

**Facing the Challenges of the Generations at Work**  
**Audio Teleconference/Webcast Recorded December 5, 2005**

**Presenter Biography**

**Susan W. McCampbell** is President of the Center for Innovative Public Policies, Inc., (CIPP) a not-for-profit company specializing in public policy consulting, established in 1999. CIPP currently has several cooperative agreements with the U. S. Department of Justice's National Institute of Corrections (NIC): to develop curriculum to effectively manage a multi-generational workforce; to provide technical assistance to state and local correctional agencies regarding the issues associated with staff sexual misconduct with inmates; and to develop a bulletin on gender responsive jail operations for the administrators of small and medium sized jails. CIPP also has done work for the Henry J. Kaiser Family Foundation, Collins Center for Public Policy, the School Board of Broward County, Florida, Women in Distress of Broward County, Inc., and the Broward County Sheriff's Office.

Prior to founding CIPP in 1999, Ms. McCampbell was the Director of the Department of Corrections, Broward County, Florida, Sheriff's Office for four years. During this time, Ms. McCampbell oversaw the daily operations of a jail system with 4,200 inmates, three facilities, a staff of 1,600, and a budget of \$110 million. During her tenure, the agency received their initial accreditation, and re-accreditation, from the Commission on Accreditation for Corrections, the largest agency of its kind to receive simultaneous accreditation for all facilities. Other highlights of her term as Director include implementation of an objective inmate classification system; dramatic improvements in the management and treatment of inmates in the jail system with a diagnosis of mental illness; and planning for a new 1,000 bed men's direct supervision facility and a 1,000 bed women's jail. While with the Broward Sheriff's Office, Ms. McCampbell served as Chief Deputy/Acting Sheriff for six months following the death of the Sheriff.

Prior to coming to Broward County, Ms. McCampbell was Assistant Sheriff for the City of Alexandria, Virginia, Sheriff's Office for eleven years, a Program Director for Police Executive Research Forum in Washington, D. C., and a regional criminal justice planner in Northern Virginia.

Ms. McCampbell holds a B.A. in Political Science from the School of Government and Public Administration, The American University, Washington, D. C., and a Master's Degree in City and Regional Planning from the School of Architecture and Engineering of The Catholic University of America, Washington, D. C.

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