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**BLUF**

This paper covers duties and responsibilities while participating in the internship program with Old Dominion PD. My internship with the police department takes place from January 8, 2024, until April 19, 2024. Sergeant Michal A. Chavis supervised all activities conducted during the internship. Old Dominion PD is the official Police Department of Old Dominion University, responsible for sustaining the well-being of its approximate community. From January 8, 2024, to April 19, 2024, I will have worked 150 hours with the department. Departments such as investigations, operations, and administration have been fully explored. An appendix provides additional information about research on Field Training Officer Positions across the region. Every action conducted during the internship is conveyed below.

## Introduction

Growing up in a predominantly black school in a predominantly black neighborhood, one of the things that I was forced to pick up at a young age is a somewhat skewed perspective of a police officer and policing. Personal experiences with police involving family matters became the foundation of a bitter view of the standard police officer. Even the media, whether newspapers, social media, or news outlets, all portray a brandishing image of police officers, which leads to community angst and discomfort. It wasn't until I attended Old Dominion University that my entire perspective changed.

As a senior cybersecurity student, I am at a time when I must decide what I want to do for the foreseeable future. Throughout my courses and resources sent to me by professors and other faculty members, I learned that the cybersecurity job market and profession are increasing significantly within the next fifteen years. With that, there are also many different avenues within cybersecurity that one can go through. Diverse career options, paths, and outcomes left me asking the essential question: What do I want to do? I never really imagined having a job where I sit around all day, in a cubicle, office space, or chair, and manage paperwork all day.

Cybersecurity is a fascinating study that intrigued me because I view its foundation as the defense of the world's most prime asset: information. My coursework taught me the three states that information can be: processed, stored, or transmitted. To be considered a cybersecurity professional, you must have mastered safeguarding, authenticating, or sometimes exploiting a system. With this understanding, I wanted my job to incorporate information acquisition in any shape and capacity. Now, what can I do?

At Old Dominion University, I am a Resident Assistant at Whitehurst Hall. Resident Assistants are required to return to campus before students prepare the residence halls for student

living. During one of the mandated training sessions, I was given information about the Citizen Police Academy, a program allowing the general public to learn about policing from ODU PD officials. The ten-week course with classes aimed at introducing different aspects of policing and the judicial system. This program planted the seed that inspired me to yearn to discover the intersection between policing and cybersecurity. The best way for me to learn this is an internship with ODU PD.

There are three learning objectives I expect to achieve with the internship. Firstly, I want to establish a relationship with the officers within the department. This means engaging in conversations with the officers within the department and getting to know them as officers and people. With this, I plan to restructure my perspective on policing. My second objective is to establish a career path. This means determining my career goals and my requirements to achieve them. My third objective is to assess the intersection between policing and the application of cybersecurity and or ethical hacking. With these objectives in mind, I yearn to obtain a career that utilizes the application of technological software and hardware to achieve a mission while also allowing me to balance a proactive lifestyle.

### **Old Dominion University Police Department**

According to the official magazine of Old Dominion University, The Old Dominion Police Department was established in 1971 and consists of approximately 60 sworn officers (Mace and Crown, 2021). The University is revered as one of the most accredited college police departments in the nation. Old Dominion Police Department maintains accreditation with the Commission of Accreditation for Law Enforcement Agencies (CALEA). This certification ensures that Old Dominion University has substantial support from community and local government officials to increase public relations and security. ODU PD officers are fully

equipped with up-to-date gear and equipment to ensure a safe college campus and community. Orientation was relatively calm. I learned basic information regarding the police department, including position management and other organizational requirements.

According to the US Census, Norfolk has a population of 232,995 people(US Census). Old Dominion University has concurrent jurisdiction with Norfolk PD. Because of this, Old Dominion University PD jurisdiction extends beyond the conventional boundaries of ODU. Concurrent jurisdiction gives the department a pivotal role in handling ongoing affairs and disputes in the approximate community. ODU PD officers can help with investigations as they remain within the jurisdiction. With ODU's merger with Eastern Virginia Medical School, jurisdiction has the potential to be significantly increased. The new addition of EVMS will give ODU the flexibility to handle ongoing cases further south of Hampton Boulevard.

Orientation with the department was very insightful. I came to the orientation nervous, but after talking with the dispatchers, I felt welcomed and comfortable. The person supervising my internship experience is Sergeant Chavis. Sergeant Chavis is earning her Master's Degree while working for Old Dominion University PD. Sergeant Chavis explains the many benefits and suggests that we use the internship to explore different avenues within policing and network with as many law enforcement professionals as possible.

One of the many lucrative benefits provided by ODU PD is tuition reimbursement. ODUPD will assist in tuition reimbursement for up to 15 credit hours per year (ODU, 2023). An opportunity like that would allow me to obtain a master's degree to further my career. Another benefit offered by ODU PD is opportunities for career advancement. What is interesting about this is that this is a reflection of police departments across the country. Police departments allow officers to develop their careers and obtain certification in career-relevant areas that are

productive to policing. With this in mind, I knew I could acquire certifications to increase my technical knowledge of computer networking and hacking with consistent networking. None of this is guaranteed; however, it points me toward assurance, planting a seed of thought and allowing me to imagine myself working in the department.

### **Organization & Management**

ODU PD follows an organizational structure similar to many police departments nationwide. As a new officer, you have the rank of officer. Once promoted, you earn the rank of Sergeant. As a sergeant, you obtain more freedom and more opportunities for career advancement. After obtaining the rank of Sergeant, you can be promoted to Lieutenant. Lieutenants, just like sergeants, receive an increase in pay, responsibilities, career development opportunities, and workplace autonomy. The rankings within ODU PD are Police Officer, Detective, Sergeant, Lieutenant, Deputy Chief of Police, and Chief of Police.

The Police Chief of ODU PD is Garrett Shelton. The police are in charge of supervising all operations conducted at the department. Garrett Shelton has been a member of ODU PD for nine years. Before joining, Chief Shelton was a decorated member of the Portsmouth Police Department, having served as captain for 28 years. Chief Shelton has four people within ODUPD who report directly to him. Deputy Chief Keitha Boone has been a part of ODU PD for 14 years. Chief Boone has an extensive background with Norfolk PD, serving as a patrol officer, detective, and lieutenant. Deputy Chief Boone has direct oversight of all administrative activities within the department.

Dennis Ulrich is the security manager at ODU PD. He has direct supervision over the security officers within the department. The security officers at ODU are tasked with maintaining a strategic presence around campus to deter crime. Lieutenant Spencer supervises all patrol

operations. Lieutenant Spencer ensures that all officers are adequately accommodated while on duty. Marc Anthony is the Lieutenant of Investigations at ODU PD. Lieutenant Anthony directly oversees the detectives within ODU PD and leads them when conducting investigations and field operations.

### **Major Work Duties**

Just like any typical police department, your specific duties or tasks differ every minute. Every day, I was informed of my specific duties or tasks, and some days, I was required to research field training officer positions provided by ODU PD and other police departments within the region(See Appendix for further details). With this task, I compared health insurance, life insurance, tuition reimbursement, sick leave, and vacation benefits. My duties depended on the department I was assigned for the following month. Some days, I may be required to organize police paperwork. Other days, I was assigned to help with a case or alleviate the pressures of casework. In January, I was assigned to research Implicit Bias in policing. The paper is 2.5 pages long and goes over the current state of policing. This assignment allowed Sergeant Chavis to get interns' perspectives on the current state of policing within the US. Within the assignment, we were required to provide stats and figures that supported our claim.

Another assignment I worked on was helping a detective with a high-profile case on campus. The detective gave me the suspect's name and a corresponding social media account. My job was to use the information provided to find the suspect's approximate location. This assignment required me to use cybersecurity skills like metadata analysis and geolocating to pinpoint potential locations.

Another duty I was given during my time with ODU PD was accompanying officers during their shifts. During this experience, I had the opportunity to engage in one-on-one



conversations with some of the ODU PD's most revered officers. Officers within the department would take me on a tour around campus while displaying their primary route on shift. A remarkable officer that I had the privilege of meeting is Officer Janka. Officer Janka is one of the premier officers within ODU PD and has spent fifteen years as a sworn officer and another ten years in service with ODU PD. Officer Janka is credited with implementing Cellebrite at ODU. He is often considered the premier cellphone examiner within the department, and his technical prowess has led to the arrest of an individual suspected of placing a bomb threat on the campus back in 2018. One of the first things I asked Officer Janka was: Why did you become a cop? He told me, "Five words: put up or shut up." I asked Officer Janka what he meant by this and explained that you have two options in life. You either be the difference you're asking for or become complicit in everything happening around you. This inspired me as it allowed me to reflect and determine whether or not policing would be the best path for me to make a difference in the world.

Finally, my last central work duty was shadowing the head of ITS at ODU PD. I aimed to obtain as much information as possible about the ITS role and its impact on ODU and ODU PD. The head of ITS is Aaron Edwards. Aaron works with ITS around campus to ensure all campus building's camera systems comply with the Criminal Justice Information Security Policy. While with Aaron, I learned of the many ways Information Technology is beneficial to police. As head of ITS, Aaron oversees and safeguards all computer systems and networks that store information. This includes all computers, servers, and racks configured within the department, as well as laptops, radios, and other portable communication devices for police accessibility. Besides providing "behind the scenes" access to his job, Aaron provided me with significant career advice and opportunities.

One of my biggest questions about IT and my career development is: What certifications will best prepare me to intersect policing and cybersecurity effectively? Aaron recommended a few things to help better my career in policing and IT. The first thing Aaron recommended was to acquire certifications. Aaron reiterated that the CompTIA Security + is standard and should be the first certification I plan to develop. Another certification that Aaron recommended I get is the CompTIA Network+ Certification. This certification will equip me with foundational knowledge and tools to build, configure, or assess a network. Another certification Aaron recommended me to get was Cisco Certified Network Administrator. This certification will equip me with knowledge of Cisco software and hardware and other networking tools. This and other certifications will give me the necessary skills to infiltrate and compromise networks to get information effectively.

### **Use of Skills or Knowledge**

Before my internship, and as I am writing this, I did not have certifications or formal experience in digital forensics, geolocating, ethical hacking, or anything else. My only references were materials and notes taken from previous classes. I conducted everything within the scope of the internship for the first time. However, an intense and elaborate understanding of the Cyber Kill-Chain allowed me to complete my task. In early February, I sat down with Detective Godwin, who explained that he had an assignment for me. This assignment was distinct from what I had been given due to the nature of the information given and what I was supposed to do with it. Detective Godwin informed me of a suspect of great importance to ODU PD. I was simply told to gather as much information as possible on him. Before proceeding with the given task, I asked an important question: Do you have any social media accounts of the suspect? Detective Godwin provided me with the suspect's Facebook account information.

From my Cyber Terrorism (CYSE495), I remembered the concept of metadata and how terrorists, scammers, and hackers utilize metadata to create complex phishing schemes and other tools. Social media accounts allow me to obtain as much metadata as possible on the suspect while maintaining anonymity. While examining the suspect's Facebook account, I was given many hints about where the suspect could be. This suspect, in particular, was not difficult to find. Information including past location, substance use, aliases, and leisure habits were all obtained just from posts and metadata from the suspect's Facebook account. Because the suspect was around my age, I concluded that obtaining the suspect's Instagram account would allow me to gather more metadata that could lead to a fixed location of the suspect.

Finding the suspects' Instagram accounts was not difficult either, as the username for the Facebook account was the same as the Instagram account. From there, I had to scroll and look; however, upon pressing the screen to view the suspect's "story," I noticed the suspect posted his location. The location was in an area I was familiar with as it was my hometown. Through a weekend of continued monitoring, searching, and scrolling, I found the approximate location of the suspect, a potential timeline of his return, favorite places, favorite snacks, mental health status, and accomplices.

### **Connection with Curriculum**

My ODU curriculum prepared me for the internship by presenting topics and ideas that can be applied in real-life scenarios. These topics involved hackers' steps to access a network system known as the Cyber Kill Chain. Knowledge of people who commit extreme or violent acts is also applied to provide additional context on suspects that can eventually be used later. Two classes that prepared me for my internship were CYSE495, Cyber Terrorism, and Cyber Law. These classes gave me the fundamental knowledge to complete tasks during my internship.

CYSE495, taught by Ida Oesteraas, teaches students the symbiosis between cyber and terrorism (Oesteraas, 2023). One of the most prominent concepts discussed in class is the connection between extreme and violent crimes and theory. Throughout the class, I learned that people who commit crimes are more than likely disassociated with reality. Essentially, individuals who engage in violent or extreme crimes are less likely to understand the truth of their crimes and the individuals it affects. These individuals are also more likely to obtain or already have mental illnesses, including depression, anxiety, stress, and more. Overall, any person who commits a crime has an altered sense of reality due to their psychosis. My internship has allowed me to weaponize this to extract more information or context from seemingly simple posts on social media.

IT6, or Advanced Network Configuration, is taught by Dr. Kalburgi at ODU. The class introduced networking tools and strategies to maintain and support a computer network. Within IT416, we efficiently learned about group and user policy management. Though the policy is simple, understanding its significance to network security is essential to network safeguarding. As an IT professional, knowing network security policy and practice ensures the integrity and availability of information. Because of my experience in this class, I could understand and expand on the information mentioned by Aaron Edward. Aaron is responsible for ensuring that all network devices and software are up-to-date and compliant with the Criminal Justice Information (CJIS) security policy. My coursework has allowed me to understand, expand, and elaborate on the information given.

### **Outcomes and Objectives**

I wanted to achieve three objectives throughout the internship. The first objective was to establish a relationship with the officers at ODU PD. My ability to accomplish this objective was

based on my willingness to speak and becoming comfortable with being uncomfortable. Holding conversations with people on days you don't want to have a conversation increases your development as a student and person. My experience with the officers and employees of ODU PD allowed me to learn more from my experience.

My second learning objective is to establish a career path for myself. Throughout my coursework, I have been reminded of the plethora of opportunities stemming from cybersecurity. The problem then became that I had yet to learn what I wanted to do with cybersecurity and how it would be applied in my daily life. With PD, I learned that becoming a police officer will allow me to obtain skills that will further my understanding of cybersecurity and networking technology and its contributions to policing. I learned that as a police officer, I can gain certifications and credentials related to my field. Due to this, the internship has allowed me to determine that my end goal is to become a special agent with the FBI. Becoming an FBI agent involves gaining experience with ODU PD and additional training to boost expertise in specific fields. Certifications such as CompTIA Security +, CompTIA Networking +, and the Cisco Certified Network Administrator are all certifications that I plan on obtaining to boost my career. Eventually, I plan on obtaining my master's degree to fully distinguish myself as a cybersecurity and policing professional.

My final learning objective during the internship is to establish the intersection between policing and cybersecurity and how I want to apply it to my career. In policing, there are many ways individuals are designated to maintain the safety of a community. Some are considered liaisons; others are meant to oversee administrative duties. I have concluded that I want to obtain information. Simply put, I wish to receive information directly impacting a case or individual. I understand that soon, we will be living in a world where information is power. The ability to

obtain information, regardless of its stored medium, is essential in criminal cases. Cybersecurity expedites the investigative process. I want to help with criminal cases; however, to do so, I must understand my role in the investigative process. My role is to use my technical prowess to solve crime.

### **Exciting Aspects**

One thing that I prioritized during my internship was getting to know the officers of Old Dominion PD. This experience would answer whether police officers are as impersonal as the media portrays. One of my first ride-alongs was with Officer Mannon. My ride-along with Officer Mannon will always be remembered because it was a rainy day, and I like rainy weather, so it adds more emphasis. Ultimately, this experience with Officer Mannon reinforced my desire to intern at ODU PD and go to ODU. Within the first 5 minutes of the ride-along, I noticed Officer Mannon playing music I have an ear for. It was rock, and he was playing one of his favorite rock bands, “Tool.” Officer Mannon’s choice of music, notably his preference for the rock band “Tool,” showcased his down-to-earth personality and made our interaction more personable.

By that, they prioritize rhythms and patterns that create this feeling of adrenaline and euphoria—knowing that grounded Officer Mannon. Knowing that Officer Mannon listens to “Tool” and dabbles with today’s rock/alternative genre made him more personable and down to earth. Officer Mannon helped me realize the reality of the career I was potentially putting myself in. Police officers, regardless of jurisdiction, will eventually have to witness or assume the death of an individual. I had to ask myself, can I mentally sustain this career? How often will I be met with situations or events where I have to come face to face with someone else's untimely demise? Regardless of the questions rushing through my head, Officer Mannon assured me that I

would possibly never know if I was prepared to take up such a career. “Sometimes you just have to do it,” Officer Mannon would say.

Another officer whom I had the pleasure of meeting was Officer Staton. Officer Staton is very different from your typical officer, as she joined the academy at 42 years old. During my ride-along with Officer Staton, I gained insights into the patrol structure of ODU and how officers organize specific locations on campus. I observed Officer Staton's route on campus and the thinking behind it. Then, I began asking questions about her experience while at ODU PD. I asked her about the work environment and whether she had any outstanding problems or complaints about the work environment. To paraphrase, Officer Staton highlighted the presence of both good and evil in any environment and emphasized the positive atmosphere within ODU PD, which is attributed to leadership that reflects the staff members and promotes opportunities for women. I wanted to know what contributed to such an environment, and, to paraphrase; she states that leadership that better reflected the staff members within the workplace created an environment that kept people on their toes. This new higher-level staff member advocated for women within the workforce, promoting pay and leadership opportunities.

This is all to say that the most exciting aspect of the internship was the actual people with whom I got to share my experience. Regardless of what the officers could teach or provide for me, my priority throughout the internship was getting to know the officers. Being present allowed me to thoroughly soak in obtaining information and have personable conversations. My experience with the officers of ODU PD taught me that no group is 100% anything. If you take the time to become present and get to know the people within your approximate environment, you will better understand people and yourself.

### **Discouraging Aspects**

One of the most discouraging aspects of the internship was being unable to experience it with a peer. Throughout the internship, I was acquainted with people who were older than me. However, this did not hinder conversations. I was unable to relate to them in certain situations. There were some moments in which I wanted to discuss certain aspects of the internship with my colleagues; however, due to the scheduling, I often felt as if I was “by myself” during my internship. Nonetheless, this feeling does not take away from the overall quality of the internship experience.

### **Challenging Aspects**

This semester has been one of the most stressful I have participated in. Being an RA, Student, fraternity member, and club leader has ultimately exhausted my motivation. Furthermore, the inability to properly manage my time and balance my responsibilities has significantly heightened my stress. Outside conflicts, including personal relationships with friends, family, and partners, have allowed me to ineffectively turn in coursework promptly for the class. My mental health has significantly impacted my progress within the course.

The main contributor to my mental health, besides me, is my relationships. I’ve struggled to balance school, relationships, and myself this semester. As a foster child attending school more than 100 miles away from home, there are times when I feel very lonely. During these times of loneliness, I slip into a deep depression that causes me to become distant and isolate myself. This has also affected my coursework as I have lost motivation. During the semester, I felt as if there were moments when I was only being contacted when someone wanted to tell me about something that I was not doing. Moments like this are when I feel disappointed in myself and become consumed with my self-pity.



I noticed that sometimes, this would affect my performance during my internships. Some days during my internship, I didn't want to communicate or talk with anybody. Not because I was nervous or wanted to focus on completing tasks but because I had so much on my mind that I often felt unconfident, believing that everything I had to say was worthless or unimportant. I had to ask myself, how could I break out of this? These emotions were affecting my mood and performance. Soon, I mustered the courage to attend my first therapy session. Attending was something that I had always planned, but I needed more time to do it.

My first therapy session made me nervous. What if I get worse? What if I get reported and lose my job? What if this affects my chances of getting into policing? Those were the only questions in my head; however, regardless of the possible outcomes, I needed to talk to someone. Talking did make me feel better. I felt listened to and understood for the first time since attending Old Dominion University. I didn't have to worry about someone's reaction to what I was saying or how it would make them think. Because of this experience, I understood that certain emotions and feelings are temporary and that some people are here to help you and genuinely care about your well-being.

### **Recommendations for the Future**

A recommendation that I have for the future is to create opportunities for the interns to interact more during the internship. I couldn't connect with any of my peers during the internship. Creating areas where the program interns can learn together can amplify the entire internship experience.

### **Conclusion**

My experience with ODU PD has been nothing short of phenomenal. Everyone was incredibly supportive and helpful towards my career goals and aspirations. I was able to learn

from everyone and apply learned skills to use in real-world scenarios. Thanks to the internship, I better understood the people who worked for ODU PD. I established a career path that will allow me to understand, utilize, and combine my skills in networking policing to achieve a goal.

Finally, understanding the intersection between cybersecurity and policing has allowed me to realize my impact as a cybersecurity professional in policing. Overall, this internship helped me learn much about myself and has reinforced my dedication to my career and its possibilities.

## Appendix

A: Regional Field Training Officer Position for college police departments comparisons

University Name	Location	Salary	Benefits	Contact
Virginia Tech	330 Sterrett Dr, Blacksburg, VA 24060	Police Officer 1 (\$46,500)  Training Officer Salary (Not Available)	<u>Health Insurance</u>  <u>Life Insurance</u>  <u>Leave/Disability</u>  <u>Tuition Reimbursement</u> <u>(Up to 12 credits)</u>  <u>Retirement</u>  <u>Discounts</u>  <u>Flexible Work Schedule</u>  <u>Workers Compensation</u>	<u>(540)-231-6411</u>
George Mason University	4393 University Drive, Fairfax, VA 22030	Police Officer (\$77,000) *Median*  Training Officer Salary (Unable to report information)	<u>Insurance</u>  <u>Leave</u>  <u>Free Tuition</u>  <u>Retirement</u>  <u>Employee Assistance Programs</u>  <u>Cardinal</u>  <u>Workers Compensation</u>	<u>(703)-993-2810</u>  Emily Ross eross2@gmu.edu

<b>University Name</b>	<b>Location</b>	<b>Salary</b>	<b>Benefits</b>	<b>Contact</b>
Virginia Commonwealth University	224 E Broad St, Richmond, VA 23219	Police Officer (\$58,000 - \$61,500) [\$5,000] bonus for VCU students and Health Employees  Field Training Officer \$1,000 Bonus	<u>Insurance</u>  <u>Leave</u>  <u>Tuition Benefits</u>  <u>Retirement</u>  <u>Employee Assistance Programs</u>  <u>Vacation</u>	<u>(804)-828-1196</u>
North Carolina State University	2610 Wolf Village Way, Raleigh, NC 27607	(Not Public)  Field Training Officer Salary (Unable to report information)	<u>Benefits</u>	<u>(919)-515-3000</u>
University of North Carolina Chapel Hill	285 Manning Drive Campus Box #1600 Chapel Hill, NC 27599	Police Officer 1 (\$57,557 - \$64,409)  Field Training Officer Salary (Unable to gather information)	<u>Benefits</u>	<u>(919) 962-8100</u>
Georgetown University	Wing 37th and, Village C West, O St NW, Washington, DC 20057	Police Officer (\$55,120 - \$57,200)  Field Training Officer Salary (Unable to report information)	<u>Benefits</u>	<u>(202)-687-4343</u> <u>Joe Papalato</u>

**Synopsis/Conclusion**

Virginia Commonwealth University provides the most comprehensive benefits and compensation tailored and accessible specifically to officers and field training officers. Virginia Commonwealth University offers \$1,000 bonuses to field training officers who train at least two trainees.

Virginia Tech does not have a field training officer position, and George Mason University's information is private. For any inquiries, contact information has been provided in their respective boxes.

Compared to their southern counterparts, ODUPD offers lower starting salaries. However, the transparency regarding benefits tailored specifically towards police officers is more elaborate and detailed.

Georgetown University offers a higher starting salary. However, the university offers limited resources to assist police officers.

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