

Dr. Kenneth A. Ray, DBH, MEd
RESUME



Dr. Kenneth A. Ray has served for more than 40 years in local law enforcement, corrections, clinical mental health and professional consulting. His local government employment service of 29 years includes as a law enforcement officer, police supervisor, Undersheriff, 911 communications supervisor and administrator, emergency management director, law enforcement, corrections instructor and criminal justice academy instructor and director, director of county security police, jail administrator and director of corrections for medium, large, and mega jail systems at the county level in Texas and Washington states. Dr. Ray's clinical mental health and consulting experience includes clinical practice involving all populations, including offender populations, diagnosis and treatment of mental illnesses, individual and group, pediatric, inpatient and out-patient care delivery, and involuntary commitment evaluations and placements. Since 2001, Dr. Ray has provided various consulting

services to numerous jurisdictions in 14 states and the US Virgin Islands that involve correctional litigation and risk management; CRIPA settlements, use of force; system assessments; medical, mental health, and suicide assessments, staffing, inmate classification, life and fire safety; environmental conditions; electronic health records; security technology; leadership and staff development; human resource management; budget and fiscal management; RFP development and project management; training; population management and alternatives to confinement; segregation and solitary confinement, new facility design and renovation.

Since 2011, Dr. Ray has served as defendants' CRIPA settlement agreement compliance coordinator and liaison to the United States Department of Justice Civil Rights Division *in re United States v. Lake County, IN et al.* In this capacity, Dr. Ray serves as defendants' liaison to the United States Department of Justice (plaintiffs) and oversees and coordinates compliance and sustainability work for some 99 provisions that include the areas of correctional medical, mental health, suicide prevention, use of force, and conditions of confinement. Since 2013, Dr. Ray has served as the federal court-appointed independent Monitor *in re United States v. the Territory of the Virgin Islands* where he monitors compliance and sustainability of some 123 provisions that include medical, mental health, suicide prevention, use of force, and condition of confinement provisions. In both cases, Dr. Ray coordinates and manages national compliance monitoring team members that currently consist or have consisted of national experts in the fields of correctional medicine; psychiatry and mental health; suicide preventions experts; use of force; administration and operations; staffing; facilities, segregation, population management; and, life and fire safety. Finally, Dr. Ray served as lead Monitor for Bernalillo County Metropolitan Detention Center *in re McClendon v. The City of Albuquerque, NM et al.* In this position, he monitored and provided technical assistance federal agreement compliance provisions involving jail medical, mental health, suicide prevention, and use of force. Finally, Dr. Ray was retained by the Cook County (Chicago, IL) Sheriff Department of Corrections provide mental health and use of force compliance sustainability auditing and technical assistance before and following termination of the federal settlement agreement *in re The United States v. Cook County et al.*

Dr. Ray has served as a consultant to the United States Institute of Corrections National Institute of Corrections since 2010. In this capacity, Dr. Ray has completed numerous technical assistance projects nation-wide in the areas correctional medical, mental health, suicide prevention, use of force, staffing, operational management and strategic planning, population management, alternatives to confinement, conditions of confinement, facility design and programming, data technology systems and methods, and various other subjects.

Dr. Ray received his Doctor of Behavioral Health degree from Arizona State University, Tempe, where his work focused primarily on clinical and management services in correctional settings. He earned his Master's in Education, Counseling and Human Development from Lamar University, Beaumont, TX where he studied to obtain mental health practice licensure and interned in forensic and community practice settings. His Bachelor of Science in Criminal Justice Administration, from Lamar University, focused on the study of community-oriented policing and juvenile relations, as did much of his Associate of Science Degrees from Lane Community College, Eugene, OR. Dr. Ray holds active mental health counselor licensure in Washington State and is board certified by the National Board of Counselors.

Dr. Ray established Kenneth A. Ray Justice Services, LLC in 2010 where he continues to serve as principle consultant and owner.

Dr. Kenneth A. Ray, DBH, MEd
Resume

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ACADEMIC TRAINING

- Doctor of Behavioral Health, Arizona State University, Tempe
- Post-Graduate Studies in Counseling Psychology, Kentucky Christian University, Grayson
- Master of Education in Counseling and Human Development, School of Educational Leadership and Development, Lamar University, Beaumont, TX
- Bachelor of Science in Criminal Justice Administration, Lamar University, Beaumont, TX
- Associate of Science in Criminal Justice Manage / Associate of Science in Law Enforcement, Lane Community College, Eugene, OR

PROFESSIONAL DEVELOPMENT

Completion of in excess of 4,000 hours professional development training in the areas of administration, criminal justice, community & public relations, corrections, emergency management, security management, instruction & teaching, labor relations, law enforcement, leadership, management, clinical and programmatic behavioral health, 1977 to present.

Institutions Professional Development Training Completed:

- A&M University Law Enforcement Training Center, College Station, TX
- American Correctional Association, Laurel, MD.
- Association for Advance Training in Behavioral Health, Ventura, CA
- Center for Life Management, Beaumont, TX.
- Central Washington Comprehensive Mental Health, Yakima, WA.
- Correctional Counseling, Inc. Nashville, TN.
- East Texas Law Enforcement Academy, Kilgore, TX.
- Eastern State University, Cheney, WA.
- Essential Learnings, Inc. Bloomington, IN.
- Ferry County Community Mental Health, Republic, WA.
- Harvard University Medical School, Cambridge, MA.
- Houston Police Department Law Enforcement Academy, Houston, TX.
- Institute of Mental Health, Spokane, WA.
- Lamar University Regional Law Enforcement Academy, Beaumont, TX.
- Living Works Mental Health Education, Inc., Spokane, WA.
- National Emergency Training Center, Emmitsburg, MD.
- National Institutes of Health / Foundation of the Advanced Education in the Sciences, Olympia, WA.
- Net Smart University Mental Health Training, Ashland, KY.
- Orange County Criminal Justice Academy, Beaumont, TX.
- Orange County Council of Alcohol and Drug Abuse, Orange, TX.
- Pathways Community Mental Health, Ashland, KY
- Regent School of Psychology, Virginia Beach, VA.
- Specialized Psychology Training Services, Inc., Austin, TX.
- Texas Commissioner on Law Enforcement Training and Education, Austin, TX.
- Texas Department of Public Safety Training Center, Austin, TX.
- Texas State University Criminal Justice Training Center, San Marcos, TX
- University of Alabama School of Medicine, Tuscaloosa, AL.
- University of South Florida Mental Health Institute, Tampa, FL.
- WA State Department of Social and Health Services, Olympia, WA.
- Washington Partners in Crisis, Chelan, WA.
- Washington State Child Study and Treatment Center, Olympia, WA.
- Washington State Criminal Justice Institute, Burien, WA.
- Washington State Institute of Mental Illness Research and Training, Spokane, WA.
- Washington State University, Pullman, WA.

PROFESSIONAL LICENSES & CREDENTIALS

Currently Held:

- Licensed Mental Health Counselor (QMHP, WA Dx/Tx License No. LH00011229, NPI No. 1659415750)
- Criminal Justice Administrator, Manager, Supervisor, Washington State Criminal Justice Training Commission, Burien, WA, 1994-2005
- Licensed Master Peace Officer, Supervisor, Crime Prevention Officer, Communications Officer, Correctional Officer, Law Enforcement Instructor, Texas Commission on Law Enforcement Standards and Education, Austin, TX, 1979-1994
- Board Certified Standards & Accreditation Auditor, American Correctional Association, Washington, DC – 2010 to present

- Board Certified Counselor, National Board for Certified Counselors, Greensboro, SC, 2010 to present

Previously Held:

- Certified Criminal Justice Executive, Manager & Supervisor. Washington State Criminal Justice Training Commission, Burien, WA.
- Licensed Master Peace Officer; Advanced Corrections Officer, Public Safety Telecommunications Officer, Licensed Criminal Justice Instructor, Certified Crime Prevention Inspector. Texas Commission on Law Enforcement Standards & Education, Austin, TX.
- Emergency Management Professional Development Certification. FEMA, National Emergency Training Center, Emmetsburg, MD.
- Licensed Professional Counselor Intern, Texas Department of State Health Services Board of Examiners of Professional Counselors, Austin, TX.
- Certified Jail Manager. American Jail Association, Hagerstown, MD.
- Certified Correctional Health Professional. National Commission on Correctional Health Care, Chicago, Ill.

INTERNSHIP AND RESIDENCY TRAINING

- Pediatric Behavioral Health Clinical Practice Supervision - State of Washington Child and Adolescent Mental Health Treatment Specialist Credentialing, Ferry County Department of Community Services, 2006-2007
- Behavioral Health Clinical Practice Supervision - State of Washington Mental Health Dx/Tx Licensing, Ferry County Department of Community Services, 2005-2008
- Outpatient Behavioral Health Clinical Practice Supervision - State of Washington Mental Health Dx/Tx Licensing, Family and Children's Center, Catholic Dioceses, Yakima, WA, 2003-2004
- Law Enforcement & Forensic Counseling Internship, Orange County Sheriff's Office / Lamar University Graduate School of Counseling & Development / Life Resources of Southeast Texas MHMR, Orange, TX, 1992
- Forensic Behavioral Health Clinical Practice Residency / Supervision – Texas Department of Corrections / University of Texas Medical Branch Skyview Psychiatric Prison, graduate clinical training for diagnosis and treatment of severely mentally ill forensic populations, 1992
- Law Enforcement Internship – Lamar University Beaumont / Vidor, TX Municipal Police Department / Vidor Independent School District, undergraduate training in community policing and juvenile services, 1985-1986
- Teaching Internship – Pioneer Montessori Children's House / Lane College, Eugene, OR, undergraduate education classroom instruction training, 1980-1981
- Law Enforcement Management Internship – Eugene, OR Metropolitan Police Department / Lane College, undergraduate law enforcement administration and community policing training, 1980

PROFESSIONAL MEMBERSHIPS

Current:

American Association of Intellectual & Developmental Disabilities
 Academy of Correctional Health NCCHC
 American College of Forensic Examiners
 American Correctional Association
 American Counseling Association
 American Evaluation Association
 American Jail Association
 American Psychological Association
 National Sheriff's Association
 National Association of Inspectors General
 National Commission on Correctional Health Care
 FBI-Law Enforcement Executive Development Assn. (LEEDA)
 Police Executive Research Forum
 Kentucky Counselors Association

Past:

International Association of Chiefs of Police
 National Mental Health Counselors Association
 Washington Association of Sheriffs and Police Chiefs
 Washington Jail Association
 American Society for Industrial Security (ASIS International)

PROFESSIONAL EMPLOYMENT (Professional Experience, Full & Part-Time)

- Principal/Owner, Kenneth A. Ray Justice Services, LLC, Ashland, KY, 2005 to present
- Correctional Technical Resource Consultant, United States Department of Justice National Institute of Justice (part-time as assigned), Washington, DC, 2010 to present
- Licensed Mental Health Professional/Psychotherapist, Pathways, Inc., Ashland, KY
- Licensed Mental Health Professional/Psychotherapist, Ferry County Community Services, Republic, WA, 2005-2008
- Retired Criminal Justice, Law Enforcement, Corrections Professional (States of OR, TX, WA), 1976 to 2005
- Interim Director of Corrections, King County Department of Adult and Juvenile Detention, Seattle, WA, 2004-2005
- Director of Department of Corrections, Yakima County, WA, 1994-2004
- Director of Department of Government Security Police, Yakima County, WA, 1995-2004

- Adjunct Undergraduate Professor of Counseling Psychology, Central Washington State University, Yakima Campus, WA, Course(s): Correctional Counseling, LAJ 326, 2002-2004
- Adjunct Undergraduate Professor Business Administration, City University, Business Management Studies Yakima Campus, WA, Course(s): Business and Government Relations, BBA 412, 1996
- Adjunct Graduate Professor Business Administration, City University, Graduate Business Administration, Campus, Yakima, WA, Course(s): Strategic Human Resources Management, MBA 545, 1995
- Undersheriff, Jail Administrator, Director of Training, Instructor, Orange County Sheriff's Office, Orange, TX, 1989-1994
- Adjunct Graduate Professor of Counseling/Human Development, Lamar University, Graduate School of Counseling and Development, Beaumont, TX. Course(s): Advanced Human Development and Counseling, CNDV 5301, 1994
- Undergraduate Practicum Supervisor, Stephen F. Austin State University, Department Criminal Justice, Nacogdoches, TX. Course(s): Police Administration, supervised student research and project activities, 1994
- Law Enforcement Supervisor and Officer, 911 Supervisor, Emergency Management Director, City of Vidor, TX, 1978-79; 1981-89
- Uniformed Corporate Security Officer, Valley River Center, Eugene, OR, 1980-81
- Resident Deputy Sheriff, Newton County Sheriff's Office (Burkeville Station), Newton, TX, 1977-78.
- Reserve Police Officer and Communications Officer, Coquille Police Department, Coquille, OR, 1976-1977.
- Sheriff's Deputy Cadet (unpaid), Coos County Sheriff's Office, Coquille, OR, 1976

CONSULTING / INSPECTIONS / ASSESSMENTS / MONITORING

Active Projects

- **Anoka County, MN (Anoka)**, Comprehensive Correctional Facility and Workhouse facilities and operational assessment, 2018-present.
- **Chatham County, GA (Savannah), Detention Center**, Medical and mental health quality assurance and compliance assessment and monitoring. Assist with community behavioral health initiative, inmate classification, technical assistance, 2018-present.
- **Cook County, IL Sheriff's Office Department of Corrections (Chicago)**, Compliance Sustainability Auditor in re United States v. Cook County, IL et al. Compliance monitoring and technical assistance for mental health and use of force provisions of federal settlement agreement, 2016-present.
- **Federal Court Appointed Monitor**, in re *The United States v. The Territory of the Virgin Islands*, Golden Grove Correctional Facility St. Croix, Virgin Islands, 2013-present.
- **Lake County, IN Sheriff and Commissioners (Crown Point)**: defendants' compliance monitor/coordinator in re *The United States v. Lake County Indiana, et al.* Defendants' liaison to the United States Department of Justice, 2011- present.

Completed Projects

- **Vigo County, IN Detention Center (Terre Haute)**, Comprehensive Criminal Justice System / Jail Assessment and Sustainability Planning, 2018.
- **Boyle / Mercer Counties, KY (Danville)**, Comprehensive Criminal Justice System / Jail and Rehabilitation Assessment and Sustainability Action Planning, 2017- 2018.
- **Bernalillo County, NM (Albuquerque)**, Federal Consent Agreement Compliance and Sustainability Monitor in re McClendon v. The City of Albuquerque, NM et al. Compliance monitoring and technical assistance regarding jail medical, mental health suicide prevention, and use of force, 2016-2018.
- **Madison County, TN (Jackson) Sheriff's Office / U.S.** Department of Justice National Institute of Corrections, Washington, DC: Jail medical and mental health assessment related to facility renovation, new construction, and program planning, 2016.
- **Chatham County, GA Sheriff's Office (Savannah)**: Administrative, operational, policy and practices assessment and planning, jail Use of Force litigation support, 2015.
- **Bernalillo County, NM – Metropolitan Detention Facility**: Assessment, planning, development, implementation, and evaluation of Protection from Harm/Use of Force Program, training, and compliance assurance, 2014.
- **United States Department of Justice National Institute of Corrections**, Washington, DC: Provide technical nation-wide technical assessments and assistance to local jurisdictions on policies and practices pertaining to: jail and justice system performance, alternatives to incarceration, correctional administration and management, population management, , use of force, inmate medical, mental health, and suicide prevention, electronic health records systems, staffing, risk management, training, quality assurance and compliance, facility safety and security, special needs inmates, and other subject matter assigned, 2010-present.
- **City of Jackson, MS, Office of the Mayor / U.S.** Department of Justice National Institute of Corrections, Washington, DC. Municipal Jail & Law Enforcement, Criminal Justice System Assessment, 2015.
- **City of Philadelphia, PA Prisons / U.S.** Department of Justice National Institute of Corrections, Washington, DC: Assessment of Use of Force Policies, procedures, practices, litigation, facilities, 2015.
- **Madison County, TN Sheriff's Office (Jackson) / U.S.** Department of Justice National Institute of Corrections, Washington, DC. Jail and Justice System Assessment, 2015.
- **Adams County, WA Sheriff's Office / U.S.** Department of Justice National Institute of Corrections, Washington, DC, Local Criminal Justice System Assessment, Jail Capacity, and Utilization Analysis, 2015.
- **Boyd County, KY Detention Center / U.S.** Department of Justice National Institute of Corrections, Washington, DC: Population management and facility utilization assessment and recommendations, 2015.

- **Los Angeles County, CA Board of County Supervisors / Sheriff's Department Jail.** Assessment of proposed integrated medical, mental health, substance programs and services for 5000 bed Consolidated Correctional Treatment Facility under development, 2015.
- **Chippewa County, WI Government:** Facilitate and develop government security policies and procedures for the full implementation of a newly approved integrated security plan. Facilitate development and implementation of a leadership development program in preparation for implementation of campus security policies and procedures, 2013.
- **Chatham County, GA Sheriff's Office (Savannah),** In Partnership with Justice Concepts, Inc. Analyze, assess, evaluate jail operations, facilities, population, policy and related systems to determine best practices affecting cost, safety, security, and operations, 2013.
- **Snohomish County, WA Sheriff's Department (Everette)** / U.S. Department of Justice National Institute of Corrections, Washington, DC: Conducted assessment of, and provided consultation and written improvement recommendations for jail/inmate healthcare, suicide prevention and mental health practices, policies, services, and programs, 2013.
- **McLean County, IL Sheriff's Department (Bloomington)** / U.S. Department of Justice National Institute of Corrections, Washington, DC: Jail mental health construction and program design development, 2013.
- **La Porte County, IN Sheriff's Department (La Porte)** / U.S. Department of Justice National Institute of Corrections, Washington, DC: Conducted assessment of, and provided consultation and written improvement recommendations for jail/inmate healthcare, suicide prevention and mental health practices, policies, services, and programs, 2013.
- **Porter County, IN Sheriff's Department (Valparaiso)** / U.S. Department of Justice National Institute of Corrections, Washington, DC: Conducted assessment of, and provided consultation and written improvement recommendations for jail/inmate healthcare, suicide prevention and mental health practices, policies, services, and programs, 2012.
- **Onondaga County, NY Sheriff's Department (Syracuse)** / U.S. Department of Justice National Institute of Corrections, Washington, DC: Assessment and recommendations for improved assessment and care of jail inmates with mental illness; housing and management construction planning and activation, 2012.
- **McLean County, IL Sheriff's Office (Bloomington)** / U.S. Department of Justice National Institute of Corrections, Washington, DC: Assessment and recommendations for improved assessment and care of inmates with mental illness; housing and management construction planning and activation, 2012.
- **Dallas County, TX Sheriff's Department (Dallas)** / U.S. Department of Justice National Institute of Corrections, Washington, DC: Provide assessment and recommendations for the activation of new 150,000 sf, 400 bed Jail medical and mental health infirmaries for resolution of Federal Civil Rights Settlement Memorandum of Understanding *in re The United States v. Dallas County, TX*, 2012.
- **Porter County, IN Sheriff's Department (Valparaiso)** / U.S. Department of Justice National Institute of Corrections, Washington, DC: Provide assessment and recommendations for short and long-term resolution of jail overcrowding, 2012.
- **St Croix County, WI Sheriff's Department** / U.S. Department of Justice National Institute of Corrections, Washington, DC: Conducted assessment of, and provided consultation and written improvement recommendations for jail/inmate healthcare, suicide prevention and mental health practices, security policies, services, and programs, 2011.
- **Wisconsin State Department of Corrections & County Jails:** Coordinate and facilitate corrections electronic health records workshop involving U.S. Department of Justice Jail Healthcare Division, 2010.
- **Chippewa County, WI Sheriff's Department** / U.S. Department of Justice National Institute of Corrections, Washington, DC conducted assessment of, and provided consultation and written improvement recommendations for jail/inmate healthcare, suicide prevention and mental health practices, policies, services, and programs, 2010.
- **Lake County, IN Sheriff's Department** / Completed comprehensive jail staffing analysis / bed capacity and admissions studies/ healthcare program development, policy and procedures, medical and mental health clinical practice guidelines, electronic health records initiative for 1000 bed county correctional agency, 2010.
- **Lake County, IN Sheriff's Department** / U.S. Department of Justice National Institute of Corrections, Washington, DC: Conducted assessment and consultation jail/inmate suicide prevention and mental health practices, policies, services and programs, 2010.
- **Curlew Independent School District, Curlew, WA:** Provided consultation & materials to K-12 administrators, teachers & educational support staff on child & adolescent mental health, social emotional development & learning options for emotionally disturbed students. Provide campus security consultation as requested, 2005-2008.
- **Republic Independent School District, Republic, WA:** Provided consultation & materials to K-12 administrators, teachers & educational support staff on child and adolescent mental health, social emotional development & learning options for emotionally disturbed students. Provide campus security consultation as requested, 2005-2008.
- **Washington State Department of Social & Health Services, Division of Child Protection,** Republic Washington Office, Olympia, WA: Provided consultation, assessments & reports on child mental health & wellness relevant to child neglect & abuse investigation, removal & foster care placement, 2005-2008.
- **Spokane County Washington Board of Commissioners & Law & Justice Council,** Spokane, WA: Provided consultation, group facilitation & PowerPoint presentation on strategies to improve correctional cost, operational & community effectiveness to elected executives & judiciary, administrative & support staff, 2003.
- **Pierce County, WA, Sheriff's Office (Tacoma):** Conducted inspection of large jail health services & provided consultation related to inmate medical care civil litigation, 2002.
- **Washington State Senate Appropriations Committee (Olympia):** Provided testimony related to Senate Bill SB5427, funding to local jails for mentally ill inmates and offenders care & detention alternatives, 2001
- **Salt Lake County, UT Sheriff's Office (Salt Lake City):** Provided consultation for, and served on, professionals' interview panel for sheriff's Captain selection process, 2001.
- **Washington State Department of Community, Trade, and Economic Development (Olympia):** Provided consultation, cost formula options, analysis & email opinions for the completion of statewide jail rates study & legislation, 1996-2000.

- **Washington State Department of Community, Trade, and Economic Development (Olympia):** Provided telephonic & electronic consultation & documents for the development of fiscal notes related to local criminal justice & corrections legislative proposals, 1995-2004.
- **Little Cypress-Mauriceville Independent School District (Mauriceville, TX):** Provided consultation, materials & presentations to school K-12 administrators, teachers & support staff regarding school safety & drug prevention, classroom safety & drug abuse prevention curricula & school-based policing programming. Provide campus security consultation as requested, 1990-1994.
- **Orangefield Independent School District (Orangefield, TX):** Provided consultation, materials & presentations to school K-12 administrators, teachers & support staff regarding school safety & drug prevention, classroom safety & drug abuse prevention curricula & school-based policing programming. Provide campus security consultation as requested, 1990-1994.
- **West Orange-Stark Independent School District (Orange, TX):** Provided consultation, materials & presentations to school K-12 administrators, teachers & support staff regarding school safety & drug prevention, classroom safety & drug abuse prevention curricula & school-based policing programming. Provide campus security consultation as requested, 1990-1994.
- **Vidor Independent School District (Vidor, TX):** Provided consultation, materials & presentations to school K-12 administrators, teachers & support staff regarding school safety & drug prevention, classroom safety & drug abuse prevention curricula & school-based policing programming. Provide campus security consultation as requested, 1986-1994

COMMITTEE MEMBERSHIPS / CIVIC

Higher Education:

- Member, Law & Justice Professionals Advisory Committee, Central Washington State University Law & Justice Department, Ellensburg, WA, 2003-2004.
- Member, Criminal Justice Curricula & Program Advisory Committee, Yakima Valley Community College Criminal Justice Department, Yakima, WA, 2002-2004.
- Member, Graduate Curriculum Review Committee, Lamar University Graduate School of Counseling Graduate Counseling Ethics & Law Independent Study Course, Dr. Curtis E. Wills, Ph.D., Professor Emeritus, Beaumont, TX, 1995-1996.
- Member, Inter-Collegiate Counseling Doctoral Program Proposal Development Committee, Lamar University, Beaumont, Sam Houston State University, and Huntsville, TX, 1994.
- Member, Regional Criminal Justice & Nursing Program Curriculum Advisory Committee, Carl Perkins Tech-Prep College Bound Consortium, Lamar University John Gray Institute, Beaumont, TX, 1993-1994.
- Member, Graduate Counseling Faculty Search Committee, Lamar University Graduate School of Counseling & Educational Leadership, Beaumont, TX, 1993.
- Member, Criminal Justice Faculty Search Committee, Lamar State College, Orange, TX, 1992.

Professional Service (Internal):

- Member, Law & Justice Advisory Board, King County Law and Justice Advisory Board, Seattle, WA, 2004-2005
- Member, County Personnel Committee, Yakima County Human Resources Department, Yakima, WA, 2003-2005
- Member, Court Administrative Planning Team, Yakima County Superior and District Courts, Yakima, WA, 2003-2005
- Member, Drug Court Planning & Implementation Task Force, Yakima County Superior Court and Law and Justice Council, Yakima, WA, 2001-2005
- Member, Local Law & Justice Council Member, Yakima County, WA, 1994-2005
- Member, Corrections & Sanctions Alternatives Sub-committee, Yakima County Law and Justice Council, Yakima, WA, 1994-2005
- Member, Emergency Management Advisory Team, Orange County Board of Commissioners, Orange, TX, 1989-1994
- Chairperson United Way Organizational Drive Committee, Yakima County Government, Yakima, WA, 1995
- President, Board of Directors, Vidor Law Enforcement Officers Association Local, Vidor, TX, 1987-1989
- Member, Board of Directors, Vidor Law Enforcement Officers Association Local, Vidor, TX, 1986-1987

Professional Service (External):

- Member, Corrections Training Advisory Board, Washington State Criminal Justice Training Commission Standards and Education, Buriem, WA, 2003-2005
- Vice Chairperson, Board of Directors, Washington Partners in Crisis (WAPIC) Non-profit organization, criminal justice and mental health advocacy group, Olympia, WA 2003-2005
- Member, Correctional Advisory Group, National Mental Health Consensus Project, Council of State Governments, Association of State Correctional Administrators, Washington, D.C., 2003-2004
- Member, Executive Committee, Tri-County Youth Counsel for Yakima, Benton, and Klickitat Counties, WA, 2000-2004
- Member, Serious Juvenile Offender Placement Community Advisory Board Member, Washington State Juvenile Rehabilitation Department, Yakima, WA, 2001-2005
- Member, Washington State Governor's Legislation Implementation Education Team, Washington State Traffic Safety Commission, Olympia, WA, 2001-2004
- Member, Washington State Jail Capacity Committee, Washington Association of Sheriffs and Police Chiefs, Olympia, WA, 2000-2005

- Member, 105th United States Congress Law Enforcement Advisory Committee for the, Senator Slade Gordon, United States Senate, Washington, D.C., 1998
- Member, Orange County Council on Alcohol and Drug Abuse Advisory Board, Orange, TX, 1993-1994
- Secretary, Southeast Texas Regional Planning Commission Criminal Justice Allocations Advisory Board, Nederland, TX, 1990-1994

Community Service:

- Co-Chairperson, Yakima Valley United Way, Promoting Self-Sufficiency Allocations Committee, Yakima County, Yakima, WA, 2002-2004.
- Coach, City of Yakima Parks & Recreation Department, Youth Roller Hockey, Yakima, WA, 1999-2002.
- Member, Yakima Valley United Way, Community Strengths and Needs Assessment Committee, Yakima, WA, 1997-1998.
- Coach, Yakima Valley YMCA, Roller Hockey League, Yakima, WA, 1996-1999.
- Member, Yakima Valley United Way, Disabled & Homeless Allocation Committee, Yakima, WA, 1996-2001
- Member, Board of Directors, Yakima Valley Camp Fire Boys & Girls, Yakima, WA, 1995-1998.
- Chair, Board of Directors, Texas Foster Children's Protection Advisory Board for Orange County, TX, 1993-1994.
- Member, Board of Directors Member, Orange County Women's & Children's Shelter, Orange, TX, 1993-1994.
- Member, Southeast Texas Retired Senior Volunteer Program (RSVP) Advisory Board, Port Arthur, TX, 1992-1994.
- Member, Vidor Independent School District Community Education Advisory Board, Vidor, TX, 1985-1989.
- Scouting Coordinator, Boy Scouts of America, Three Rivers Boy Scout Council, Co-ed Law Enforcement Explorer Post 501, Beaumont, TX, 1984-1989.
- Regional Director, Southeast Texas Operation Blue Santa - Toys for Tots Program, Jefferson, Orange, and Hardin Counties, TX, 1984-1994.

ACCOLADES/HONORS

Academic/Higher Education

- Recognition for Service to Higher Education, Central Washington State University Law and Justice Department, Ellensburg, WA, 2004
- Recognition for Service to Higher Education, Yakima Valley Community College Criminal Justice Academic Department, Yakima, WA, 2003
- Recognition, National Government Innovations Awards Semifinalist, The Ford Foundation & the A. Alfred Taubman Center for State and Local Government, John F. Kennedy School of Government, Harvard University, Cambridge, MA, 1997
- Recognition, Clinical Internship, University of Texas Medical Branch, Texas Department of Corrections Sky View Psychiatric Prison, Rusk, TX, 1992
- Alpha Phi Sigma, National Criminal Justice Honor Society Membership, 1983
- Human Service to Community & Youth Certificate of Recognition, Lamar University College of Sociology, Social Work, and Criminal Justice, Beaumont, TX 1983
- Valedictorian Award, 50th Law Enforcement Academy, East Texas Police Academy, Kilgore, TX, 1978
- Recognition for Exemplary Academic Performance, Chief of Police James Overhauls, instructor of police sciences, Southwestern Oregon Community College, North Bend, OR, 1977

Professional/Human Service (Internal):

- Dedicated Service Award, Yakima County Board of Commissioners. Yakima, WA, 2004
- Leadership Award, Managers & Employees, Yakima County Departments of Corrections and Government Security, Yakima, WA, 2004
- Community Leadership Award, Yakima County Board of Commissioners, Yakima, WA, 2001
- Recognition for Service to Public Safety Education, Yakima County Board of Commissioners, State DUI law education coordination, and instruction, Yakima, WA, 1999
- Leadership Award, Orange County Sheriff's Employees Division of Community and Special Services. Orange County, TX, 1994
- Law Enforcement Officer of the Year, Police Association, Police Department. Vidor, TX, 1983
- Bravery Commendation, Chief of Police Sam Kittrell, Vidor Police Department, Orange, TX, 1982
- Law Enforcement Service Citation, Chief of Police J. Reynolds, Vidor Police Department, Vidor, TX, 1978
- Professional Achievement Recognition, Sheriff Wayne Powell, Newton County Sheriff's Office, TX, 1978

Professional/Human Service (External):

- Educational Outreach Award, Washington State Traffic Safety Commission, Olympia, WA, 1999
- Recognition, Governor Gary Locke, Educational Outreach, Olympia, WA, 1999
- Recognition, Washington State Jail Association's President's Citation, Olympia, WA, 1998
- Service to Emotional Disturbed Children & Youth, Mental Health Retardation Agency, Orange, TX, 1993
- Appreciation for Service to At-Risk Youth, Orange County Juvenile Probation Agency, Orange, TX, 1993
- Achievement Award National Emergency Management Institute, Agency, Emmetsburg, MD, 1988

- Law Enforcement Officer of the Year Award, Combined Law Enforcement Officers Association of Texas (CLEAT), Austin, TX, 1988
- Recognition for Life Safety Response, Orange County Emergency Medical Services, Orange, TX, 1988
- Appreciation for Service to Disabled Children, Beaumont State School, Beaumont, TX, 1988
- Exemplary Performance Recognition, Texas Department of Public Safety Emergency Management Division, Austin, TX, 1988
- Appreciation for Service to Chemically Dependent Youth, Baptist Hospital, Beaumont, TX, 1987
- Community Oriented Policing Recognition, Governor's Juvenile Justice Education Project, Office of the Governor, Austin, TX, 1985
- Appreciation, Service to Government, Commissioners Court of Orange County, Orange, TX, 1984
- Commendation, Community Oriented Policing Innovative Youth Safety Programming, Lamar University Department of Sociology, Social Work, & Criminal Justice, Beaumont, TX, 1984
- Community Oriented Policing Law Enforcement Officer of the Year Nominee, National Annual Police Service Award, Parade Magazine & International Association of Chiefs of Police Gaithersburg, MD, 1984
- Professional Service Commendation, Mayor Robert C. Watts, City of Vidor, TX, 1984

External Community:

- Youth Service Award, Tri-County Youth Counsel, Counties of Benton, Yakima, & Klickitat, Yakima, WA, 2004
- Leadership Service Recognition, Greater Yakima Chamber of Commerce, Yakima, WA, 2004
- Community Service Appreciation, United Way of Yakima County, Yakima, WA, 2000
- Service to Youth Recognition, Yakima Valley Camp Fire Boys and Girls, Yakima, WA, 1998
- Distinguished Community Service Award, United Way of Yakima County, Yakima, WA, 1996
- Dedicated Service to Foster Children Award, Orange County Child Protective Services Board, Orange, TX, 1994
- Service to Foster Children Award, Orange County Foster Child Parents Association, Orange, TX, 1994
- Community Oriented Policing, Loyalty to Community Award, Veterans of Foreign Wars Post 2775, Orange, TX, 1993
- Citation for Service to Abused Children, Garth Children's Recovery House, Beaumont, TX, 1993
- Mickey Mehaffy Child Advocacy Award, Orange County Child Welfare Board, Orange, TX, 1992
- Outstanding Service to Youth Award, The Evening Optimists, Vidor, TX, 1989
- Community Oriented Policing Recognition, Community Youth Safety, Programs, Veterans of Foreign Wars of the United States, Washington, D.C., 1988
- Community Oriented Policing Citation of Merit for Community Service, Ladies Auxiliary, Veterans of Foreign Wars Post 8246, Vidor, TX, 1988
- Community Oriented Policing Law Enforcement Achievement Award, Veterans of Foreign Wars of the United States, Washington, D.C., 1988
- Instructor Achievement Award, Drive to Service Program, Veterans of Foreign Wars of the United States, Washington, D.C., 1988
- Community Oriented Policing Appreciation for Early Childhood Safety Education, Southeast Texas Council for the Education of Children, Beaumont, TX, 1988
- Community Oriented Policing Recognition for Public Safety and Media Relations, Television KFDM Channel 6, Beaumont, TX, 1987
- Community Oriented Policing Appreciation for Community Delinquency Prevention, Texas A&M University Agricultural Extension Agency, Orange, TX, 1987
- Community Oriented Policing Appreciation for Public Secondary Education, Vidor Independent School District, Vidor, TX, 1987
- Appreciation for Public Community Education, Vidor Independent School District, Vidor, TX, 1987
- Recognition for Public Safety and Media Relations, Television KBMT Channel 12, Beaumont, TX, 1986
- Instructor Achievement Award, Drive to Service Program, Veterans of Foreign Wars of the United States, Washington, D.C., 1986
- Community Oriented Policing Law Enforcement Officer of the Year Award, Veterans of Foreign Wars, E. Harvey Horn Post 8246, Vidor, TX, 1985
- Appreciation for Service to Youth, Orange County Camp Fire Council, Orange, TX, 1984
- Outstanding Officer of the Year Award, Optimists Club, Vidor, TX, 1984
- Texas Law Enforcement Officer of the Year Award, Department of Texas Veterans of Foreign Wars, Austin, TX, 1984
- Recognition for Outstanding Service to Children of Southeast Texas, Southeast Texas Association for the Education of Young Children, Beaumont, TX, 1984
- Appreciation for Law Enforcement Service, Veterans of Foreign Wars of the United States, Washington, D.C., 1983

Organizational Honors under My Leadership:

- Innovative Government Program Achievement Award, 2002
Objective Jail Classification, National Association of Counties, Washington, D.C.,
- Innovative Government Program Achievement Award, 2002
Jail Relapse Prevention Program, National Association of Counties, Washington, D.C.
- Innovative Government Public Safety Program Achievement Award, 2001
Expanding Home Detention for Cities throughout Yakima County, National Association of Counties Washington, D.C.
- Innovative Government Public Educational Program Achievement Award, 2001
Public Affairs Unit, National Association of Counties, Washington, D.C.

- Innovative Government Program Achievement Award, 2001
Objective Jail Classification, National Association of Counties, Washington, D.C.
- Innovative Government Program Achievement Award, 2000
Offender/Inmate Mental Health Program, National Association of Counties, Washington, D.C.
- Innovative Government Program Achievement Award, 2000
Pretrial Services in the 21st Century, National Association of Counties, Washington, D.C.
- Innovative Government Community Service Program Achievement Award, 2000
Community Blankets and Bears Program, National Association of Counties, Washington, D.C.
- Innovative Government Program Achievement Award, 1999
Work Ethics Detention Program – Making Jail Work, National Association of Counties, Washington, D.C.
- Innovative Government Program Achievement Award, 1999
Operation Clean Sweep, National Association of Counties, Washington, D.C.
- Innovative Government Program Achievement Award, 1999
Cooperative Pistol Range, National Association of Counties, Washington, D.C.
- Recognition for effective traffic safety enforcement & education programming, 1993
United States Senator Phil Graham, Washington, D.C.
- Recognition, DUI Enforcement, Mothers Against Drunk Driving (MADD), Orange, TX, 1993

SELECTED PUBLICATION WORK

Children's Safety Booklets:

- Ray, K. A., & Sanford, B. S. (1988). *Stop and think about drugs: A booklet for youth*. Vidor, Texas: Vidor Independent School District Printing Program.
- Ray, K. A., & Sanford, B. S. (1988). *Stop and think about safety: A booklet for children and youth*. Vidor, Texas: Vidor Independent School District Printing Program.
- Ray, K. A., & Sanford, B. S. (1987). *Officer Ollie investigates substance abuse: A booklet for children*. Vidor, Texas: Vidor Independent School District Printing Program.

Government Research & Technical Reports: 2010-present. Numerous reports involving assessment of prisoner Civil Rights, correctional health services, facility security, use of force, operations, clinical behavioral health assessments, staffing, courts, probation, training, etc. Work conducted in the states of California, Washington, Wisconsin, New Mexico, Texas, Illinois, Indiana, Mississippi, Georgia, Pennsylvania, New York, Kentucky, United States Virgin Islands, Tennessee.

- Beck, A., Miller, R., & Ray, K.A. (2018). *Comprehensive justice system and detention center study for new construction implementation*. Boyle County, Danville, KY.
- Beck, A., & Ray, K.A. (2018). *Comprehensive justice system and detention center study for new construction implementation*. Vigo County, Terre Haute, IN.
- Montoya, C., & Ray, K.A. (2016). *Jail behavioral health and custody population review*. Madison County, Jackson, TN. U. S. Department of Justice National Institute of Corrections Technical Assistance Report, Washington, DC.
- Gallant, C., & Ray, K.A. (2015). *Local jail and justice system assessment*. Madison County, Jackson, TN. U. S. Department of Justice National Institute of Corrections Technical Assistance Report, Washington, DC.
- Goldman, M., & Ray, K.A. (2015). *Assessment of municipal criminal justice system and detention facility for new construction feasibility*. City of Jackson, MS. U. S. Department of Justice National Institute of Corrections Technical Assistance Report, Washington, DC.
- Ray, K.A., & Ryan, T. (2015). *Assessment of correctional use of force policies and practices*. City of Philadelphia Prisons System, Philadelphia, PA.
- Hughes, J., & Ray, K.A. (2015). *Local jail and justice system assessment*. Adams County, WA Sheriff's Office, Ritzville, WA. U. S. Department of Justice National Institute of Corrections Technical Assistance Report, Washington, DC.
- Goldman, M., & Ray, K.A. (2015). *Modified local jail and justice system assessment*. Boyd County Detention Center, Catlettsburg, KY. U. S. Department of Justice National Institute of Corrections Technical Assistance Report, Washington, DC.
- Hompe, B., & Ray, K.A. (2014). *Correctional use of force reform planning and implementation*. Bernalillo County, NM Metropolitan Detention Facility, Albuquerque, NM.
- Ray, K.A., & Shansky, R. (2014). *Assessment of proposed medical and mental health programming for the construction of a 5000-bed consolidated correctional treatment facility*. Los Angeles County, CA Board of Supervisors and Los Angeles County Sheriff's Office. Los Angeles, CA.
- Purevich, M., & Ray, K.A. (2013). *Comprehensive campus security planning*. Chippewa County, WI. Government, Chippewa Falls, WI.
- Beck, A., Murray, K. & Ray, K.A. (2013). *Comprehensive analysis operational analysis*. Chatham County, GA Sheriff's Office, Savannah, GA.
- Ray, K.A. (2013). *Assessment of inmate medical and mental health practices, Snohomish County sheriff's Department*. U. S. Department of Justice National Institute of Corrections Technical Assistance Report, Washington, DC.
- Ray, K.A et al. (2013-Current). *Compliance Monitoring Reports, Golden Grove Adult Correctional Facility Settlement Agreement*, St. Croix, United States Virgin Islands.
- Goldman, M., & Ray, K.A. (2013). *Jail mental health unit design and program development, Mclean County, IL sheriff's department*. U. S. Department of Justice National Institute of Corrections Technical Assistance Report, Washington, DC.

- Ray, K.A. (2013). *Assessment of inmate medical and mental health practices, Laporte County, IN sheriff's department*. U. S. Department of Justice National Institute of Corrections Technical Assistance Report, Washington, DC.
- Goldman, M., & Ray, K.A. (2013). *Jail mental health unit design and program development, Onondaga County, NY sheriff's department*. U. S. Department of Justice National Institute of Corrections Technical Assistance Report, Washington, DC.
- Ray, K.A. (2013). *Assessment of inmate medical and mental health practices, Porter County, IN sheriff's department*. U. S. Department of Justice National Institute of Corrections Technical Assistance Report, Washington, DC.
- Goldman, M., & Ray, K.A. (2013). *Jail medical and mental health unit planning, design, activation assessment and readiness, Dallas County, TX sheriff's department*. U. S. Department of Justice National Institute of Corrections Technical Assistance Report, Washington, DC.
- Ray, K.A. (2012). *Assessment of inmate medical and mental health practices, Mclean County, IL sheriff's department detention center*. U. S. Department of Justice National Institute of Corrections Technical Assistance Report, Washington, DC.
- Miller, R., & Ray, K.A. (2012). *Assessment of jail capacity utilization and capacity use practices of the Porter County, IN sheriff's department jail system*. U. S. Department of Justice National Institute of Corrections Technical Assistance Report, Washington, DC.
- Ray, K.A. & Shansky, R. (2012). *Jail pharmaceutical cost analysis and control plan, Lake County, IN Sheriff's Department*.
- Miller, R., & Ray, K.A. (2011). *Correctional staffing analysis study, Lake County, IN Correctional Facility*.
- Ray, K.A. (2011) *Assessment of jail medical, mental health and suicide prevention practices of the St. Croix County, WI sheriff's department jail system*. U. S. Department of Justice National Institute of Corrections Technical Assistance Report, Washington, DC.
- Ray, K.A. (2010) *Jail medical and mental health practices and services of the Chippewa Falls County, WI sheriff's department jail system*. U. S. Department of Justice National Institute of Corrections Technical Assistance Report, Washington, DC.
- Ray, K.A. (2010). *Jail bed capacity study: A multivariate capacity-to-staffing ratio comparative analysis*. Lake County Sheriff's Department & Board of County Commissioners, Lake County, IN.
- Ray, K. A. (2010). *Jail suicide prevention and mental health practices and services of the lake county, IN Sheriff's Department Jail System*. U.S. Department of Justice National Institute of Corrections Technical Assistance Report, Washington, DC.
- Ray, K. A., & et. al. (1996-2003). *Yakima county department of corrections annual report*. Yakima County government, Washington: Printing Office.
- Ray, K. A. (2001). *Why yakima county needs financial help from the 31st legislature: A report on disparate criminal justice funding by the State of Washington*. Yakima County government, Washington: Printing Office.
- Little, M., Ray, K. A., & Wyman, K. O. (2000). *Jail bed marketing & implementation plan. An entrepreneurial approach to 21st century governance*. Yakima County Government, Washington: Printing Office.
- Ray, K.A. (1995). *The planning & implementation of security-police services for Yakima County government*. Yakima County Government: Printing Office.
- Ray, K. A., & et. al. (1992). *Determining staff performance expectations for effective leadership*. Yakima County Government, Washington: Printing Office.
- Herrington, M., & Ray, K. A. (1992). *Determining the feasibility for a licensed criminal justice training center in Orange County*. Orange County Sheriff's Office, Texas: Printing Office.
- Herrington, M., & Ray, K. A. (1992). *Victim satisfaction survey: A quantitative analysis of deputy performance according to victims of serious crime in Orange County, Texas*. Orange County Sheriff's Office, Texas: Printing Office.

Note: Authored numerous other public & nonpublic government documents, minor research, reports, and policies 1985-Present.

Government Research, Reports Directed & Edited:

- Dimick, C., Little, M., & Rink, K. (2004). *Objective jail classification: A guide*. Yakima County Department of Corrections, Washington; Printing Office.
- Rasmussen, P., Treblehorn, K., & Voorhis, D. (2002). *Yakima County Restitution Center implementation plan: A 200-bed therapeutic community correctional facility*. Yakima County Government, Washington: Printing Office.
- Dow, D. (2002). *Restitution Center feasibility study*. Yakima County Government, Washington: Printing Office.
- National Institute of Corrections. (1992). *Inmate Mental Health Services at the Yakima County Jail*. A consultation report funded by the National Institute of Corrections Jail's Division, Longmont, Colorado: Printing Office.
- Voorhis, D., Rasmussen, P., Treblehorn & (1999). *Options planning for expanded jail planning*. Yakima County Government, Washington: Printing Office.
- National Institute of Corrections. (1992). *Inmate Mental Health Services at the Orange County Jail*. A consultation report funded by the National Institute of Corrections Jail's Division, Longmont, Colorado: Printing Office.
- Note: Initiated, directed & edited numerous other government documents, minor research, reports, and policies 1989-2005.

Manuscript Reviewed for Publication:

- Gist, L., & Curtis, W. (in press). *Research, advances & recommendations to obtain valid identification by eyewitnesses from photo line-ups*. Lamar University, Beaumont, Texas.

Newspapers & Newsletters:

- Ray, K. A., & et. al. (Eds.). (2003, August/September). Justice at work, Issues 1-4. *Yakima Herald Republic* Newspaper; Washington: Printing Office.
- Ray, K. A. (1995, August 20). Out of county bed contracting: Benefits and opportunities [Editorial]. *Yakima Herald Republic*, pp. Editorial section, 5A.
- Ray, K. A., et al. (1993). Sheriff's Crime Prevention Quarterly. *The Orange Leader*, pp. 1-8.

Peer Reviewed Journals:

- Ray, K. A., & Wyman, K. O. (2000). Privatizing & regionalizing of local corrections: Some issues for local jurisdictions to consider. *Corrections Today*, pp 116-128.
- Ray, K. A. & Wyman, K. O. (2001). Privatizing & regionalizing of local corrections: Some issues for local jurisdictions to consider. *American Jails*, pp 23-35.
- Ray, K. A. (1988). Getting close to the customer: An effective police-youth relationships effort. *The Police Chief*. Manuscript accepted with copyrights imposed, letter of verification available.

Radio & Television:

- Ray, K.A., et. al. (1985 to present). Numerous on-camera, in-person, and telephonic television and radio interviews and shows regarding various local and national criminal justice and behavioral health issues and projects.
- Keel, P. J., & Ray, K. A. (Writers/Producers/Directors). (1985-1988, Summer). *Officer Ollie youth safety public service announcements* [Radio broadcast]. Beaumont, Texas: KQXY Radio.
- Ray, K. A., & et. al. (Producers), et. al. (Writer), & Ray, K. A., et. al., & Ray, R. A. (Directors). (1985-1988). *Officer Ollie and friends child safety public service announcements* [Television series]. Beaumont, TX: KBMT Channel 12 Television.
- Ray, K. A., & et. al. (Writers/Directors). (1985-1994). *Operation blue Santa - toys for tots public service announcements* [Television series]. Beaumont, TX: KBMT channel 12 Television.

PRESENTATIONS/TRAININGS/LECTURES PROVIDED

- Ray, K.A. (2014). *Surviving and thriving under federal civil rights for institutionalized persons act (CRIPA) order*. Illinois State Sheriff's Association Conference, Springfield, IL.
- Ray, K.A. (2011). *Surviving and thriving under federal civil rights for institutionalized persons act (CRIPA) order*. Wisconsin State Jail Administrator's Conference, WI.
- Ray, K. A. (2008). *Classroom applications for the pediatric symptom checklist*. Instruction presented at K-12 teacher in-service, Republic Independent School District, Republic, WA.
- Ray, K. A. (2008). *Social-emotional aspect of mental illness*. Lecture presented at the 11th & 12th grade AP psychology class of the Republic High School, Republic, WA.
- Ray, K. A. (2007). *Childhood attention deficit hyperactive disorder: Learning challenges & and opportunities*. Instruction presented at K-12 teacher in-service, Republic Independent School District, Republic, WA.
- Ray, K. A. (2007). *The practice of mental health counseling: Diagnosis & treatment*. Lecture presented at the 11th & 12th grade AP psychology class of the Republic High School, Republic, WA.
- Ray, K. A. (2007). *Mental health referrals & primary medical care professionals*. Instruction presented at Clinical staff in-service, Republic Medical Clinic, Republic, WA.
- Ray, K. A. (2007). *Social-emotional development of young children*. Lecture presented at the monthly meeting of Mothers of Preschoolers, Republic, WA.
- Ray, K. A. (2006). *Repainting your marriage*. Lecture series presented to married couples, Republic Church of the Nazarene, Republic, WA.
- Ray, K. A. (2003). *Model programs for managing mentally ill offenders: The national consensus project*. Lecture presented at the state annual convention of the National Alliance for the Mentally Ill, Bellevue, WA.
- Ray, K. A. (2003). *Effective treatment options of mentally ill offender populations*. Lecture & panel discussion presented at the semiannual community conference of Washington Partners in Crisis, Chelan, WA.
- Ray, K. A., & et. al. (2002). *Managing high-risk offenders & resource collaboration*. Lecture & panel discussion presented at annual community conference of the Washington State Department of Community Corrections, Yakima, WA.
- Ray, K. A., & et. al. (2002). *Staff relations, utilization, & misconduct*. Lecture and panel discussion presented at the annual meeting of the national large jails administrators, National Institute of Corrections, Longmont, CO.
- Ray, K.A. (2002). *Leading & managing criminal justice agencies*. Justice Administration, LAJ 333. Professor Dr. Rodrigo Murataya, Central Washington State University, Ellensburg, WA.
- Ray, K. A. (2002). *Entrepreneurial local government leadership: Challenges & opportunities*. Keynote speech presented at the annual convention of the Yakima Downtown Rotary Club, Yakima, WA.
- Ray, K.A. (2001). *Applying criminological concepts in correctional treatment & services*. Criminology, CJ 112. Professor Janet-Foster Goodwill, J.D., Yakima Valley Community College, Yakima, WA.
- Ray, K. A. (2000). *Exploring issues and strategies for marketing, funding, and auditing large jail systems*. Keynote speech presented at the semi-annual large jail network meeting, National Institute of Corrections, Longmont, CO.

- Ray, K. A., & et. al. (2000). *Identifying creative jail marketing initiatives*. Panel discussion presented at the semi- annual large jail network meeting, National Institute of Corrections, Longmont, CO.
- Ray, K. A., & et. al. (2000). *Creative strategies to overcome jail overcrowding & underfunding*. Lecture & panel discussion presented at the Washington state local elected officials annual convention, Ocean Shores, WA.
- Ray, K. A., & et. al. (2000). *Caring for & protecting mentally ill inmate populations*. Lecture & panel discussion presented at the Washington state annual conference of the National Alliance for the Mentally Ill, Yakima, WA.
- Ray, K.A. (2000). *Robbery prevention & employee safety*. Instruction presented at employee training meeting of the Yakima Savings & Loan company, Yakima, WA.
- Ray, K. A. (1999). *Finding spiritual renewal behind prison walls*. Keynote speech presented at the annual state conference of the Union Gospel Mission, Yakima, WA.
- Ray, K. A., & et. al. (1999). *Driving under the influence, from arrest to sentencing & beyond*. Instruction & panel discussion presented at the local communities & criminal justice professionals new legislation education meeting of the Washington State Department of Traffic Safety, Yakima, WA.
- Ray, K. A., & et. al. (1999). *Driving under the influence, from arrest to sentencing & beyond*. Instruction & panel discussion presented at the local communities & criminal justice professionals new legislation education meeting of the Washington State Department of Traffic Safety, Spokane, WA.
- Heilman, D. R., & Ray, K. A. (1999). *Prison industries & local jails*. Panel discussion presented at the annual conference of the National Prison Industries Enhancement Association, San Diego, CA.
- Ray, K. A. (1997). *Criminal justice and the fingerprint technician*. Keynote speech presented at the annual conference of the Washington State Automated Fingerprint Technicians Association, Yakima, WA.
- Ray, K. A., & et. al. (1995). *Developing a comprehensive law & justice plan for Washington State*. Work-group facilitator presented at the bi-annual work meeting of the Washington State Law & Justice Advisory Board, Seattle, WA.
- Ray, K. A. (1994). *Local, state, & federal jurisdictional issues in offender management*. Lecture & panel discussion presented at the fall conference of the Washington State Correctional Association, Yakima, WA.
- Ray, K. A., & et. al. (1994). *Youth at risk: Tools for community response & intervention*. Coordination, lecture & panel discussion presented at a community and professionals special conference on youth, Lamar State College, Orange, TX.
- Ray, K.A. (1994). *Counseling offender populations in multicultural correctional environments*. Cross Cultural Counseling, CNDV 5329. Professor Dr. Fritz Husbands, Lamar University, Beaumont, TX.
- Ray, K.A. (1993). *Counseling offender populations in multicultural correctional environments*. Cross Cultural Counseling, CNDV 5329. Professor Dr. Fritz Husbands, Lamar University, Orange, TX.
- Ray, K.A. (1993). *Current issues local in law enforcement management*. Introduction to Criminal Justice, CRIJ 1301. Professor Dr. Joe Olsen, Dean of Academic Affairs, Lamar State College, Orange, TX.
- Ray, K. A. (1993). *The nuts & bolts of managing difficult youth behavior*. Lecture & panel discussion presented at the annual community professionals conference on youth of Baptist Hospital, Beaumont, TX.
- Ray, K. A., & et. al. (1993). *Interest-based negotiations & labor relations*. Lecture & panel discussion presented at a special labor management conference of the John Grey Leadership Institute, Lamar University, Beaumont, TX.
- Ray, K. A., & et. al. (1992). *Innovative juvenile delinquency response, intervention, & response programs*. Coordination & panel discussion presented at the annual conference of the Orange County Foster Child Protection Advisory Board, Lamar State College, Orange, TX.
- Ray, K.A. (1992). *Marketing police & community relations*. Media and Public Relations, COMM 432. Professor Dr. Betty Gavora, Lamar University, Beaumont, TX.
- Ray, K.A. (1989). *Operating school-based policing & youth relations: Challenges & opportunities*. The American Juvenile Justice System, CRIJ 3350. Professor Dr. Vic Sims, Lamar University, Beaumont, TX.
- Ray, K.A. (1987). *Community policing & community involvement*. Police Systems & Practices, CRIJ 2328. Professor Dr. Victor Sims, Lamar University, Beaumont, TX.
- Ray, K.A. (1987). *Social issues & contemporary policing*. Social Problems, SOCI 1306. Professor Dr. Molly Glaser, Lamar University, Beaumont, TX.
- Ray, K. A. (1998). *Current research on correctional alternatives: What works, what doesn't?* Keynote speech, lecture, & panel discussion presented at the annual Correctional Options conference of the Washington Association of Sheriffs and Police Chiefs, Yakima, WA.
- Ray, K. A. (1998). *Managing mentally ill jail populations*. Lecture & panel discussion presented at a special conference of the Washington State Association of Sheriff's & Police Chiefs, Olympia, WA.
- Ray, K. A., & et. al. (1989). *Personal & professional impacts of work stress*. Coordination & lecture presented at a special workshop on job stress of the Lamar University Regional Police Academy, Vidor, TX.
- Ray, K. A. (1987). *Street drugs & public safety*. Instruction & panelist presented at an in-service training for clinical staff of Baptist Hospital Care Unit, Beaumont, TX.
- Ray, K. A., & et. al. (1987). *Good bike driving tickets: An innovative youth safety program*. Keynote speech & panelist presented at the annual state convention of the Veterans of Foreign Wars, Amarillo, TX.
- Ray, K. A., & et. al. (1986). *Good bike driving tickets: An amazing police-youth relations program*. Panel discussion & paper presented at annual conference of the National Academy of Criminal Justice Sciences, Reno, NV.
- Ray, K. A., & Sanford, B. S. (1985). *Innovative classroom safety programs: The Officer Ollie story*. Lecture & panel discussion presented at the Texas Governor's educators special conference on youth safety, Austin, TX.
- Ray, K. A., & et. al. (1997-2003). *The criminal justice system*. Facilitation & lecture presented at the annual business professionals Leadership Yakima Academy of the Yakima Valley Chamber of Commerce, Yakima, WA.

- Ray, K. A., & et. al. (1996). *The role of corrections in family violence prevention*. Lecture & panel discussion presented at the Washington State Governor's special conference on family violence, Yakima Valley Young Women's Christian Association, Yakima, WA.
- Ray, K. A. (1993). *Community-oriented public safety: A solution to changing times*. Keynote speech presented at the annual conference of the Orange Rotary Club, Orange, TX.
- Ray, K. A., & et. al. (1993). *Innovative youth substance abuse prevention options*. Lecture & panel discussion presented at the annual conference of the Orange County Drug and Alcohol Abuse Advisory Board, Orange, Texas.
- Ray, K. A. (1991). *The untold price of freedom*. Keynote speech presented at the annual conference of the Veterans of Foreign Wars, District 2, Vidor, TX.
- Ray, K. A., & et. al. (1987). *Community policing and safety for children: Parenting by design*. Lecture & panel discussion presented at the annual conference on community wellness of Texas A&M University Extension, Vidor, TX.
- Ray, K. A. (1986-1988). *Retail robbery & crime prevention*. Instruction presented at employee and managers training of the County Pantry Stores, Vidor, TX.
- Ray, K. A. (1985-1989). *Drive to survive*. Instruction presented at bi-monthly community driver education program of the Veterans of Foreign Wars Post 8246, Vidor, TX.
- Fikes, R. M., & Ray, K. A. (1985, 1987, 1988). *Women's safety and self-protection*. Lecture & demonstration presented at a special community workshop for women of the Vidor Independent School District Community Education Office, Vidor, TX.
- Ray, K.A., & et. al. (1995-2004). *Project Insight: An inside look at the criminal justice system*. Lecture & tours presented to 11th & 12th grade students of five Yakima County school districts semi-annually, Yakima, WA.
- Ray, K. A. (1992). *D.A.R.E. program curricula and implementation for teachers*. Instruction presented at 6th-8th grade teacher in-service training of the Mauriceville Independent School District, Mauriceville, TX.
- Ray, K.A., & et. al. (1990-1994). *Project Insight: An inside look at the criminal justice system*. Lecture & tours presented to 11th & 12th grade students of three Orange County school districts semi-annually, Orange, TX.
- Ray, K.A. (1988). *Teaching young children about safety*. Lecture presented at a special workshop for early education teachers by the Southeast Texas Council for the Education of Children, Beaumont, TX.
- Ray, K. A. (1988). *Student involvement in the occult*. Lecture presented at a special meeting of 8th-12th grade administrators, staff, & teachers of the Vidor Independent School District, Vidor, TX.
- Ray, K. A. (1985-1989). *K-6 classroom safety & protection curricula for teachers*. Instruction presented at teachers' in-service of the Vidor Independent School District, Vidor, TX.
- Ray, K. A. (1985-1989). *Alcohol & substance abuse prevention*. Instruction presented at all 4th-8th grade classrooms of the Vidor Independent School District, Vidor, TX.
- Ray, K. A. (1985-1989). *The A.R.T of personal safety*. Instruction presented at all K-2 classrooms of the Vidor Independent School District, Vidor, TX.
- Ray, K. A. (1985-1989). *Bike driving safety and the rules of the road*. Instruction presented at all 3rd grade classrooms of the Vidor Independent School District, Vidor, TX.
- Ray, K. A. (1993-1994). Basic, intermediate, & advanced law enforcement officer licensing training curriculum. Coordination & topic instruction presented to regional law enforcement recruits, Orange County Criminal Justice Academy, Orange, TX.
- Ray, K. A. (1992-1994). Basic correctional officer licensure training curriculum. Coordination & topic instruction presented to regional correctional officer recruits, Orange County Criminal Justice Academy, Orange, TX.
- Ray, K. A., & et. al. (1992). *Civil rights & human relations*. Coordination & instruction provided to regional corrections & law enforcement leadership in collaboration with the United States Department of Justice, Washington D. C., Orange County Criminal Justice Academy, Orange, TX.
- Ray, K. A. (1990). *Child abuse & neglect investigation and intervention*. Instruction presented to regional law enforcement officers, Lamar University Regional Police Academy, Beaumont, Texas.
- Ray, K.A. (1989-1994). *Community policing, dealing with mentally ill subjects, crime prevention, youth services & juvenile delinquency, interview techniques, patrol, disaster scene containment & management, criminal code, criminal Investigations, firearms Instruction & proficiency, sexual assault investigation & prevention, police supervision & leadership, contemporary Issues, accident investigation, traffic enforcement, cultural diversity, inmate management & supervision, Interpersonal communications, Texas Jail Standards, use of force liability, mental health in jails, prisoner & cell search, special needs offender populations, suicide prevention In custody, dealing with manipulative Inmates, correctional supervision & management, motivating Staff, legal issue in corrections, cultural diversity, criminology & psychopathic offender populations*. Coordination & instruction provided to regional criminal justice, corrections & law enforcement personnel, Orange County Criminal Justice Academy, Orange, TX.
- Ray, K. A. (1989). *Family violence response and policy considerations*. Instruction presented to regional law enforcement leaders, Lamar University Regional Police Academy, Beaumont, TX.
- Ray, K. A. (1988). *Criminal evidence for police officers*. Instruction presented to regional law enforcement officers, Lamar University Regional Police Academy, Beaumont, TX.