on Alcohol on Campus and in the Community
CJ110 Course (Instructor: Dr. Bruce L. Benson)
Michigan State University
East Lansing, Michigan

- 2002 Presenter and Instructor on Mentoring in Police Organizations
National Association of Women Law Enforcement Executives
Annual Conference
Seattle, Washington
- 2001 Grant Writing Proposal Training
The Foundation Center, Kellogg Center
East Lansing, Michigan
- 2000-2001 Instructor, Field Training Officer Refresher Training
Michigan State University Police Department
East Lansing, Michigan
- 1999-2006 Instructor, Mentoring in Police Organizations
Michigan State University Police Department
East Lansing, Michigan
- 1998-2003 Instructor, Blood borne Pathogens Training for Police
Michigan State University
East Lansing, Michigan
- 1997 Presenter, Community Policing at Michigan State University
Big Ten Chief's Conference
Michigan State University
East Lansing, Michigan
- 1996-2004 Consultant/Trainer on Employment Law Issues
Including: Field Officer Training, Post Academy Instruction, and
Department Training for City of Lansing employees
Lansing Police Department
Lansing, Michigan
- 1996 Consultant on Elder Law Issues
Created In-service Training Program for Criminal Justice Employees
Michigan State University
East Lansing, Michigan
- 1995 Instructor on Vehicle Law Update
In-service Training Workshop for Michigan Law Enforcement Officer's
Training Council, State of Michigan
Criminal Justice and Law Center
Lansing Community College
Lansing, Michigan

- 1995 Student
 Computer Aided Legal Research Course
 Thomas M. Cooley Law School
 Lansing, Michigan
- 1994-1995 Associate Member and Managing Associate
 Law Review
 Thomas M. Cooley Law School
 Lansing, Michigan
- 1992 & 1999 Creator and Facilitator of Departmental Diversity Training Program
 Michigan State University Department of Police and Public Safety
 Kellogg Center
 East Lansing, Michigan
- 1991-1997 Defensive Tactics Instructor
 Michigan State University Department of Police and Public Safety
 East Lansing, Michigan
- 1989-1997 Field Training Officer
 Michigan State University Department of Police and Public Safety
 East Lansing, Michigan

AWARDS AND HONORS RECEIVED:

- 2013 Cum Laude graduate
 Michigan State University
 East Lansing, Michigan
- 2010 James H. Dunlap Leadership Award
 Michigan State University Police Department
 East Lansing, Michigan
- 2010 Ruth Jameyson “Above and Beyond” Award
 Michigan State University
 East Lansing, Michigan
- 2004-2005 Graduate, Big Ten Committee on Institutional Cooperation
 Academic Leadership Program Fellow
- 1996 Achievement Award for Women in Leadership activity
 Department of Residence Life
 Michigan State University
 East Lansing, Michigan

- 1995 Cum Laude graduate
Thomas M. Cooley Law School
Lansing, Michigan
- 1994-1995 Member and Managing Associate-Law Review
Thomas M. Cooley Law School
Lansing, Michigan
- 1991-1994 Dean's List honors
Thomas M. Cooley Law School
Lansing, Michigan
- 1992 Merit Award for meritorious service in undercover narcotics unit
Michigan State University Police Department
East Lansing, Michigan
- 1991 Heart Award for injuries received in line of duty
Michigan State University Police Department
East Lansing, Michigan
- 1987 Merit Award for meritorious service for investigation and apprehension of
larceny suspect ring
Michigan State University Police Department
- 1981 Magna Cum Laude honors
Valedictorian graduate of Police Academy
Grand Valley State University
Allendale, Michigan

COMMITTEE ASSIGNMENTS

- 2015-2020 Founder and Chairperson
MSU Emergency Management Accreditation Program Advisory Team
East Lansing, Michigan
- 2012-2018 Police Representative
MSU Celebrations Committee
Vice President for Student Affairs
East Lansing, Michigan
- 2010-2012 Chairperson
MSU Locatable Street Addressing Committee
Vice President for Finance and Operations
East Lansing, Michigan

- 2009-2016 Secretary
Administrative Committee
Michigan All-Hazards Incident Management Teams Consortium
(AHIMT)
- 2008-2016 Co-Chairperson
AHIMT Workgroup
Region One Homeland Security Regional Planning Board
Lansing, Michigan
- 2005-2018 Regional Liaison
Region One Homeland Security Regional Planning Board
Lansing, Michigan
- 2005-2018 Member
Local Planning Team-Homeland Security Grants
Ingham County Emergency Management
Mason, Michigan
- 2006-2010 Team Leader
Emergency Planning Initiative, “Boldness by Design” Program
Vice President for Finance and Administration-Michigan State University
East Lansing, Michigan
- 2000-2008 Anti-Discrimination Judicial Board
Michigan State University
East Lansing, Michigan
- 1999-2004 Women’s Advisory Committee to the Vice President for Finance,
Personnel and Operations (WACFPO)
Chairperson from 2000-2002
Michigan State University
East Lansing, Michigan
- 2002-2005 Design-Implementation Committee for University Support Staff
Mentoring Initiative, Human Resource Development
Michigan State University
East Lansing, Michigan
- 2002-2005 Human Resource Development Advisory Board
Michigan State University
East Lansing, Michigan
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PROFESSIONAL MEMBERSHIPS

- Michigan Commission on Law Enforcement Standards Certification
- State Bar of Michigan
- FBI National Academy Associates
- Association of Criminal Justice Studies
- Accreditation Manager-Emergency Management Accreditation Program