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Teaching Philosophy

One of my favorite quotes is by Malcom S. Forbes states “the purpose of education is to replace an empty mind with an open one.” This statement is particularly powerful for me because I’m originally from a small town in Arkansas that I remember to be particularly close-minded. Despite many fantastic memories with family and friends, I never felt that this was a place I could thrive. I longed to escape to college where I could learn about all the things that I perceived to be missing in this little town. As a teenager, I became a mother and was unfortunately also in an abusive marriage.

My best college friend’s husband was an Arkansas State Trooper. As the danger in my marriage escalated, I decided to take action to break free for my and my daughter’s safety. Officer Steve Coppinger’s support and knowledge of the protective aspect of the law absolutely fascinated me. This spark, in a dark time, began my love of the criminal justice field, specifically the law, investigations, and security. It started with the basic need for protection, not wanting to be a victim! The more skills and education I obtained in my quest for personal protection, the more I realized that many others could benefit from an understanding of the criminal justice system as well.

After graduating with a business degree, I became a private investigator. My passion of learning and teaching grew with each passing day. I was lucky to meet my first mentor, Mr. Arthur Pahoke-the Father of Forensic Locksmithing. It was Art that explained to me what a Curriculum Vitae was and that I must begin keeping one immediately. He also gifted me my first set of criminal justice textbooks. That collection has grown and now extends floor-to-ceiling in four bookshelves. Two years later, I was blessed to accidently meet Mr. Raffaele Di Giorgio who expanded my learning to hands-on training exercises, speaking engagements, and international professional certification goals.

Fostering critical thinking skills became a personal quest and sharing this knowledge with other students helped prepare them for the uncertainties they face in their complex future circumstances. Understanding the components of criminology, I engaged to develop critical relationships with leaders in the industry. I learned that by teaching others we all learned how to better understand the social, emotional, and cognitive processes that constitute true learning.

In addition to speaking, teaching, and publishing information about the benefits of continuing education, I began to consider an advanced formal degree to augment the successful decade long career I was enjoying. I had very supportive colleagues that encouraged me to pursue a masters degree in criminal justice. At this point, I was teaching three different groups of adult learners on a weekly basis, and I had the opportunity to teach as I was also being taught. I was teaching my employees the state mandated security officer regulatory topics, teaching a CPP certification

preparatory review course, and developing an Arkansas State Police licensed private investigator training academy. I feel this is when my formalized “teaching philosophy”.

Understanding how differing types of students developed a critical understanding of the topics surrounding crime and justice, I realized they must be given the opportunity to dig deeper into the human aspects of psychology and the law. Certain topics will be more salient to students but there is an endless supply of real-world examples to allow the students to reflect on the textbook information in a manner that will allow for engaged learning. Engagement and excitement spreads like wildfire! When you hear a student say, “that’s cool I never thought of it that way”, you’ve just heard another mind opening.

Professional Summary

Dr. Misty Ladd, CPP, PCI, PSP is a passionate and business-savvy leader with over 25 years of progressive experience in the criminal justice field across a myriad of teaching, management, and investigative topics including but not limited to: Equal Employment Opportunity (EEO) compliance and investigations, employee theft and misconduct, FMLA, ADA, Equal Pay Act, Title VII, Clery Act, Arkansas security rules and regulations, OSHA, diverse human capital sectors, safety, security, cybersecurity, physical security, criminal psychology, ethics, compliance, due diligence, crime control, recidivism, community & law enforcement, communications, corrections, advocacy, surveillance, risk mitigation & risk assessment, diversity, equity, inclusion, threat assessment, ethics, eyewitness identification, interview & interrogation techniques, effective report writing, human trafficking awareness, crime prevention through environmental design (CPTED), and evidence & investigative documentation for the legal system.

With an extensive track record of building and aligning existing programs to achieve excellence, new vision, creativity with unparalleled client satisfaction, Misty also served as a skilled relationship builder, trusted advisor, and trainer pivotal to employees’ successes. A resource distribution acumen accompanied with driving business expansions; she positioned branding market share for a nationwide top ten company in addition to being an Arkansas State Police certified instructor for eleven (11) years. In her corporate director’s position, she led over eight hundred (800) students to successful completion of required licensing criteria, with a motivational teaching style that is both uplifting and grounded in real world best practices.

As a credentialed and experienced consultant, Dr. Ladd is considered a subject matter expert in multiple criminal justice and psychology disciplines: Law, Business, Project Management, National Security, Criminal Justice, Cybersecurity, Public Police & Administration, Education, Training, Instructional Design, Motivation, Wellness Programs, Safety Programs, Philosophy & Ethics, Human Resources Management, Recruiting, Onboarding, Learning Management Systems (LMS), Retention, and Investigations. She is also a popular speaker & consultant for topics such as: fraud, instructional design and education management, specializing in competency-based education, e-learning, LMS systems, certification & higher education, diversity & inclusion, forensic psychology, cyber-crime, and personal development. Misty is a licensed private investigator and dedicated educator committed to improving the lives and opportunities of her students while also being a reliable team member who brings innovative ideas to collaborative

projects. She acts as a caring mentor helping others to improve their skills and achieve their goals. Through advocacy and service to the community, she strives to seek equal justice for those who need it.

Education

Walden University, Minneapolis, Minnesota

Doctor of Forensic Psychology (February 2022)

Dissertation: Relationship Between Police Officers' Sleep Quality, Burnout From Shift Work, and Intention to Leave Law Enforcement

Walden University, Minneapolis, Minnesota

Masters Degree in Psychology (2019)

University of Arkansas at Little Rock, Little Rock, Arkansas

Masters Degree in Criminal Justice (2013)

Thesis: Crime Prevention Through Environmental Design: A Rock City Case Study

University of Arkansas at Little Rock, Little Rock, Arkansas

BA in Business Administration (1998)

Professional Licenses and Certifications

CPP, Certified Protection Professional, ASIS, 2009-Present

PSP, Physical Security Professional, ASIS International, 2014-Present

PCI, Professional Certified Investigator, ASIS International, 2011-Present

Class D Private Investigator, Licensed by Arkansas State Police, 2011-Present

CPOI, Certified Protection Officer Instructor, IFPO, 2008-2020

CPO, Certified Protection Officer, IFPO, 2008-2020

Certified SafeStart Safety Training Instructor, 2010-2020

ECSI Licensed First Aid, CPR, AED Instructor, 2011-2013

Am. Acad. of Orthopedic Surgeons Certified Instructor: CPR/AED/First Aid, 2009-2011

Licensed by Arkansas State Police as a Security Officer Instructor, 2007-2018

Licensed by Arkansas State Police as a Firearm's Trainer, 2007-2018

American Red Cross Certified Instructor: CPR/AED/First Aid- Adult, 2007-2010

Licensed by Arkansas State Police as a Class A & D Private Investigator, 1996-2002

Licensed by the Arkansas State Police as Commissioned Security Officer, 1998-2001

Highly Competent Subject Areas - Instruction

Private Investigation	Crime Prevention
Reports & Report Writing	Standard Operating Procedures
Legal Authority	Employee Handbook Evaluation
Investigations and Security as a Career	Shift Work
Corporate Espionage	Adaptive Learning
Civil Law	Human Resource Investigations
Plaintiff and Defense Investigations	Emergency Incident Command
Recordkeeping	Interrogations & Interviewing
Missing Persons & Witness Location	Risk Management
Surveillance & Stakeouts	Risk Mitigation
Undercover Investigations	Adult Education
Utilizing the Internet in Investigations	Socratic Teaching
Advanced Court Testimony	Strategic Management
Background Investigations	Cybersecurity
Competitive Intelligence	Distance Learning & E-Learning
Interviewing Techniques	Regulatory Compliance
Executive Protection	Accessibility
Retail Security and Loss Prevention	Policy Design
Homeland Security	Strategic Planning
Patrolling & CCTV	Leadership
Multicultural Investigations	Diplomacy
Private Investigation Business Basics	Entrepreneurship
Basic Accounting Principles	Emotional Intelligence
Document Retention	Networking & Relationship Building
Marketing Business	Conflict Management
Ethics	Professional Development

Teaching Experience

Instructor, University of Arkansas at Little Rock, August 16, 2022 – Present

CRJU_4300_990 Crime & Behavior

Enables students to identify and understand the major schools of thought in criminology and to integrate them into a comprehensive application to the real world. Three credit hours, 33 students. Asynchronous online class meets virtually with no scheduled time.

CRJU_3309_990 Cyber Crime

Designed to acquaint students with law enforcement's response to crimes committed using computers, networks, and the internet. Three credit hours, 29 students.

Asynchronous online class meets virtually with no scheduled time.

CRJU_2300_H02 Intro Criminal Justice

Basic understanding of legal and ethical foundations of criminal justice and the major components of the criminal justice system. Three credit hours, 27 students. Hybrid course with 25-50% face-to-face the remainder online.

CRJU_3305_9S0 Careers in CJ

A study of special problems, issues, or trends relating to the criminal justice system. Mentoring and preparation for the diverse professional careers in criminal justice. One, two, or three credit hours, 11 students. Synchronous online class meets virtually at scheduled time twice a week. Prerequisite for Internship in Spring 2023, where instructor approval is required to progress into Internship I.

CRJU_3305_994 Ethics in Criminal Justice

An examination of the moral and ethical issues that exist within the criminal justice fields. Discovering the basic history, principles, and theories of ethics. Then applying these principles to the major components of the criminal justice system: administration, policing, the court system, and corrections. Three credit hours. Asynchronous online class meets virtually with no scheduled time.

CRJU_3348_990 Internship I

The platform to mentor students currently enrolled in agency internships. This course will not only track the student's progress but also serve to strengthen partnerships with our local criminal justice agencies. Experiential learning opportunity for the student to be deeply involved in a criminal justice department. Three credit hours. Asynchronous online class meets virtually with no scheduled time.

CRJU_3349_990 Internship II

The platform to mentor students in their second semester of internships. This course will not only track the student's progress but also serve to strengthen partnerships with our local criminal justice agencies. Experiential learning opportunity for the student to be deeply involved in a criminal justice department. Three credit hours. Asynchronous online class meets virtually with no scheduled time.

CRJU_4309_990 Crime Prevention

This course provides an overview of the fundamental concept of crime prevention, beginning with a review of crime statistics and crime causation theories and their relevance in the prevention of crime. The course will review current crime prevention strategies as they relate to crime prevention efforts and explore physical environments that positively influence human behavior. Three credit hours. Asynchronous online class meets virtually with no scheduled time.

Manager of Security Services, Whelan Security, 2007-2019

Licensed by Arkansas State Police as the Security Officer Trainer, and Firearm's Trainer (over 800 individuals taught to date at locations throughout Arkansas, 8-hour mandatory licensing training, and 6-hour renewal training class)

In addition to the regulatory State training course that I developed to comply with the applicable security laws, I created the following professional development and corporate training courses:

Decision Making for Front-Line Managers
 Effective Delegation Skills for Supervisors
 Inclusion in Recruitment, Interviews, & Hiring
 KPIs and Performance Management for Supervisors
 Managing Employee Performance for Supervisors
 Give 'em the Pickle – Customer Service Excellence
 Shift Scheduling Success for Reduction in Overtime
 Organization and Documentation of Client Reports

In this role, I provided leadership and supervision to design, develop, and deliver high quality, competency-based training programs that meet the demands of the workforce. I assisted employees with training related questions, assisted manager, training & development in scheduling and delivering live and online educational programs. I maintained project documentation and course folders for the entire state operation. I created supporting material/media (audio, video, simulations, role plays, games etc.) for all programs. This includes purchase orders and following up with departments (Purchasing, Finance, Legal, Accounts Payable) on administrative side of training to include updating the budget.

At Whelan I was also responsible for career coaching, conflict management, security rigor and integrity, teaching on site protocols, site management, professional conference presentations and publications, contingency planning, while encouraging work-life balance in our employees. Each client site had unique requirements where I had to identify the target audience's training needs. I often had to work with internal and external clients and vendors. I excelled at setting instructional end goals, creating content that matched them, and ensuring the documentation of the entire completed process. I consistently analyzed and applied best practices in technologies of learning. I was determined to provide exercises and activities that would enhance the learning process.

I assisted in the delivery of training programs including management workshops, compliance training, soft skills courses, among others to help employees cultivate their skills and knowledge. I supported the corporate training and development Learning Management System (LMS) to ensure the application works as expected and that students knew the benefits of the available courses. I held contests to encourage a fun environment and a willingness to learn. I ensured that instructional content meets regulatory and accessibility requirements. I consulted and collaborated with colleagues to meet the learning and development needs of stakeholders. I conducted research to develop instructional content that created an optimized training environment that focuses on the needs of the learner.

Director of Investigative & Security Studies, Academy of Professional Education, 2011-2016

Hybrid course where I created the design and implementation of learning products and academic programs, collaborating effectively with academic and business representatives of partner organizations. Served as subject matter expert on digital product design and learning theories, applying in-depth knowledge to create relevant and useful programs. Determined business and academic requirements and collaborated with professionals at all levels to ensure full compliance. Below are the course titles and a content summary (full school catalog is attached in Appendix A):

1300 Introduction to Private Investigation

This course reviews the need for investigative and security personnel. Primary aspects and fundamentals of investigations and laws by which an investigator is required to abide by are reviewed as well as the licensing requirements and regulations in the State of Arkansas.

1310 Reports & Report Writing

This course contains information on the importance and purpose of reports, including the following:

Sample reports	Surveillance reports
Importance of reports	Confidential reports
Construction of reports	Undercover operation reports
Details of reports	Principals of reports
Police reports	Crime scene investigation report
Private reports	Reporting personal backgrounds

1320 Act 429 - Rules and Regulations/ Legal Authority

This course will review the rules and regulations of the Board of Private Investigators and Security Agencies and Alarm System Companies as set forth by Act 429. This course will discuss the legal rights and responsibilities private investigators have in the State of Arkansas.

1330 Investigations and Security as a Career

This course provides a practical study of employment opportunities available to private investigators, guard and security services.

2300 Civil Law

This course offers a comprehensive study of civil damage suits, tort cases and demonstrative evidence as well as preparation for testimony in a court of law.

2310 Plaintiff and Defense Investigations

This course provides the skills and techniques necessary to develop evidence on behalf of a plaintiff or defense attorney. Fraudulent insurance claims, techniques used to expose these frauds and the techniques used in writing investigative reports for attorneys are also reviewed.

2320 *Missing Persons & Witness Location*

This course will provide the student with a basic knowledge of how to undertake the proper course of action successfully to locate a missing person.

2330 *Surveillance & Stakeout*

This course addresses various surveillance and stakeout techniques and the basic equipment used by Private Investigators. The course also educates on the use of motion and still cameras and corresponding accessory equipment. How to write clear and concise surveillance reports is emphasized.

2340 *Undercover Investigations*

This course offers a practical study of pretext and undercover as methods of obtaining information and evidence. Course content includes sample pretext and guidelines for entrapping.

3300 *Utilizing the Internet in Investigations*

This course explores both paid and free online research tools that can be used in investigations.

3310 *Advanced Court Testimony*

This course will go into further detail on effective court testimony. It will include how to prepare to be a witness, handling cross-examination, and presenting results of investigations in court or at a deposition.

3320 *Background Investigations*

This course discusses the difference between routine and specific locates the power of the Uniform Commercial Code and methods of approaching clients. The course includes information on accessing public records, motor vehicle reports, credit reports, and employment verification. How to present gathered information to your clients will also be addressed.

3330 *Competitive Intelligence and Corporate Espionage*

This course will review methods used to collect competitive intelligence, the methods used to commit corporate espionage as well as counterintelligence measures, ethical issues associated with corporate intelligence gathering, and how to implement counterintelligence measures for corporate clients.

3340 *Interviewing Techniques*

This course will discuss the procedures and techniques of conducting interviews and interrogations and types of interviews. The course will cover how to plan an interview, the interview process, interrogation techniques and legal issues.

4300 *Executive Protection*

This course looks at the differences between being a bodyguard and executive protection. It examines the budget and authority for executive protection, the risks of protecting a

person, protection techniques and the relationship between a bodyguard and the person being protected.

4310 Retail Security and Loss Prevention

This course discusses the different types of shoplifters, how a business can protect against shoplifting as well as how vendors and delivery persons can steal from their customers. Employee theft, avoiding credit card and check fraud and computer theft are also covered.

4320 Homeland Security

This course reviews historical and current developments in homeland security and the relationship of homeland security to private security and private investigation.

4330 Patrolling & CCTV

This course will provide a background in the proper procedures for patrolling and onsite security.

4340 Multicultural Investigations

This course is a basic introduction in the types of differences that arise when dealing with a multicultural client and/or investigative target.

5300 Private Investigation Business Basics

This course provides a basic understanding of what is involved in running an investigation or security business to include administrative needs, general recordkeeping, and billing as well as business forms, supplies, and equipment.

5310 Basic Accounting Principles

This course offers a basic education in accounting, balance sheets, P&L statements, audits and other financial records necessary to run and maintain a business, including types of billing and accounting software.

5320 Recordkeeping and Document Retention

This course will provide a thorough discussion of the state and federal requirements for recordkeeping and document retention to include starting a new business as well as best practices for shredding, maintaining the confidentiality of print documents, and email.

5330 Marketing your PI Business

This course provides and education on basic marketing principles including how to make good marketing decisions for your business, maintaining confidentiality in the marketing context, how to write an effective cover letter and résumé.

5340 Ethics

This course will discuss the ethics to which a private investigator and/or security specialist should adhere.

6100/6150 PI/Security Exam Review

This course will focus on the state licensing examination for private investigators and security professionals.

Guest Lecturer, Webster University, 2010

SECR 5030, Business Assets Protection Course

Certified SafeStart Trainer, Domtar, 2010-2020

This safety training for environmental risk mitigation through creating habits of self-triggering modification requires a certified instructor teach a progressive series of programs over for the entire staff at the mill. I oversaw the design and implementation of these learning products and academic programs, collaborating effectively with academic and business representatives of partner organizations. I served as subject matter expert on design and learning theories, applying in-depth knowledge to create relevant and useful programs to prevent human error prevention training.

I taught the courses and administered the rewards program on learning these lifesaving critical error reduction techniques. By training to be aware of the four states (rushing, frustration, fatigue & complacency) this program reduced safety accidents. I determined business and academic requirements and collaborated with professionals at all levels to ensure full compliance. I was a mentor to the new supervisor of staff of twenty-five (25) officers and ensured that the curriculum and program competencies were not only developed correctly but the results were evaluated and recorded with all the assessment determinations to be used as a guide to support student success.

Quick Spanish for Law Enforcement, FBI Little Rock Division (Co-Instructor), 2010

I was responsible for creating this course, collecting the Subject Matter Experts (SMEs), and oversaw enrollment of the police officers who wanted to take this six-week course. I monitored classes to ensure compliance with academic requirements and regulations. I also taught the section regarding cultural sensitivity.

Certified Protection Officer Instructor (CPOI), International Foundation for Protection Officers (IFPO), 2008-2020

The IFPO CPO program is designed for security officers and students who wish to learn more about security/asset protection. It is for the career-oriented individual who wants more than just a job. The difference between a guard and a Professional Security Office is evident when a candidate goes that extra mile and completes this classroom training program. I was a certified instructor and proctored exams for forty-eight (48) students in several states.

“The security profession operates in a constantly changing environment and must provide a wide range of potential responses to evolving and increasingly complex threats. Globalization and technology increase the scope of these threats and accelerate the rate at which they change. Consequently, providing security has become more complicated and the knowledge required by a competent security operative, at any level, has grown. This course will improve any protection officer’s skills, knowledge, and abilities. This highly interactive course includes 12 units covering 45 chapters. Each chapter provides interactive activities, knowledge checks, and concludes with an end-of-chapter test” (IFPO Website).

**Medic First Aid Instructor, 2009-2010 & American Academy of Orthopedic Surgeons
Certified Instructor: CPR/AED/First Aid, 2009-2013**

I lead many CPR/AED/First Aid courses for our clients and employees during this time when I was a certified instructor.

Certified Protection Professional (CPP), Official ASIS International Review Course, 2021

Due to the ever-changing learning environment during the pandemic, ASIS spent 2020 developing an official CPP review course for the first time. I attended the officially sanctioned “train the trainer” webinars to facilitate the expansive material to be covered in this nine (9) week course.

Certified Protection Professional (CPP), ASIS International Review Course, 2020

In this 12-week course I developed strategic learning methods and testing success best practices to help the virtual students determine their core competencies and vulnerable subject domains. The CPP test material is a tightly held secret, therefore the sheer amount of material that is possible test matter is often overwhelming to the students. This causes a considerable amount of anxiety and procrastination about sitting for this prestigious certification. Added to that, the professional who is qualified to sit for the CPP exam must have a proven history in security management, therefore, by nature is going to have an extremely hectic career with an unpredictable schedule and emergency situations occurring regularly. These factors make developing the review course challenging. Due to Covid-19, I had to augment my learning objectives and instructional modules to a virtual environment. With a blended design that combined adaptive learning and competency-based goals, each of the students reported that my course was an asset to their study process. All the students passed the CPP exam.

I have taught many versions of this study course in person throughout the years. Two examples are: ASIS Chapter 129, Investigations Section Review for CPP and CPI certification (2011), and CPP Basic Review Class, Coordinator and Instructor (2010), ASIS International Updated CPP Review Course, taught 2020 & 2021.

Consulting and Management Experience

Dennis Food Group, 2019-2022

I lead the development and execution of business strategy, set in motion methods of evaluation the performance of consultants, vendors, and contractors. Compliance protocols for creation and dissemination of documents, bids, and requests for bids. I managed project timelines, communications, budget, and implementation of technology for process improvement.

In this role as a consultant, I collaborate with SMEs to design superior meetings and processes that are supported by research-based best practices in learning. Suggest relevant open educational resources and appropriate instructional methods for online delivery of needed content. I also documented design decisions and assisted with the preparation of documentation for financial approval as appropriate.

I actively managed several SME relationships and obtain approval throughout the stages of the development process. I worked with Senior Leaders / Project Managers to ensure all deadline dates are met throughout the design and development process.

Fx Valley Parks, 2021

I serve as a contract-based consultant and subject matter expert for the development of course outlines, review of courses to ensure compliance with curriculum standards, and creation of survey that would align with their course learning outcomes. I set up protocols that applied Kirkpatrick's Model to make efficient and effective use of time and resources for this new training program. I developed the following tools: "Diversity, inclusion, and bias training: pre-training survey" and "Diversity, inclusion, and bias training: post-training survey".

Justice Brokers Start-up, 2020

I was responsible for creation of tools and training aides to facilitate a network of resources for volunteers interested in advocacy for justice. I also supervised the dissemination and research for creating a mobile app to get these tools in the hands of the people who needed them most under the JAT program. Below are examples of topics (some to include mixed media):

Introduction to Business Law	Diversity & Intercultural Communications
Business Ethics	The Juvenile Justice System
Project Management	Research Methods in Criminal Justice
Strategic Decision Making	Ethical & Legal Issues in Healthcare
Small Business Management	Human Resource Management
Social Media Marketing for Your Non-profit	

Drove success of new online justice action toolkit in collaboration with a university by steering the design, development, and launch. Demonstrated foresight and business acumen to identify and mitigate risks, reduce barriers, and craft impactful solutions to streamline program development and media resources.

Academy of Professional Education (APE), 2010-2016

I created these professional development courses, personal mentoring plans and performance coaching, and training seminars for individual and institutional clients. I led the development of academic content for this Arkansas State Police and Board of Private Career Education certified program. In this new venture in higher education, I created the content from pre-licensing through licensing by the State of Arkansas' Regulatory Services and the Board of Private Career Education. I was also responsible for regulatory compliance and the development of the catalog, faculty training and development, and student orientation. I gathered subject matter experts (SME) in a variety of topic as well as taught many of the courses myself. I recruited students and was on the team that developed the website and marketing material for the school.

Professional certified courses that I designed for APE to ensure engaging learning activities and compelling course content:

- 1300 Introduction to Private Investigation
- 1310 Reports & Report Writing
- 1320 Act 429 - Rules and Regulations/ Legal Authority
- 1330 Investigations and Security as a Career
- 2300 Civil Law
- 2310 Plaintiff and Defense Investigations
- 2320 Missing Persons & Witness Location
- 2330 Surveillance & Stakeout
- 2340 Undercover Investigations
- 3300 Utilizing the Internet in Investigations
- 3310 Advanced Court Testimony
- 3320 Background Investigations
- 3340 Interviewing Techniques
- 4300 Executive Protection
- 4310 Retail Security and Loss Prevention
- 4320 Homeland Security
- 4330 Patrolling & CCTV
- 4340 Multicultural Investigations
- 5300 Private Investigation Business Basics
- 5310 Basic Accounting Principles
- 5320 Recordkeeping and Document Retention
- 5330 Marketing your PI Business
- 5340 Ethics

Service

ASIS Chapter 129, Treasurer, 2023 - **Chapters** are the heart and soul of the **ASIS** community, creating professional development and networking opportunities at the local and regional level (www.asisonline.org). At the heart of ASIS is a global network of 34,000 passionate members who together are driving industry standards & guidelines, specialized training, and certifications to advance security worldwide. The global premier security organization where service to the local chapter ensures growing partnerships with the leaders in the criminal justice system throughout the state of Arkansas (and beyond).

Criminal Justice Career Expo, Planning Committee/Speaker & Sponsor Coordinator, 2022 (Inaugural event, to be an annual event)

Student Internship Development & Director, Criminal Justice Department – University of Arkansas at Little Rock, 2022 – Present

SafeZone - The purpose of the Safe Zone program is to provide campus “safe zones” where individuals affected by homophobia, hateful acts, and sexual violence can safely go for support and assistance from trained faculty. By placing the Safe Zone symbol on their office door, Safe

Zone allies signify that their space is a safe place to talk about issues impacting the LGBTQ+ community. 2022- Present

Grand Prairie CASA, Grant Writer (www.grandprairiecasa.org), 2022

IDESSA Music and Arts Festival, logo creator, 2022

Birdability Captain (www.birdability.org), 2021 - Present

Human Trafficking Awareness Advocate– See Something, Say Something! DHS Blue Campaign, (<https://www.dhs.gov/blue-campaign>), Volunteer, 2011- Present

#HonorNativeLand poster distributor, 2020-Present

Ballroom Latin & Swing Dance Organization – Board Member, Showcase Chair, 2020

Voter Registration Volunteer / Census Awareness Marketing Sponsor, 2020

Corso Cabbie, Daisy Chain Transportation Volunteer, 2019-Present

Barkus on Main- Pet Rescue Sponsor, Pet Transportation Taxi, 2018

@PhotoFinish4Rescues- Take a photo, give a photo to a shelter pet, 2018-Present

BOMA, Education Committee Volunteer, 2018

FBI Citizen’s Academy Alumni- Board of Directors, Vice Chair, 2017
(Member 2011 – Present)

National Night Out Volunteer, 2017-2018

FBI “Chasing the Dragon” Opioid Drug Awareness Day School Volunteer, 2017

ASIS 3B Regional Vice-President, 2016-2021

ASIS, Central Arkansas Chapter Chair/ Region 3B Assistant Regional Vice- President, 2013-2015

ASIS/ACCLEA Conference Planning Committee, 2012

Arkansas Coalition Against Domestic Violence, 2nd Annual 2-day Immigrant Victims of Domestic Violence & Human Trafficking Conference, 2012

ASIS- Central Arkansas Chapter, Vice- Chair & Pistol Shoot Scholarship Fundraiser Coordinator, 2011

Elected Board of Directors, W.G. Condo Association, 2010-2011

UALR- Criminal Justice Spring Luncheon Planning and Volunteer Committee, 2010

FBI InfrGard Volunteer Program Committee, 2010-2012 (Member 2010 – Present)

ASIS- Central Arkansas Chapter, Chairperson, 2010

ASIS- Central Arkansas Chapter, Secretary, 2009

ASIS – Central Arkansas Chapter, Placement Chair, 2008

Volunteer for MDA, The Muscular Dystrophy Association, 2007-2011

Owner/Promoter, Non-Profit Organization- Arkansas DanceSport Foundation, ADF, 2006-2010

Annual Easter Seals Fundraiser, Century 21 Casino Nights, 2002-2006

Garland County Prosecuting Attorney Campaign, voter registration, & poll watcher, 2000

Participation in Child Abuse Awareness Week, Safety in the Home, 1998

Hot Springs Women’s Chamber (member, speaker), Personal Safety Awareness Seminars, 1997-2000

Working Women’s Night Out – Speaker on Personal Safety Procedures, 1996-2002

Honors/Awards

Meritorious Service Award, Las Vegas, NV, presented in recognition of your work to foster the spirit of goodwill and professionalism within ASIS International, 2018

FBI, “Certificate of Appreciation” in recognition of my contribution to the community for assisting in the statewide “Chasing the Dragon” Opioid Drug Awareness Day, 2017

Induction into Phi Kappa Phi, National Honor Society, 2013

UALR, Honors Convocation, Department of Criminal Justice, 2012

Federal Bureau of Investigation /US Dept. of Justice (FBI’s) 11th Annual Citizens’ Academy Graduate, 2011

National Criminal Justice Honor Society, Alpha Phi Sigma, Omega Delta, 2011

Regional ASIS Certification Award- Region 7A, 2010

Winner of the Allan J. Cross Scholarship Award, ASIS award for CPP, 2009

Employee opinion survey by all Arkansas officers ranked me as the highest Manager in the nationwide company, 2008

Arkansas Best Business, Security award, 2007

Whelan Security Annual Manager's Meeting- Challenge Group Winner, 2007

Award for taking company overtime from 18.72% to 8.12% in one quarter, 2007

Articles, Publications, and Presentations

Articles/Publications

[Free Friday Fact or Fallacy \(F4\)](#) Blog Post (June 17, 2022 – Present)

ProQuest Dissertations Publishing, "[Relationship Between Police Officers' Sleep Quality, Burnout from Shift Work, and Intention to Leave Law Enforcement.](#)" Feb. 2022

"Diversity, inclusion, and bias training: pre-training survey", Fx Valley Parks, 2021

"Diversity, inclusion, and bias training: post-training survey", Fx Valley Parks, 2021

"David vs. Goliath, a Tragic Case Study of Injustice", Legal Brief, DFG, 2020

"Justice Starts Here: Connect, Plan, Train & Act", Website published, Arkansas007.com, 2020

"Keys to a Successful Career as an Investigator", Women in the Security Profession-A Practical Guide for Career Development, Authored Chapter 10, 2016, [ISBN: 978-0-12-803817-8](#) – See page 39

"ASIS Investigations Standard", ANSI Publication, Working Group Member, 2015, [ISBN: 978-1-934904-76-3](#)

"ASIS Standard Auditing, Management Systems-Risk, Resilience, Security & Continuity-Guideline for Application", ANSI Publication, Committee Member, The SPC.2 Standard, 2014

"Opportunity Knocks", ASIS International Dynamics Magazine, (Global Printed Magazine), 2014 – See page 38

"RUN HIDE FIGHT revisited: Active Shooter Awareness", article published in Examiner.com, 2012

“ANSI/ASIS PSC.1-2012”, Standards Technical Committee Member, 2012, ISBN: 978-1-934904-84-8 (Note: In 2017 ANSI/ASIS PSC1.-2012 underwent its five-year periodic maintenance and evaluation process, I was not part of that Technical Committee and Working Group review).

“Winter weather increases risk of stolen vehicles”, article in the Examiner.com, 2011

“Neighborhood crime trackers available online”, article in the Examiner.com, 2011

“Introducing the FBI’s first iPhone App- Child Id”, article in the Examiner.com, 2011

“A dozen simple tips for everyday personal security that just may save your life!” It was published to a web page with a monthly subscription to an article about security via email, 2010

Quotation regarding ASIS Certification in the International Brochure for Certification, 2010

Quotation on ASIS Website regarding the ASIS Foundation, 2010

“The Benefits of Continuing Education in the Role of a Security Professional”, IFPO, International Foundation for Protection Officers Newsletter, 2010

“A dozen simple tips for everyday personal security that just may save your life!”, IFPO, International Foundation for Protection Officers Newsletter, 2010

“Security Snapshots”, Monthly Newsletter, 2007-2013 (Statewide four-page employee & client publication)

Speaking/Presentation Experience

Note: This list does not include the weekly formal and informal presentations made to employees, colleagues, and clients as an integral part of my eleven-year career as the Manager of Security Services at Whelan. These presentations were for groups as small as three individuals and as large as one hundred and seventy-five. A partial list of the formal engagements where I was a speaker are listed below:

“Cyber Crime”, Arkansas CPA Association 16th Annual Fraud Conference, Nov. 2022

“After Action Reporting, Documentation, and Evaluation Measures”, DFG, 2021

“How to Develop a Structured Study Plan for the CPP Exam”, ASIS Region 3B, 2021

“How to Conduct Successful Zoom Meeting for Your Chapters”, ASIS Region 3B, 2020

“Marketing Your Small Business During a Pandemic”, ALPS, 2020

“Annual Leadership Training Seminar- Organization is Key”, ASIS Region 3B, 2019

“Using Social Media & Photography to Boost Adoption Success”, Sherwood Pet Fair, 2019

“Safe Start Training & Tabletop Event”, Domtar Ashdown Mill, 2018

“Harnessing the Power of Observation in the Field of Criminal Justice Careers”, AAC, 2018

“Workplace Violence Tabletop Training & Exercise”, Transamerica Security Force, 2017

“Active Shooter Preparedness Planning”, Colliers International Real Estate Group, 2016

“How to Plan, Hold, and Develop Successful Monthly Meeting”, ASIS Regional Training, 2015

“Active Shooter Preparedness Planning”, Arkansas Association of Legal Administrators, 2015

“Understanding the National Network of Fusion Centers and the Intelligence Cycle”, Arkansas State Fusion Center, 2015

“Continuing Education- The Pathway to Industry Success”, ICON Summit, Florida, 2014

“Preparing Your Commercial Facility for and Dealing with an Active Shooter Incident”, BOMA Arkansas Chapter Continuing Education, 2014

“Regions Center - Active Shooter Seminar”, co-speaker with LR Bomb Squad, 2014

“Becoming a Licensed PI in Arkansas”, Southeast Arkansas College, 2014

“Active Shooter Written Planning Musts”, FBI InfraGard Northwestern Chapter, 2013

“Active Shooter Planning Policies”, Regions Building Floor Warden Training, 2013

“How to Lead an Engaged Membership Drive”, ASIS International, Assistant Regional Vice President (ARVP), 2013

“Training Your Employees in Their Specific Learning Style”, ASIS International, Chapter Chair, 2012

“Physical Security Professional Certification Overview”, ASIS International, Vice Chair, 2011

“How to Build a Great Training Program”, ASIS International, Chapter 129, 2011

“The Importance of Certification in the Field of Security Management in the Public and Private Sectors”, Webster University, Guest Lecturer, Class SECR 5030, Business Assets Protection Course, 2010

“Standards for Reviewing Physical Security Plans and Objectives”, FBI InfraGard Regional Conference, 2010

“Benefits of ASIS Membership & Networking Before You Leave the Military”, Little Rock Air Force Base, 2010

“The Benefits of Continuing Education in the Role of a Security Professional”, Presentation of my article for the Annual Meeting of the Southwestern Association of Criminal Justice, 2010

“Shelter in-place, are you ready for the wait?”, Moderator, ASIS National Convention, Anaheim, CA, 2009

“The CARVER Method to Define the Relationship of Your Assets & the Consequences of Threats”, Moderator, ASIS National Convention, Anaheim, CA, 2009

Numerous Job Fairs, for Whelan Security and ASIS, 2007-2009

“Safer Showings, Realtor Security Practices”, Century 21, 2004

“Personal Safety”, Woman’s Chamber of Commerce, 2001

Professional Positions

(Note: A professional history back to 1998 can be provided upon request)

City of Little Rock, Human Resources Department: Labor Relations Analyst II- EEO Investigator, Jan. 2020 – Mar. 2020

As part of a large human resources team, my duties included: program trainer to the supervisory leaders for their professional development and training programs for the City of Little Rock employees, anti-harassment training presenter, hearing officer for disciplinary action appeal and grievance hearings, and investigations. Investigated EEO claims of harassment and discrimination for all fourteen (14) divisions of City management to include Little Rock Police Department. Released due to budgetary concerns stemming from Covid-19 (part-time status).

Whelan Security: Manager of Security Services, Arkansas Branch, Sept. 2007 to Jan. 2019

Demonstrated proficiency in the areas of operational resilience, personal and physical security, personnel management, employment investigations, client retention, recruiting, preparedness, and compliance enforcement. Responsible for the oversight and operations for the entire state of Arkansas for over 11 years. Supervision over one-hundred and fifty (150+) employees throughout the state, recruiting and leading supervisory training. Client relations, corporate reporting, financial and legal responsibilities, and organizational management of every aspect of running a branch location. Career counseling, succession planning, and mentoring. Successfully created and lead regulatory compliance, including teaching the Arkansas State Police mandatory training course for over eight-hundred (800+) adult students.

Subject Areas of Expertise

Educator/Teacher/Mentor	Sales/Operations Management
Quality Leadership/Innovator	Criminal Justice
EEO, ADA, FMLA Investigations	Startups/Transitions
Employee Engagement	Crisis/Emergency Management
Change Management	Policy/Procedure Development
Recruiting/Training/Teambuilding	Marketing/Branding
Client Relationship Building	Due Diligence/Compliance
OSHA Investigations	P & L/Budget Accountability
Corporate Security Programs	Access Control/Safety
Risk Assessment & Mitigation	Workplace Violence Prevention
Private Investigations	Corporate Communications
Public-Speaking/Presentations	Small Business Creative Marketing
Psychology Research/Writing	Risk Assessments/Mitigation
Conflict Resolution	Imaginative Thinking
Crime Prevention Through Environment Design (CPTED)	

Entrepreneurial Experience

Koi Connects: Small Business, compliance, and risk mitigation consultant, Jan. 2019-Current

At Koi Connects, I utilize my education plus real world experience to help facilitate full – service project management solutions. I help small businesses with a myriad of quality services to include (but not limited to): social media strategy & content, compliance & human capital management, policy & procedure operating procedures, employee investigations, and risk avoidance/mitigation. I develop training and online learning courses, website design, mobile app design, compliance protocols, and safety standard operating procedures. All of this is done with attention to detail, organization, and professional document retention.

ALPS: eCommerce Content Specialist, Nov. 2019 – Current

Creative social media content provider (Koi Connects) to a small business, to include: email campaign management, photographer, editor, facilitator of innovative content via their multiple social media platforms. Email campaign management, promotional events, and much more!

Koi Investigative Services: Professional Licensed Private Investigator, Nov. 2011 – Current

Class D Private Investigator Licensed by the Arkansas State Police (#D-3884, Ladd Investigations) left the corporate arena to complete PhD in Forensic Psychology. Conducted investigations on matters of harassment, breach of contract, security management consulting, EEO case management, child custody family court, and other confidential investigative topics. In addition to investigations, advanced photography, Trial preparation assistance for law firms, public relations facilitation for client needs, as well as business growth strategy. My justice brokerage team can also offer solutions specific to our clients' unique needs regarding diversity, equity, and inclusion training see my website at: arkansas007.com

Professional Affiliations

NAIS, National Association of Investigative Specialists, 1996-Present

ASIS International- ASIS Local Chapter 129: Chapter Chair, Assistant Regional Vice President, Regional Vice President & Member in good standing, 2007-Present

FBI's InfraGard Program: Current Member in good standing, 2008-Present

IFPO, International Foundation for Protection Officers: Current Member in good standing, Certified Protection Officer Instructor, 2008-2019

Member National Domestic Preparedness Coalition, NDPCI, 2010-Present

Member, The Department of Homeland Security Information Sharing Technology Program, UICDS, 2010-Present

The Federal Bureau of Investigation National Citizens Academy Alumni Association (FBINCAAA), 2011-Present

UALR, Criminal Justice Society, CJS, 2011-2013

UALR, Graduate Student Association, GSA, 2011-2013

Criminal Justice Honor Society, Alpha Phi Sigma, 2011-2013

Building Owners and Managers Association (BOMA), Associate Member, Education Committee, 2011-2018

North American Bodyguard Association, 2012-Present

United Female Protection Specialists, 2012-Present

Phi Kappa Phi, Honor Society, 2013-2015

Investigative Association of Arkansas (IAA), Founder, 2014-2016

Instructional Design: Project Management, Authoring, and Web 2.0 Tools

YouTube	Microsoft Office Suite	iTunes
Prezi	Adobe Lightroom	Trello
Canva	Adobe Spark	Smartsheet
Audacity	Quizlet	Elucidat
Blackboard	Snagit	SoftChalk
Zoho	Slack	Zoom
Survey Monkey	Mailchimp	Sendible
WebEx	HubSpot	Big Commerce

A Sample of the Last Three (3) Years' Continuing Education & Training Courses:

- Department of Homeland Security “Protect Campus Symposium: Human Trafficking on College Campuses” 1.23.2023 (half day) – Law Enforcement Training, Victim Centered Investigations: A Community Approach
- Department of Homeland Security “Protect Campus Symposium: Human Trafficking on College Campuses” 1.23.2023 (half day) – Faculty & Student Training, What does Human Trafficking Look Like on Campus?
- Academy for Teaching & Learning Excellence (ATLE): 2022- Present, University of Arkansas at Little Rock, 61 points earned in Fall 2022 towards the 200 needed to obtain the Professional Development Certificate
- Monday Morning Mentor Faculty Development: University of Arkansas at Little Rock – Weekly beginning 10/22 – Present
- University Faculty Mentoring Program: University of Arkansas at Little Rock, Office of the Executive Vice Chancellor and Provost – 2022/2023
- ASIS Training of Trainers (TOT), International Inaugural 3-Day Conference – 07/22
- Cybersecurity and Infrastructure Security Agency, Infrastructure Security Division – Active Shooter Preparedness Webinar – 03/22
- Title IX Employee Training – Sexual Violence & Reporting – 10/22
- ASIS – Harding University, Active Shooter – Mitigation, Preparedness, and Testing – 07/22
- Gorgias Social Media Marketing, Basic Agent Certification – 04/22
- HSIN- Homeland Security Information Network – Homemade Explosive and Precursor Awareness (HME-P) – 02/22
- HSIN- Homeland Security Information Network – Protective Measures Awareness (PMA) ‘22
- HSIN- Homeland Security Information Network – Introduction to the Terrorist Attack Cycle (ITAC) – 02/22
- HSIN- Homeland Security Information Network – Response to Suspicious Behaviors & Items (RSBI) – 02/22
- UA Little Rock, What is a Quality Assurance Course? 07/22
- UA Little Rock, Belonging & Inclusive Course Content, 09/22
- ASIS International – Understanding Human Trafficking as a Criminal Enterprise – 07/22

- ASIS Southern Connecticut Chapter – Enterprise Security Risk Management (ESRM)- 04/22
- Faculty Development: How Can I Help Online Students Develop Autonomy & Take More Responsibility for Their Learning? How can I create a Student-Focused Syllabus? How Can Ungrading Unlock Your Students' Potential? 2022
- Infragard – Los Angeles Members Alliance – Procurement Fraud & Collusion – From Red Flags to Prosecution – 02/21
- ASIS CPP Virtual Study Group Leadership Training (13 CPE Units)- 04/21
- FBI LR Citizens Academy Alumni – Hate Crimes Training, Hope, AR 07/21
- DESE – Confronting Cyber Threats: Cybersecurity from the FBI's Perspective/ 04/21
- FBI Citizens Academy Alumni Association – Human Trafficking Current Threat Briefing – 01/21
- ASIS, Implicit Bias in Physical Security Operations: Why it Matters, 2021
- ASIS, Leveraging Emotional Intelligence to Help Fearful Clients Manage Threat Crisis, 2021
- ASIS, School Safety & Security, The Mental Health Impact of COVID-19, 2021
- Dr. Kemp, 5 Steps to Transform Your Conversations about Racism, 2021
- Microsoft eLesson: Unconscious Bias, 2021
- Infragard Members Alliance, NY Metro – Hate Crimes & Bias Incidents – Part I: What's Happening & Why? (The Landscape) 06/20
- Infragard Members Alliance, NY Metro – Hate Crimes & Bias Incidents – Part II: To Report or Not to Report (Crimes & Prosecution) 06/20
- Infragard Members Alliance, NY Metro – Hate Crimes & Bias Incidents – Part III: How Do I Recover... & Become More Resilient? (Resources) 06/20
- Infragard Members Alliance, NY Metro – Hate Crimes & Bias Incidents – Part IV: How Not to be a Victim (Prevention) 07/20
- The Hetherington Group – Domestic Background Checks – 06/20
- ASIS International, Kansas City Chapter, Associate Protection Professional (APP) Study Group Assistant Leader – 04/20
- Infragard – National Capital Region, Human Trafficking: Part 1: What is it? – 11/20
- Infragard – National Capital Region, Human Trafficking: Part 2: What does it look like? 11/20

- Infragard – National Capital Region, Human Trafficking: Part 3: What’s the impact? And what can we do about it? – 11/20
- CITI Program, Doctoral Student Researchers – 08/20
- eBird Essentials, The Cornell Lab of Ornithology – 07/20
- Yale University (Coursera, Dr. Lauri Santos) – The Science of Well-Being Course, 03/20
- Infragard Louisiana – Multi-Hazard Emergency Planning Toolkit, 2020
- 100+ Hours of Professional Photography Training with 75+ Different Companies 2020-2022

Professional References

Dr. David Montague
Executive Director of Online Learning & Faculty Mentoring
University of Arkansas at Little Rock
drmontague@ualr.edu
501-683-7227

Craig Russell
Director of Public Safety
Harding University
crussell@harding.edu
501-278-0862

Dr. Arielle Woodyard
Forensic Psychologist
Federal Bureau of Investigation
Arielle.woodyard90@gmail.com
623-476-9491

FORMAL MENTEE RELATIONSHIPS

1999-2001	Jason Taggart- Texarkana, TX - Private Investigator (Police Officer)
2010	Becki Erickson- Chicago, IL - Boeing, Aviation Security Coordinator
2011-2012	Betty Chadduck – Little Rock, AR - Private Investigator
2013-2014	Luke Davis- Jonesboro, AR - Security Management (Sherriff’s Dept.)
2014	Jason Miller- Chicago, IL -Executive Protection
2014-2016	Angela Irby- Little Rock, AR – Recruiter (Human Resources)
2018-2020	Teresa Crossman- Waynesville, MO- PhD Student, Army Lt.
2022	Danielle Holland- Daytona Beach, FL, Police Officer DOD, PhD Student

[Link to publications:](#)

This Article published in ASIS Dynamics Magazine, “Opportunity Knocks” 2014 by Misty Ladd

Woman in the Security Profession: A Practical Guide for Career Development (Davies, 2017)
ISBN: 978-0-12-809817-8 (*Chapter 10: Keys to a Successful Career as an Investigator*)

July 15, 2014...Open Letter to North American Bodyguard Association (NABA) Congratulating Misty Ladd by Raffaele Di Giorgio

What does it take to be successful? Which course do I need in order to be more marketable? Which certification, do I need to be more employable? These are questions that I answer for various people, several times a week and dozens of times a month, through various phone calls and e-mails. Answer: There is no shortcut. I would like to take a moment to lay out one case for example and to brag for a moment on one person's 15-year journey.

Those of you that attended the ICON Summit in January, had the opportunity to listen to Misty Ladd speak about continuing education and necessary certifications that are involved within the fields of security and protection. Ms. Misty Sharp Ladd, recently became the fifth woman in the history of ASIS (an international organization of over 34,000 members) to complete all three of their certifications;

Certified Protection Professional (CPP)®
Board Certification in Security Management

Professional Certified Investigator (PCI)®
Board Certification in Investigations

Physical Security Professional (PSP)®
Board Certification in Physical Security

For those of you not familiar with the programs, this is a major milestone in anyone's career and a true testament to the dedication that is required to succeed in the industry.

Now, take into account that while completing the requirements for the certifications she has also successfully pursued and completed a Masters in criminal justice, is currently working towards her PhD in forensic psychology, is a state director for a national security firm, is a regional representative for ASIS, an instructor/owner for a Private Investigation and Security Academy in Arkansas, sits on various committees and workgroups, a published author, a speaker and lastly, but most certainly not least, a single mother.

It may seem like a lot of work to the ones that call and ask me for a quick fix certification or course to attend in order to open up the Golden gate to a profitable existence in the security/protection field. You would be right. It is a lot of work, just like anything else that is worth having. It most certainly had its ups and downs, it was most certainly challenging, it required a lot of sacrifice on her part, as well as her daughter, her family and her friends. But yet she persevered and stayed true to her goal and the craft.

She has had setbacks both major and minor, she has dealt with discrimination, the good old boys network, the naysayers and the ones that said for any other reason that she could not make it in this male dominated industry.

Is Misty a shooter? Absolutely not. Will Misty walk a protective formation? Again, no. Will Misty be a security driver? I have driven with her and the answer is no.(lol)

But I can find people with those skills sets, believe it or not quite easily. But now let's discuss how Misty separates herself from the rest of the crowd. Can Misty address concerns on profit and loss, market capture, state compliance, proposal and contract writing, short-term and long-term disability benefits, judicially prudent report writing and evidence gathering, protective intelligence & threat assessments, organizational leadership, unemployment claims, risk mitigation, continuity of operations planning (COOP), nationwide logistical support of operations, internal investigations, human resources, state compliant training and reporting? The answer to these and many more executive skill sets is a resounding, Yes.

So ask yourself who is more valuable in this professional field? In the 15 years that I have worked with Misty as an advisor/mentor, or whatever verbiage you may care to use, have we had our arguments? Absolutely. But more importantly, we have also shared in many successes, many struggles and have become better people through that shared experience. And I include myself in that, this was not a one-way street, nor should any mentor or advisor relationship be. Somewhere between year six and probably eight, I knew that my efforts were not in vain, because I started to find myself looking to Misty for answers and assistance in subject matters that I did not have her expertise on.

To me, it gives me great pleasure to know that she has surpassed me in many of the fields, that I thankfully introduced her to. At the end of the day, isn't that what it is all about? Not to drag somebody but to propel them further, than you ever been.

Misty, congratulations, and I look forward to the day that I can call you Dr. Misty Ladd.

V/R, Raffaele M. Di Giorgio

t. 866.734.8184 | m. 865.617.6166 www.GOS911.com

The #1 best-selling book: Legal Considerations for Tactical Medical Responders: For Both the Individuals and Agencies <http://lctmrbook.com/>

Raffaele Di Giorgio's Speaker Page: <http://raffaeledigiorgio.com/>



Dennis Food Group, LLC

POST OFFICE BOX 282, LITTLE ROCK, ARKANSAS 72203 • Dennisfoodgroup@aol.com

January 22, 2021

To Whom It May Concern:

It is with great pleasure that I take the time to write this letter of recommendation for someone as capable, knowledgeable, and talented as Ms. Ladd.

I have known and worked with Misty Ladd over the past 4 years and find her to be the consummate professional. She has extraordinary leadership skills but more importantly Misty employs them in a mentoring manner ensuring that her staff and students have the tools and resources required as well as the guidance to achieve a goal. She embodies leadership in percept and example, making her more than just an outstanding leader, but setting her apart as a gamechanger, no a transformative leader.

She processes the utmost knowledge in her fields, taking the time and diligence to stay ahead of the field always striving to ascertain the latest information available in service and dedication to her craft and clients. Her orchestration in the classroom is what compelled me to seek her out at the conclusion of the course to continue a professional relationship with her.

I have attended a myriad of educational programs in my thirty-year career; however, Misty has been the most talented instructor I have ever encountered. From her teaching passion to her organizational excellence, I cannot express enough how brilliant it was to learn from Ms. Ladd. Misty's integrated educational approach afforded me all the tools I needed to successfully complete the course. Misty's ability to accommodate a variety of students, differing educational levels/needs, arduous subject matter, and the demanding technological aspects of the class was masterful.

I know that Misty will more than exceed any requirements or commitments of her. That she, will always approach any challenge with a positive 'can do' attitude and overcome any obstacles along the way. Our experiences working together have been demonstrative of her character and professionalism.

It is for these reasons, that I highly recommend Misty to your organization, she will far exceed any expectations.

Regards,

David Dennis, President and CEO
Dennis Food Group, LLC
Post Office Box 282
Little Rock, Arkansas 72203

Board Certifications in Security - The standard for security practitioners. Worldwide.

ASIS International has set the standards for certification in security for 35 years. Certification plays an important role in the security industry by identifying high professional standards. As an indicator of qualifications, certification is documented evidence of expertise and experience. It is an objective means of distinguishing highly competent security practitioners from their less experienced peers.

Events of the past decade have led to a fundamental shift in the security landscape, resulting in an ever-increasing demand for heightened security to protect people, facilities, assets and data on a global scale. Today, more than ever before, organizations place a high degree of importance on hiring, contracting with, and promoting credentialed security practitioners.

The independent Professional Certification Board (PCB) oversees ASIS certifications. Please take a moment to find out more about these prestigious designations at www.asisonline.org ASIS administers the following certification programs:

Certified Protection Professional (CPP®) - This certification designates individuals who have demonstrated competency in all areas constituting security management.

Professional Certified Investigator (PCI®) - Holders of the PCI® certification have demonstrated education and/or experience in the fields of case management, evidence collection, and case presentation.

Physical Security Professional (PSP®) - The PSP® designation is the certification for those whose primary responsibility is to conduct threat surveys, design integrated security systems that include equipment, procedures and people, or install, operate and maintain those systems.

The PCB considers those elite professionals with all three (3) of these designation to the titled “triple crowners”. There only approximately one-hundred (100) of these professionals worldwide, with an even smaller portion of them being female (eight). This advanced designation shows that not only an individual with a triple crown is committed to excellence but often considered subject matter experts by our legal system in the specialty areas of security management, investigation, and physical security.

Once obtained, there follows a stringent recertification procedure to retain each of these certifications. Each individual certification has specific requirements for continuing education, maintenance of clean background, and professional code of conduct stipulations.

“Misty Ladd Awarded Certified Protection Professional (CPP) Designation”

FOR IMMEDIATE RELEASE April 30, 2009

Contact: Linda Dickerhoof, 703-518-1493

Alexandria, VA – Misty Ladd, CPP, of Little Rock, AR recently was awarded the designation of Certified Protection Professional (CPP) by the Professional Certification Board (PCB) of ASIS International, based in Alexandria, VA.

Throughout the world, the CPP designation is acknowledged as the security profession’s highest recognition of practitioners. It is evidence that an individual is “Board Certified in Security Management.” The CPP is awarded based upon experience and passage of an examination that provides an objective measure of an individual’s broad-based knowledge and competency in security management.

In order to earn this credential; Ms. Ladd had to comply with stringent eligibility requirements, including demonstrating that she had met certain education and /or work experience qualifications including employment for a minimum of nine years in the security profession, with at least three years in a responsible charge position.

To maintain her credential, Ms. Ladd must apply for recertification every three years, at which time she must submit evidence of continuing professional development. This requirement has been instituted in order to maintain proficiency and credibility. Ms. Ladd is one of only 4,500 active CPP’s in the world.

“This achievement demonstrates a level of professional expertise and a validation, by certification, of the knowledge needed for leadership positions within the industry,” said Geoffrey Craighead, CPP, Chair of the Professional Certification Board.

Ms. Ladd is employed at Whelan Security in Little Rock, AR, where she currently is the Arkansas Area Manager. She is a member of ASIS International as well as the local Chapter 129 of ASIS where she serves as secretary. She is also a (CPOI) Certified Protection Officer Instructor for the IFPO foundation as well as many other local and worldwide memberships.

-End-

The Professional Certification Board of ASIS International is charged with improving the practice of security management through the testing and certification of security professions who have met prescribed standards of performance, knowledge, and conduct. ASIS, founded in 1955, is the preeminent education organization for professionals responsible for security, with more than 32,000 members worldwide. By providing members and the business community with access to a full range of programs and services, and by publishing the security profession’s leading magazine-Security Management- ASIS is advancing security worldwide.

My ASIS Digital Certification Badges, Proof of Current Certification Status:

PSP https://www.youracclaim.com/badges/21482bed-3af8-4d15-945c-5cd90b921fec/linked_in_profile

PCI https://www.youracclaim.com/badges/58b18191-17f2-4e76-ab41-8d51fe5ba7bf/linked_in_profile

CPP https://www.youracclaim.com/badges/4ad593f6-2a10-4d88-aa06-91d86b917df0/linked_in_profile

Misty's Diversity Statement (for addition tools, click my website here)

Arkansas

Lifestyles

The Sentinel-Record, Wednesday, April 25, 2001 5B

Safety focus of women's chamber

Women's Chamber of Commerce of Hot Springs will meet Thursday at Hot Springs Country Club. Guest speaker will be Misty Ladd of L & M Investigative Services. She is a Women's Chamber member and will speak to the club about the 10 simple things to do that may save one's life.

Ladd's business degree and natural women's instinct, combined with the martial arts background of her partner, Willie McGraw, have insured the success of this private investigation firm.

From corporate fraud to domestic divorce and child custody, L & M Investigative Services is a licensed firm solving all types of investigative needs.

Joyce Smith, president, will conduct a business meeting following the program. Reservations are required for the dinner meeting, which begins at 6 p.m., with a brief time for fellowship followed by dinner, the program and ending with the business meeting.

For information and reservations, call Regina Welch at 321-4980.

Membership is extended to any person interested in the welfare and growth of the community. Individuals must attend one meeting before joining. Smith has chosen Potter's Clay as a nonprofit organization for the members to provide needed items throughout the year. This month all members are encouraged to bring paper supplies such as toilet paper, paper towels, paper cups, plates and napkins.



Ladd

Almost from the beginning of my career, I have strived (struggled) to ensure that diversity is at the forefront of everything I am involved in. As you can see from the article above, I realized as a female in business, there was a need to elevate other women. Criminal justice remains a predominantly masculine vocation. Falling in love with a career that was astoundingly stacked against me, partly due to being raised in a small non-diverse town and family, I was determined to purposely strive to attract diversity- in my personal life and in my business. I believe there to be no such thing as being passively diverse. Every day I strive to learn more and do more.

According to the latest US Census Data¹ 50.8% of the population is female, yet only 13% of sworn law enforcement officers are female². Racial diversity is also an area that is lacking in most criminal justice fields as well as in higher education. College educators have been found to be far less diverse than the student population³ they instruct. These issues sometimes seem insurmountable as an instructor; however, I have found that you don't have to "fix" the entire organization to make a daily difference in diversity.

As I developed the curriculum at the academy, I wanted to develop a course that not only taught someone how to pass the exam, but I felt true success comes in learning "hands on" how to apply that knowledge. Diversity can be added to learning in small additions to everything you do. Acknowledging different racial and ethnic students by having guest speakers and learning materials from experts that look like them. Reserving larger seats and tables for persons of size. Saving spots at the front of class for those with low vision or attention disorders. Including instruction on multiculturalism, the psychology of how different cultures perceive authority figures (police officers). Land acknowledgments before meetings to honor the Native American history of our nation. Making sure that LGBTQ+ students feel welcome and unafraid to be themselves. Diversity, Equity, Inclusion, and Belonging (DEIB) is a popular topic in today's business and many organizations are stepping up to add training and resources to educate their staff/leaders of these issues.

A lesson I learned personally in the pandemic is that isolation and economic status often affects people with disabilities disproportionately. As a person with invisible disabilities, I struggled to explain how a person with a PhD can also be disabled. As if the mental fortitude and persistence it takes to complete a doctorate could not exist in a disabled person. An aspect of DE&I that is often overlooked is the "B"-belonging. Belonging covers so much more than race and gender, it incorporates persons of size (whether that be large or small), a huge myriad of accessibility challenges from ADD/ADHD to autism, low vision to hearing limits, and so much more. A handicapped person can no longer be considered singularly a person in a wheelchair. The ADA⁴ (Americans with Disabilities Act) from 1990, needs to be completely updated to include all aspects of mental and physical health, gender identity and diversity, and more. As a nation we need to utilize the intersectionality approach to address diversity through regulations, guidelines, and standards. Initiatives are nice, laws are better!

1. <https://www.census.gov/quickfacts/fact/table/US/PST045221>
2. <https://nij.ojp.gov/topics/articles/recruiting-and-retaining-women-police-officers-message-your-organization-sends>
3. <https://www.pewresearch.org/fact-tank/2019/07/31/us-college-faculty-student-diversity/>
4. <https://adata.org/factsheet/ADA-overview>