

# Thomas A. Eberly

---

## Professional Summary

Accomplished criminal justice director with national experience in strategic planning, program and policy development, staff management, project implementation, and analysis. Results-oriented, consensus builder with proven success in gathering information to produce data-driven decisions and innovative solutions. Manager of diverse program areas that emphasize legal and evidence-based practices in reducing criminogenic factors and the effective use of public resources.

## Core Skills

Program and Policy Development · Strategic Planning · Resource Management · Budgeting  
Quantitative and Qualitative Analysis · Research Methodology · Grant and Technical Writing  
Program Evaluation · Evidence-Based Decision Making · Jail Population Management

## Professional Experience

### **PROGRAM DIRECTOR · Justice Management Institute, Arlington, VA**

2015-Present

*Served as Criminal Justice Director for North Carolina's largest county*

Provide technical assistance to justice system stakeholders on a variety of initiatives. Manage projects and site activities to meet project objectives. Conduct analyses and produce reports with recommendations to promote ambitious and achievable change.

### ***Key Activities/Achievements:***

- Provide technical assistance to Harris County (Houston), Clark County (Las Vegas), and the City of New Orleans in developing and implementing strategic plans to safely reduce their jail populations and racial and ethnic disparities as part of the MacArthur Foundation's Safety and Justice Challenge.
- Direct the National Network of Criminal Justice Coordinating Councils (NNCJCC) and facilitate the annual network meeting.
- Advise jurisdictions on the implementation of the Arnold Foundation's Public Safety Assessment (PSA) tool and related pretrial restructuring.
- Conducted the first national study on criminal justice coordinating councils and preparing the findings for publication.
- Assisted the Delaware Center for Justice in developing a case processing map and gap analysis that was the foundation for statewide pretrial reform.
- Collaborated with partnering agencies, through a Bureau of Justice Assistance grant, to provide technical assistance to county officials and administrators on adopting effective criminal justice practices at the local level.
- Organized and developed strategic plans for criminal justice coordinating councils in Adams County (Brighton, CO), Hinds County (Jackson, MS), Clark County (Las Vegas, NV), Charles County (La Plata, MD), and Clinton County (Clinton, IA).

**CRIMINAL JUSTICE DIRECTOR · Mecklenburg Co. Manager's Office, Charlotte, NC** 2010-2015

*Served as Criminal Justice Director for North Carolina's largest county*

Promote improvements in the criminal justice system through interagency cooperation, coordination, and planning. Coordinate the activities of the Criminal Justice Advisory Group and the Juvenile Crime Prevention Council. Oversee the Criminal Justice Services Department that includes pretrial services, treatment courts, forensic evaluation, re-entry services, and criminal justice planning. Manage grants, contracts, and budgets of justice programs and services funded through County.

***Key Achievements:***

- Collaborated with the Bureau of Justice Assistance on Justice Reinvestment, an eighteen-month project designed to strategically reduce system costs while heightening public safety.
- Created Criminal Justice Services, a county department with 55 employees and a 10.5-million-dollar operating budget; developed a strategic plan and performance measures for the department.
- Restructured the pretrial services program to increase staff productivity and reduce operating costs by a half-million dollars annually.
- Developed a data warehouse linking four criminal justice data bases together to yield comprehensive information on system performance and criminal cases.
- Guided the development of an innovative bail policy which introduced an objective risk-based process for determining an arrestee's release conditions.
- Formed partnerships to secure housing for frequent system utilizers that faced issues with substance abuse, behavioral health, and/or homelessness.

**JAIL & JUSTICE DIRECTOR · Mecklenburg Co. Sheriff's Office, Charlotte, NC** 2005-2009

*Served as Director of jail diversion programs and research & planning*

Supervised civilian and sworn staff in the areas of pretrial services, electronic monitoring, and research and planning. Fostered collaborative partnerships between Sheriff's Office and criminal justice agencies to develop initiatives. Shaped internal policies within the Sheriff's Office. Directed research projects that focused on improving the operation of the detention facilities, including the establishment of performance measures. Served on numerous planning groups and task forces.

***Key Achievements:***

- Formed the Criminal Justice Advisory Group that brought together elected officials and criminal justice gatekeepers to proactively address issues within the justice system.
- Partnered with county mental health agency to develop and implement crisis intervention team (CIT) training for corrections staff and law enforcement officers.
- Created a highly regarded electronic monitoring program for diverting moderate risk pretrial defendants from jail that has saved more than 50,000 bed days in less than three years.
- Conducted a comprehensive study of chronic offenders in Mecklenburg County that greatly influenced local policy and funding initiatives.
- Secured the National Association of Pretrial Services Agencies (NAPSA) conference for Charlotte and partnered with the U.S. District Court to co-host the event in September 2009.
- Led the Mecklenburg County Arts and Science campaign for the sheriff's office and county for two years and raised record donations.

**DEPUTY DIRECTOR · Institute for Law and Policy Planning, Berkeley, CA**

2002-2005

*Served as Deputy Director of a nonprofit planning agency specializing in justice system assessments and jail studies*

Provided professional consultation to county and state government regarding criminal justice best practices. Coordinated and led ILPP team at project worksites. Generated statistical information for assessment purposes and policy development. Remedied conflict between government officials to achieve solutions to systemic problems. Assisted clients in the implementation of recommended action plans. Presented findings of studies to clients and members of the community.

***Key Achievements:***

- Analyzed criminal justice systems in Allegheny (Pennsylvania), Salt Lake (Utah), Sedgwick (Kansas), Butte (California), St. Lucie (Florida), Knoxville (Tennessee), and Dane (Wisconsin) Counties to determine cost-effective strategies to systemic issues and crime problems.
- Developed and facilitated a highly successful criminal justice advisory board in Allegheny County (Pittsburgh, PA.) that was responsible for systemic planning of county and court resources.
- Obtained grant funding for client projects with a perfect success rate and prepared project implementation plans.

**CRIMINAL JUSTICE COORDINATOR · Summit Co. Executive Office, Akron, OH**

2000-2002

*Served as Criminal Justice Coordinator for Ohio's fifth largest county*

Advised County Executive on criminal justice matters. Coordinated activities and agenda of the Criminal Justice Advisory Board and related sub-committees. Developed data for the shaping of public policy. Promoted the equitable distribution of county-awarded contracts among community service agencies. Provided technical assistance to city and county justice agencies on behalf of the Executive.

***Key Achievements:***

- Created the Criminal Justice Affairs Division and Criminal Justice Advisory Board as a means to collaboratively manage and facilitate the County's justice and public safety initiatives.
- Performed in-depth analyses of justice entities to support quantitatively the expansion of judicial positions, the creation of a public defender's office, and inmate population reduction efforts.
- Redesigned the organizational structure of the probation and pretrial departments.

**CRIMINAL JUSTICE COORDINATOR · Lake Co. Corrections Board, Painesville, OH**

1996-2000

*Served as the county's first Criminal Justice Coordinator*

Performed system-wide criminal justice analyses and strategic planning. Created performance measures for the justice system and produced the County's annual criminal justice comprehensive plan. Procured federal and state grant funding. Conducted research to determine solutions for issues identified by Board. Oversaw the County's jail diversion program.

***Key Achievements:***

- Obtained funding and assisted in designing an innovative, low-cost minimum-security jail.
- Created Community Alternatives to Jail, a diversion program for offenders that taught life skills and provided employment training.

- Developed an integrated information network that electronically linked justice agencies with the clerk of courts for timely exchange of critical data.

**ADULT PROBATION OFFICER · Lake Co. Adult Probation, Painesville, OH**

1993-199

*Served as an Adult Probation Officer for a high-risk caseload*

Supervised a large caseload of individuals convicted of felony offenses and guided them on successfully completing the terms of their probation. Performed risk and needs assessments on probationers and connected them to appropriate services in the community. Prepared presentence investigations and victim impact statements for the courts to assist with sentencing decisions.

***Key Achievements:***

- Created the agency's first electronic case management system.
- Instituted risk and needs assessment of probationers using the Level of Services Inventory (LSI)

**Education**

**MASTER OF ARTS** · *University of Akron, Akron, Ohio* · 1994

**BACHELOR OF ARTS** · *Ohio State University, Columbus, Ohio* · 1989