

# Curriculum Vitae

Perry Phelps, M.S.

## Education

- **Wilmington University**, New Castle, DE
  - Master of Science in Management, Concentration in Public Administration, 2005
  - Bachelor of Science in Criminal Justice, 2004
- **Delaware Technical & Community College**, Dover, DE
  - Associate in applied science in Criminal Justice, 1994
- **Drakesboro Consolidated High School**, Drakesboro, KY
  - High School Diploma – General Studies, 1981

## Academic Positions

- **Wilmington University**, New Castle, Dover AFB, Dover, and Georgetown Campuses
  - **Adjunct Assistant Professor**, January 2010 – Present
    - Undergraduate Courses: Multi-Cultural Issues in the Criminal Justice System, Corrections and Rehabilitation, Ethics in the Criminal Justice System, Community Corrections, Administration of Criminal Justice Organizations, Community Policing
    - Graduate Courses: Strategies in Organizations, High Performing Teams, Foundations of Leadership, Managing Diversity, Crisis Leadership, Crisis Management, Ethics in Criminal Justice
  - **Adjunct Program Coordinator (part-time)**, Dover, DAFB, and Georgetown DE Campuses, June 2019 – Present
- **Delaware State University**, Dover Campus
  - **Adjunct Assistant Professor (part-time)**, January 2021 – Present
    - Undergraduate Courses: Introduction to Sociology, Criminal Justice, Law Enforcement, University Seminar Sociology Sections I & II, Principals of Corrections,
    - Graduate Courses: American Penal System and Special Topics in Justice/Equity

## **Professional Experience**

- **Delaware Department of Correction**, Smyrna, DE
  - **Commissioner (Retired)**, January 2017 – August 2019
  - **Deputy Commissioner**, January 2015 – January 2017
  - **Bureau Chief of Prisons**, July 2013 – January 2015
  - **Warden**, January 2008 – July 2013
  - **Deputy Director/Director of Youth Rehabilitation Services May 2005 – 2008**
- **United States Marshal's Service**, District of Delaware
  - **Special Deputy Guard Hire (part-time)**, 1989 – 1997

## **Advisory Board Service**

- **Wilmington University Criminal Justice Advisory Board**, Member
- **Delaware Technical and Community College Criminal Justice Advisory Board**, Kent and Stanton Campuses, Member
- **Polytech High School Criminal Justice Program Advisory Board**, Member

## **Presentations and Workshops**

- Created and hosted a workshop on Law Enforcement and Community Relations for Faculty, Wilmington University, August 2021.
- Co-created and co-hosted a workshop on implicit bias, Wilmington University, September 2021.
- Creating and hosting Colloquium talk on Department of Corrections role, responsibilities and challenges in the criminal justice system, Delaware State University, November 4, 2021.
- Self-Presentation and Beyond, April 2025
- Panel Member DSU Student NOBLE Chapter: Black and Blue Workshop February 2025

## **Skills**

- Adult Learning and Teaching Methodologies
- Curriculum Development and Delivery
- Student Advising and Mentoring
- Classroom Management (Blackboard, Canvas, Banner)
- Microsoft Office Suite (Word, Excel, PowerPoint, Outlook)
- Strategic Planning and Implementation
- Organizational Leadership and Management
- Policy Development and Implementation
- Budget Management
- Stakeholder Engagement and Communication
- Diversity, Equity, and Inclusion Initiatives

## **Specialized Training & Certifications**

- National Institute of Correction (NIC) - Conducting Prison Security Audits
- NIC – Public and Media Relations
- NIC New Directors Training for Wardens
- NIC Managing Prison Security Systems
- NIC Managing Youthful Violent Offenders
- State of Delaware – NCIC, DELJIS, CJIS, LEISS and PHRST
- Canvas Learning Management System (Basic and Advanced)
- State of New York Department of Correctional Services – Shock Incarceration Training
- Department of the Army United States Army Military Police School – Rehabilitation Training Instructors Course
- National Sheriff's Association – Jail Evacuation and Implementation Training Program
- Zoom Video Conferencing
- Wilmington University – Diversity, Equity and Inclusion
- State of Delaware – Human Side of Management
- State Of Delaware Conversational Sign Language
- Delaware Dept. of Correction & Delaware State Police – Basic and Advanced Crime Investigator Course
- State of Delaware – Basics of Facilities Management
- Delaware DOC – Staffing Analysis Overview

## **Professional Memberships**

- Association of States Correctional Administrators (ASCA)
- American Correctional Association
- American Jails Association
- National Organization of Black Law Enforcement Executives (NOBLE) – Past President (2006-2007)
- International Association of Chiefs of Police
- Mid-Atlantic States Correctional Association

## **Board and Committee Positions (Current)**

- Delaware Correction Reentry Commission Member
- Governor's Complete Count Commission
- Governor's Family Service Cabinet Council Committee (FSCC)
- Wilmington University Criminal Justice Advisory Board
- Delaware Technical and Community College Criminal Justice Advisory Board
- Polytech High School Criminal Justice Program Advisory Board
- Criminal Justice Council (CJC) – Full Member for Department of Correction
- CJC Domestic Violence Coordinating Committee Subcommittee
- CJC subcommittee Juvenile Justice Advisory Group (JJAG)
- Sex Offenders Management Board (SOMB)

- Delaware Supreme Court Racial Bias and Justice Committee
- DOC Medical/Mental Health contract selection(s) committee

### **Board and Committee Positions (Former)**

- President Delaware Chapter National Organization of Black Law Enforcement Executives
- Criminal Justice Council (CJC) Board Member as Director of DYRS
- Delaware Criminal Justice Council/ Juvenile Justice Advisory Committee (CJC/JJAG) subcommittee Disproportionate Minority Contact (DMC)
- Wilmington Hope Commission Board Member
- Delaware Girl Initiative (DGI)
- CJC Juvenile Reentry Project
- Chairperson for the DYRS Community Advisory Board
- DOC design and implementation of Boot Camp Program at SCI
- DOC Inmate Medical Co-pay committee
- DOC design and implementation Committee for the Young Criminal Offenders Program (YCOP)
- Co-Chair for DYRS Juvenile Detention Alternatives Initiatives (JDAI)
- Delaware Department Medical Review Committee
- Delaware Department of Correction Morbidity and Mortality Review Committee (MRCC)

### **Non-Profit Associations (Volunteer Experience)**

- Special Olympics – Volunteer
- Dover/Caesar Rodney Athletic Commission – Pop Warner Football Coach
- Holy Cross Christian Youth Organization (CYO) Basketball Coach