

**Steven C. Gerding, Ph.D.**

**Director, Employee Assistance Program Unit**

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Senior Executive Service, Director of Employee Assistance Program Unit, New Jersey State Police, Department of Law and Public Safety. Personal qualifications span over 40 years of professional experience in private security, law enforcement, military service, and higher education.

Graduate of the New Jersey State Police Academy, 175<sup>th</sup> Municipal Class, Sea Girt, NJ. Retired Lieutenant from the Toms River Police Department serving as Patrol Division Watch Commander, Professional Standards (department-wide training, internal affairs investigations, employee assistance, drug testing, hiring/promotional testing, performance evaluations, policy development, administration) Emergency Services Unit Assistant Commander, and other assignments in the Detective Bureau and a variety of other duties including development of several significant programs such as the Field Training Officer Program and associated train-the-trainer curricula.

Retired Lieutenant Colonel in the United States Air Force (USAF) Reserve serving as a Special Agent in the Air Force Office of Special Investigations (AFOSI) holding federal law enforcement credentials and a Top Secret/SCI security clearance. Began military service by enlisting in the New Jersey Air National Guard as a Security Policeman; later commissioned a Second Lieutenant as an Intelligence Officer; and ultimately selected for special assignment in the AFOSI.

While mobilized after 9-11 in support of Operations Enduring Freedom and Noble Eagle, trained with the USAF Anti-Terrorism Specialty Team, then deployed to the Republic of Tajikistan as Detachment Commander supporting the counterintelligence mission for force protection. Upon returning from overseas, was assigned as Team Chief at the Global Terrorism Watch, Andrews Air Force Base, Maryland, and was subsequently selected by the Commander of the Air Force Office of Special Investigations to be the command representative at the Air Force Crisis Action Team, the Pentagon, in support of Operation Iraqi Freedom.

Served in higher education as an adjunct professor for both Ocean County College and The College of New Jersey, and full-time tenure track faculty member and assistant dean at Ocean County College. Nationally Certified Instructor by the International Association of Directors of Law Enforcement Standards and Training. New Jersey Police Training Commission certified Instructor, currently teaching the Methods of Instruction course at the Ocean County Police Academy for over 30 years.

Earned a Ph.D. from Seton Hall University with dissertation examining An Analysis of the Relationship Between Higher Education and Police Misconduct in the New Jersey State Police.

Employee assistance has been an on-going professional responsibility, proactively helping employees get appropriate care and treatment, developing policies and procedures, and designing and implementing innovative training programs. As the Director, future focused to lead the dedicated professionals of the unit, to be a catalyst for collaborative change, and to facilitate resources and support to best reach the members and families of all the law enforcement agencies in the Department of Law & Public Safety who need and depend on the professional services the Employee Assistance Program Unit provides.