

## M. Scott Sotebeer Ph.D.

Executive Management Consulting

### Summary Profile

C-Suite level management specialist with public and private background from Fortune 500 clients to Congress, the White House, foreign, and local governments. Solutions design and implementation leadership for environments involving ambiguity, transformation, innovation, and change. Subject matter expert in NG911 and related cybersecurity issues, and emerging AI and machine learning applications for 911/public safety and critical infrastructure. Build coalitions for strategic application and engagement. A+ research and writing skills from SME issues and crisis communications to leaderful vision. 37 years' experience in direct local, state, and federal affairs.

### Employment Highlights

#### CEO/Founder at USA Strategics Bothell, WA

November 2011 — Present

- SME consultant, retention, preservation, and data security working group for InterPARES Trust AI global research project, archive and records management science, University of British Columbia.
- SME consultant to University of Washington STEM Neural Network and AI modeling lab and Center for Information Assurance and Cybersecurity for National Security Administration emergency communications modeling project.
- Organized national and tribal law enforcement and firefighting associations coalition as SME consultant and PI team member to University of Washington CIAC, Texas A&M ITEC, and University of Illinois Urbana-Champaign CIRI team for Dept. of Homeland Security CISA and S&T-sponsored national NG911 Interoperability testing and evaluation design project.
- Created project design proposal for DHS/CISA 911 Disaster Continuity of Operations with University of Washington CIAC and Norwich University Applied Research Institute for modeling emergency communications in complex declared disaster environments.
- As consultant, designed and implemented legislative, political, and organizational strategy for NORCOM911, King County Sheriff, Seattle, regional fire departments, and regional 911 centers that resulted in mandated 10-year NG911 Strategic Plan.

### Details

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### KSA profile

- SME-NG911 and emergency communications
- SME-Law enforcement business management
- Advanced subject matter research and writing
- Subject matter-specific coalition design, recruitment, and engagement
- Government affairs collaboration strategy and engagement
- Business transformation & cultural change
- Executive team building, coaching, and counsel
- Internal/external organizational relations
- Advertising, marketing, PR
- Crisis communications and management
- Leadership advisory
- Startup strategy, financial management, and business planning
- Proposal strategy, design, and writing
- Microsoft Office Suite

- Advise local governments, agencies and subdivisions, and elected officials on shared services and consolidation strategies and issues.

**Deputy Director for Strategic Initiatives at NORCOM 911  
Bellevue, WA**

January 2018 — Sept 2020

- Managed NORCOM's engagement in Regional E911 Strategic Plan to advance NG911 adaptation.
- NORCOM representative on King County Regional 911 Governance Advisory Board.
- Developed and implemented federal outreach initiative for King County and State 911 Coordinator and PSAPs for NG911 disaster recovery, security, backup, and military and multi-disciplinary interoperability initiatives with National 911 Coordinator, Dept of Defense, Homeland Security/CISA, FCC, FEMA, US Forest Service, FirstNet, and entire Washington State congressional delegation.
- Designed and coordinated Seattle University volunteer NORCOM Efficiency Study.
- Operationalized NORCOM 2019 internal strategic planning process/design, presentation, and board approval.
- Managed state E911 Office relations and statewide cooperative initiatives.
- Co-organizer and MC of National NG911 Summit at the University of Washington.

**Executive Board and Chief Strategist, Crime Stoppers  
Global Solutions (501-c3) Washington DC, Seattle WA**

January 2016 — Present

Advise and lead Crime Stoppers Global Solutions as active management and BOD member on global implementation, U.S. and Balkan States government and NGO affairs, and organizational development for APP-based transnational crime prevention and reporting for citizens. Pro bono.

- Wrote, coordinated, and presented strategic opportunity plan to US State Department divisions such as INL, and the office of Democracy, Human Rights, and Labor.
- Managed all direct relations and outreach to State Department division leadership and related foreign affairs staff.
- Met with US Vice President Senior Staff to coordinate administration knowledge and support.

**Sample Networks/Access**

- Homeland Security Cybersecurity and Infrastructure Security Agency
- Public Safety National NG911 Coalition
- National Sheriffs Association, IACP, International Association of Fire Chiefs, National Native American Law Enforcement Association, National Volunteer Firefighters
- NENA and APCO
- University of Washington STEM Computer Science Division, Neural Network and AI Lab
- University of Washington Center for Information Assurance and Cybersecurity
- Washington State Congressional Delegation
- Texas A&M Internet2 Technology Evaluation Center
- University of Illinois Urbana-Champaign Critical Infrastructure Resilience Institute
- Norwich University Applied Research Institute
- InterPARES Trust AI

- Met with key congressional committee members and leadership to present CSGS and create engagement.
- Met and negotiated with Bosnia and Herzegovina government, law enforcement, and related public and NGO agencies.
- Designed and negotiated partnership agreement with Serbian Government and key public and NGO agencies.
- Organized and participated in Belgrade press launch of CSGS with Serbian Deputy Prime Minister and Minister of Foreign Affairs Dacic and participating government, law enforcement, and NGO agency representatives.

### **Chief of Staff at King County Sheriff's Office, Seattle WA**

January 2000 — November 2011

- Highest ranking civilian executive with 1000 employees and \$200 million budget. Sheriff's Office—12<sup>th</sup> largest U.S. county.
- Raised over \$50 million in federal grants and earmarks.
- Changed US Title IV law with Congresswoman Jennifer Dunn to allow for increased spending on School Resource Officers.
- Successfully lobbied for \$5 million UASI grant to purchase new regional helicopter.
- Created and funded scholarships for the Breakfast Group's Project Mister program for minority and disadvantaged young men.
- Responsible for reduction in turnover from over 30% to less than 4% in County regional 911 call center operated by Sheriff.
- Raised \$1.5 million Congressional mark for Green River Killer victim DNA research and investigation.

### **EDUCATION**

- Doctor of Philosophy, Applied Management & Decision Sciences: Leadership & Organizational Change specialization Walden University
- Master of Business Administration Walden University
- Bachelor of General Studies- Advertising/Marketing Indiana University South Bend
- ABA; AGS-Economics Indiana University South Bend
- Undergraduate study University of Hawaii Manoa

## **RELATED PUBLICATION**

**Dissertation:** *The Potential Relationship of Job Demands and Job Resources to Absenteeism and Turnover Intention in 911 Call Centers*

Quantitative study using correlation analysis methodology. Design and implementation of online survey which included 11 different 911 call centers in 3 states along the west coast of the United States. Research objective to determine whether statistical relationships existed between the variables and to provide management recommendations for operational and organizational changes to help reduce absenteeism and turnover based on the findings.

**[www.e911research.com](http://www.e911research.com)**

## **COMMUNITY ENGAGEMENT HIGHLIGHTS**

- Friends of Athletic Fields co-founder and president-- led statewide grassroots advocacy group that generated over \$120 million for youth and adult sports, recreation, and athletic fields and facilities.
- Negotiated a \$10 million contribution via the legislation for a football stadium from Microsoft co-founder and Seahawks team owner Paul Allen.
- Drove a school levy that included over \$40 million to build high school and community athletic complexes.
- Served on S.A.F.E. Board to re-design and re-start middle school athletic programs in Seattle.
- Developed and published a college readiness evaluation and planning program for high school student athletes.

Other board positions—Crime Stoppers of Puget Sound, Crime Stoppers Global Solutions, Washington Dollars for Scholars, the Rainier Institute (public policy), U.S. Vice President's SafeCities Coalition, Seattle University Criminal Justice Advisory Council, The Firearms Crime Enforcement Coalition (F.A.C.E.), Seattle Athletic Facilities & Education Committee (S.A.F.E.), Project Safe Neighborhoods Funding Committee and the Washington State and Governor's Meth Initiative.