



James Dugan

Director | Josephson Exemplary Policing Initiative
at Drake University

Jim has a professional career path that is both accomplished and diverse.

During his 13-year law enforcement career, Jim worked primarily in the areas of narcotic enforcement and police training. He achieved the rank of Captain of Detectives at the age of 32 when he was promoted to Director of a New Jersey State Certified Police Training Academy. He earned many awards and accommodations in his law enforcement career and was a speaker at several state-wide law enforcement conferences throughout the northeast.

Jim brought his talents to the private sector and quickly established himself as a leader in the corporate world. As a Senior Executive, specializing in Mergers and Acquisitions, Jim's 20+ years of business success spanned several industries to include publishing, student travel, extraordinary events, and consumer products.

As Director of the Josephson Exemplary Policing Initiative at Drake University, Jim now commits his time to educating and supporting the policing community by providing expert insights and critical resources in the areas of police ethics and professional development.

Jim holds a Bachelors Degree in Criminal Justice from Pfeiffer University in North Carolina and a M.Ed. Degree from Seton Hall University in New Jersey. Married for 35 yrs., he and his wife Beth have three children; Joey (Pastor), Jayson (Addiction Counselor) and Alexa (Special Agent USAF). Jim's interests include biking, fishing, golfing, hanging with his two grandsons and serving in Men's Ministry at his Church.

Topic: *Honoring the Badge: Understanding and Avoiding the Ethical Pitfalls in Law Enforcement*

Modern policing takes place in an ethical minefield – from the street to the courthouse, from management to recruiting, from training to on- and off-duty conduct. Ethical behavior and decision-making are vital to “Sustain Excellence” and to maintain the “Wellness” of every Peace Officer. The presentation is both eye-opening and thought-provoking as it explores the hidden, often ignored, ethical challenges within the law enforcement profession.