



Mike Herb

Academy Operations Manager, DPSST

Topic: *"Standards of Student Conduct - What Happens When Recruits Break the Rules"*

Mike Herb serves as the Academy Operations Manager at the Department of Public Safety, Standards and Training in Salem Oregon. A retired police captain, Mike oversees statutorily mandated academy training programs for Basic Police as well as Corrections, Telecommunications, Parole & Probation and the Oregon Liquor Control Commission. Mike's duties also cover student wellness as well as overseeing misconduct investigations at the student and staff level.

Mike has served at nearly every rank in the police service while also serving as a Fire Fighter, Emergency Medical Technician and 911 Dispatcher earlier in his nearly 40 years of public safety work.

While managing the police agency training division during his police career, Mike explored and brought topics such as Implicit Bias, Mental Health, Emotional Intelligence and Resiliency to agency training programs that he later helped bring to the academy.

In 2016, Mike was asked to join a select group of police and academic professionals across the State in serving on the Basic Police Revision Advisory Panel. This workgroup was tasked with completing a comprehensive review and update to the 16-week basic police curriculum. The first phase of revision focused on "golden thread" concepts such as Emotional Intelligence, Procedural Justice, Legitimacy and Resiliency while incorporating several modern learning theories and educational models. Involvement on this committee eventually led to Mike's current management role with the academy starting in 2017.

Mike holds executive level police certification in Oregon and represents the academy on Oregon's State Interoperability Executive Council.