

PAUL O. DAVIS

EDUCATIONAL BACKGROUND

Bachelor of Science (B.S.):

1967 Columbia Union College

Major: Liberal Arts, Minors: Secondary Education and History

1964-65: Newbold College, Bracknell, Berkshire, England

Masters in Education (M.Ed.):

1972 American University

Physical Education

Doctor of Philosophy (Ph.D.):

1976, University of Maryland

School of Public Health, Department of Kinesiology

Major: Physiology of Exercise

Minors in Research Design, Statistics, Tests and Measurement, Health Education

PROFESSIONAL EXPERIENCE

Instructor and Department Head: Physical Education Department, Garden State Academy, Tranquility, NJ, 1967-1968.

Instructor and Department Head: Sligo School, Takoma Park, MD, 1969-1975.

Adjunct Faculty: Columbia Union College, 1973-74, Biology and Allied Health Sciences Department, Courses in Human Anatomy, Physiology and Exercise Testing.

Director of Testing Services: Sports Medicine and Physical Fitness Center, University of Maryland 1974-1977.

Lieutenant/Instructor: Montgomery County Maryland Fire/Rescue Training Academy, 1976.

Lecturer: Applied Physiology, School of Medicine, Physical Therapy Department, University of Maryland, 1977.

Visiting Instructor: Northern Virginia Community College, Physical Education Department, 1977-1978.

Program Director: American Heart Association, Montgomery County Chapter, 1974.

Visiting Assistant Professor: Graduate School, Department of Physical Education, Howard University, Washington, DC, 1979-1980.

President, Institute of Human Performance 1977-1986; Management Associate, Human Performance Centers, 1986-88.

President, Applied Research Associates, Inc., 1987- present.

Founder, Director and President, First Responder Institute, 1997- present.

AWARDS

Firefighter Response Award; Takoma Park Volunteer Fire Department, 1971.

Citation For Excellence; Greater Washington Area Educational In-Service Committee, 1973.

Summers Memorial Award; Maryland State Ambulance and Rescue Association; Significant Service to State Rescue Services, 1973.

Fireman of the Year; Takoma Park Volunteer Fire Department, 1973. Special Presidential Recognition Award, Takoma Park Volunteer Fire Department, 1973, 1974.

Distinguished Service Award; Montgomery County Chapter; American Heart Association, 1974.

Fire Chief's Special Service Medal, Takoma Park Volunteer Fire Department, 1975.

Biomedical Research Fellowship Award, "Left Ventricular Function of Isotonically Trained Athletes," National Institute of Health, 1976.

Washingtonian Magazine, Nation's Capital's Top 50 Athletes, 1979.

Life Membership; Takoma Park Volunteer Fire Department, 1980.

Fellow, American College of Sports Medicine, 1981.

MEMBERSHIPS

American Heart Association, 1974-present.

American College of Sports Medicine, 1974-present.

International Association of Fire Chiefs, member (secretary-treasurer of Medical Advisory Council) 1975-1979.

Takoma Park Volunteer Fire Department, 1966-present. Member, Board of Trustees, 1968-1976. Treasurer, 1969-1975.

Montgomery County Fire Board; Elected Delegate, 1974-1976.

Emergency Medical Services Committee, Montgomery County Fire Board, 1974-1977.

U.S. Naval Institute, 1980-present; Marine Corps Association, 1985-present.

U.S. Handball Association, 1980-present.

Alumni Association, University of Maryland; Life Member, 1980.

CERTIFICATIONS AND TECHNICAL TRAINING

University of Maryland, College of Engineering, Fire Service Extension, Basic Firefighting, 1966; Heavy Rescue, 1963; Advanced Fire Suppression, 1967.

National Parachute Association, Basic Ground School and Free-Fall Instruction, Affiliate Club Membership, University of Maryland, 1972.

Advanced Professional Certificate, State of Maryland Department of Education.

CPR Instructor-Trainer, American Heart Association.

Emergency Medical Technician-Instructor, (EMT/A), Maryland Institute of Emergency Medicine.

Cardiac Rescue Technician (Paramedic), Certificate from Maryland State Board of Medical Examiners.

Certified Firefighter III, National Fire Protection Association, Professional Standards and Qualifications Board.

Program Director; Preventative & Rehabilitative Exercise Programs, 1976, American College of Sports Medicine.

TECHNICAL REPORTS and PRESENTATIONS:

1. *An Entry-Level Physical Fitness Test for Law Enforcement Applicants*, developed for Office of Personnel, Montgomery County Police Department, April 1978.
2. *Fire Service Physical Fitness Programs*, Member of Editorial Board, International Association of Fire Chiefs, 1978.
3. *Physical Fitness Profile of Alexandria City Police Officers*, a report to the Police Chief, May 1978.
4. *A Case Study in Physical Fitness: The Alexandria Fire Department*. U.S. Fire Administration, 1979.
5. *Age and Fitness Profiles of Montgomery County Police Officers*, a report for the Division of Risk Management, Department of Finance, May 1979.
6. *Firefighter Injuries: Cases and Descriptive Data*, a report for the Equal Opportunity Commission, St. Paul, MN, 1980.
7. *Recommendations for Fitness Standards for Fire Brigade Members*, in OSHA standards hearing, 1980.
8. *A Comparison of Fitness Profiles Between Volunteer and Professional Firefighters*, a report to the Fire Chief, Prince William County, VA, 1981.

9. *Age and Physical Performance Parameters of Montgomery County Firefighters*, a report for the Fire and Rescue Commission, July 1981.
10. *Health and Fitness Parameters of 100 Randomly Selected Navy Subjects*, a report to the Office of Naval Research, 1981.
11. *On the Job Fitness Requirements*, in *Legal Issues Manual, Women in the Fire Service*, U.S. Fire Administration, Washington, DC, 1981.
12. *Physical Performance Tasks of U.S. Marines Operating in Desert Environment*, Fairfax, VA, Institute of Human Performance, 1981.
13. *Validation of Physical Fitness Management Course* in cooperation with Captain Peter Vasquez, Arlington County Fire Department, 1981.
14. *A Comparison of Physical Performance Parameters in Smoking and Non-Smoking Firefighters*, a report developed for Fairfax County Department of Fire and Rescue Services, 1982.
15. *An Evaluation of Maximal Exercise Test Results in Fairfax County Firefighters*, a report developed for the Fairfax County Health Department, 1982.
16. *Body Composition Analysis by Playing Position: Report for the Washington Redskins Professional Football Club*, May 1982.
17. *Development of a Health Surveillance System for Firefighters*, Final Report, Federal Emergency Management Agency, U.S. Fire Administration, 1982.
18. *Development of a Management Plan for Cardiac Rehabilitation*, a report prepared for the President, Washington Adventist Hospital, 1982.
19. *FITSCAN: An Automated Physical Fitness Assessment System: User's Manual*, created for Riverside General Hospital Associates, March 1982.
20. *Force Characteristics of Human Fist Impacting Upon Eyeglasses*, a report produced with Andrew Dainis, Ph.D. and George Chase, Ph.D. for O.C.C. Optical, University of Maryland, 1982.
21. *Health and Fitness Profile of Military Personnel at the National Defense University*, Ft. McNair, Washington, D.C., March 1982.
22. *Physical Fitness Test Results by Agency of the U.S. Department of Transportation*, prepared for the Office of the Secretary of Transportation, 1982.
23. *Physical Performance and Medical Standards*, Baltimore County Police Department, 1982.

24. *Physical Performance Tasks Required of U.S. Marines Operating in a High Altitude Cold Weather Environment*, Institute of Human Performance, July 1982.
25. *Effects on Physical Performance in a Voluntary Physical Fitness Program*, a report to the Fire Chief, Prince George's County, MD, April 1983.
26. *Impact of MOPP on Physical Performance Requirements of U.S. Navy Amphibious Forces*, a report to the Naval Civil Engineering Laboratory, April 1983.
27. *Job Analysis and Physical Performance Standards for Plant Security Personnel*, Newport News Shipbuilding and Dry Dock Company, February 1983.
28. *Nutritional Facts and Fallacies*, Program of Instruction for Federal Bureau of Investigation Field Fitness Coordinators, Quantico, VA, January 1983.
29. *Physical Performance Requirements of U.S. Marines during Amphibious Operations*, Institute of Human Performance, September 1983.
30. *Physical Fitness and Health Promotion: Program of Instruction for Senior Officers*, U.S. Army Physical Fitness Academy, Soldier Support Center, Fort Benjamin Harrison, IN, April, 1983.
31. *Program of Instruction: Physical Fitness Specialist*, U.S. Army Physical Fitness Academy, Soldier Support Center, Fort Benjamin Harrison, IN, April 1983.
32. *Research Design Protocol for Over Age 60 Airline Pilots*, position paper developed with Dr. Robert Biersner for the Pilot's Rights Association, 1983.
33. *Test Administrator's Handbook* developed for U.S. Department of Health and Human Services, national children and youth fitness survey, 1983.
34. *A Critical Review of Validation Study for Nuclear Test Site Guard Physical Fitness Standards*, a report to the Department of Energy, Office of Safeguards, Germantown, MD, 1984.
35. *Body-Tech: Physical Fitness Assessment Manual*, created for Holiday Health Fitness Spas, Hartford, CT, April 1984.
36. *COMPU-SCAN: Physical Fitness Assessment System*, created for Scandinavian Health Spas, Akron, OH, January 1984.
37. *A Proposed Cardiovascular Screening Protocol for Protective Specialist Technicians*, prepared for the Assistant Director with Michael Alexander, M.D., United States Secret Service, 1984.
38. *Kernel Usher: Impressions and After Action Report*, prepared for the Naval Civil Engineering Laboratory, January 1984.

39. *Management and Financial Proforma for a Community Health and Fitness Center*, a report developed for Huguley Memorial Medical Center, Fort Worth, TX, 1984.
40. *Opinion regarding Age as BFOQ for Public Safety Positions*, proceedings of U.S. House of Representatives, Select Committee on Aging, May 17, 1984.
41. *Physical Performance Requirements of U.S. Marines Operating in a Jungle Environment*, Institute of Human Performance, October 1984.
42. *Recommended Standards for Emergency Service Personnel*, U.S. Department of the Interior, Office of Ranger Activities, Washington, DC, 1984.
43. *Recommendations for Medical Standards for Security Technicians*, a report for the Assistant Director, U.S. Secret Service, 1984.
44. *Validation of Standards for Entry Level Border Patrol Agents*, U.S. Border Patrol, Department of Immigration and Naturalization, Federal Law Enforcement Training Center, Glynco, GA, September 1984.
45. *Validation of Physical Performance Requirements for Police Officers*, a report for the Sheriff, Jacksonville, FL, 1984.
46. *A Laboratory and Procedure Manual for the Army Over 40 Screening Program*, prepared for the Surgeon General's Physical Fitness Task Force with Jim Harris, May 1985.
47. *Membership Information System User's Manual*, with Jim Harris, developed for Huguley Hospital Health Fitness Center, May 1985.
48. *Command Fitness Coordinator's Training Manual*, a program of instruction for the U.S. Naval Military Personnel Command, Washington, DC, 1986.
49. *Physical Performance Requirements for U.S. Marine MOS 0311*, with C.O. Dotson, and B.J. Sharkey, Institute of Human Performance, 1986.
50. *Occupational Stress Factors in Food Safety Inspectors*, with C.O. Dotson and P.D. Manny, a report for the U.S. Department of Agriculture. 1986.
51. *Operations Manual for Manor Care, Inc. Employee Fitness Program*, with C.O. Dotson, Ann A. Whitcomb and Paul D. Manny, Applied Research Associates, 1987.
52. *Navy Command Fitness Coordinator, Instructional Program*. Production of 650 35mm slides, Instructor's Notebook and all support material with C.O. Dotson and A.A. Whitcomb. Prepared for the Health and Readiness Command, Naval Military Personnel Command, 1987.
53. *"Taking Care of Number One,"* an outreach of the Federal Emergency Management Agency (FEMA). A teleconference through EENET: Emergency Education Communication Network, directed to 150,000 firefighters, February 1987.

54. *Fitness Coordinator's Handbook*, produced for the Pennsylvania State Police, Hershey, PA. with C.O. Dotson. March 1987.
55. *Validation of Retention Standards for Astronaut/Flight Rescue Crew Personnel*, a report for the National Aeronautics and Space Administration, Kennedy Space Center, FL, July 1987.
56. *Intervention Strategies for Reducing Work-related Injuries*, a report to the CEO, Manor Care, Inc. with C.O. Dotson and P.D. Manny, July 1987.
57. *Audit of the Wichita Fire Department's Physical Fitness Program*, a report to the City Manager, Wichita, KS, September 1987.
58. *Ergonomic and Biomechanical Aspects of Astronaut Rescue: Simulation Drill at Johnson Space Center*, a report for National Aeronautics and Space Administration, Kennedy Space Center, FL, October 1987.
59. *Fitness Coordinator's Handbook*. Prepared and presented for and at the United States Secret Service Academy, Beltsville, MD. 1987-96.
60. *Developing Job-related Standards for Public Safety Personnel, Proceedings*, Northland Chapter of the American College of Sports Medicine, October 1987.
61. *Near Infra-Red Spectrophotography for Determination of Body Composition, a Technical Note*, with Lynn Painter for the Futrex Corporation, Gaithersburg, MD, October 1987.
62. *A Workplace Fitness Program for Nursing Assistants*, Video Tape and Manual for Manor Health Care Corporation, March 1988.
63. *A Job-related Screening Program for Nursing Assistants*, Video Tape and Administrator's Manual, produced for Manor Health Care Corporation, with C.O. Dotson, P.D. Manny and A.A. Whitcomb, March 1988.
64. *Considerations in the Development of Job-related Physical Performance Tests for Public Safety Personnel* for the National Public Employees Labor Relations Association, San Diego, CA, March 1988.
65. *Yellowstone Wildland Fire Suppression Efforts*, a report to the U.S. Park Service, September 1988.
66. *High Energy Foam Suppression Techniques*, a report to the Department of Fire and Rescue Services, Montgomery County, MD, September 1988.
67. *Logistical Aspects of Wildland Fire Suppression Technology*, a report to the U.S. National Fire Data Center, September 1988.
68. *Development of a Job-Related Physical Performance for Firefighters*, for the City of Charlotte Fire Department, with C.O. Dotson, September 1988.

69. *Development of a Job-Related Physical Performance for Police Officers*, for the City of Charlotte Police Department, with C.O. Dotson, September 1988.
70. *Job Performance Characteristics and Performance Requirements of Park Service Rangers*, for the U.S. Department of Interior, U.S. Park Service, October 1988.
71. *Physical Performance Requirements for Detention Officers*, for Anne Arundel County, MD, with C.O. Dotson, P.D. Manny, A.A. Whitcomb, October 1988.
72. *Physical Performance Requirements for Fire Suppression Personnel*, for Anne Arundel County, MD, with C.O. Dotson, P.D. Manny, A.A. Whitcomb, October 1988.
73. *Physical Performance Requirements for Law Enforcement Officers*, for Anne Arundel County, MD, with C.O. Dotson, P.D. Manny, A.A. Whitcomb, October 1988.
74. *Medical Selection Criteria for Public Safety Employees*, for Anne Arundel County, MD, with F.C. Schneider, MD, P.M. Gurnick, MD, and D.L. Martin, MD, January 1989.
75. *Physical Performance Requirements for SWAT and Canine Unit Personnel*, a study for the Metro Dade Police Department, with C.O. Dotson, July 1989.
76. *Physical Fitness Standards and Case Law: Impact on Employment*, for University of Maryland, Fire and Rescue Institute, National Staff and Command School, July 1989.
77. *Ten Critical Steps for Fitness Program Success*, for International Association of Fire Chiefs, Indianapolis, IN, Aug 1989.
78. *Current Issues in Law Enforcement Standards*, for Northwestern University, Traffic Institute, Evanston, IL, Sept 1989.
79. *Considerations in Developing Job-related Standards for Aeromedical Personnel*, for Association of Air Medical Services, Phoenix, AZ, Nov 1989.
80. *Use of Near-Infrared Photospectrometry for Determination of Body Composition in Children and Youth*, for Futrex, Inc., with Charles O. Dotson, Nov 1989.
81. *Physical Fitness in the Fire Service; an Overview and History*, Congressional Fire Services Institute, Washington, D.C., 1990.
82. *State of the Art in Performance-based Testing*, Personnel Testing Council of Metropolitan Washington, June 1990.
83. *Management of a Fire Department Fitness Program* for the International Association of Fire Chiefs, Annual Meeting, Orlando, FL, 1990.
84. *A Comprehensive Plan for Firefighter Occupational Health and Fitness*, Washington State Association of Fire Chiefs, Yakima, WA, July 1990.

85. *Physical Fitness Coordinator's Manual*, U.S. Department of Justice, Drug Enforcement Administration, September 1990.
86. *Resource Manual*, U.S. Department of Justice, Drug Enforcement Administration, September 1990.
87. *Job Standards for Transit Police Officers*, South Eastern Pennsylvania Transportation Authority (SEPTA), March 1991.
88. *Administering a Graded Exercise Test*, American College of Sports Medicine, Annual Meeting, Orlando, FL, May 1991.
89. *911-Squared: Where are you on the risk curve?*, 20th Annual Conference, National Association for Search and Rescue, Winston-Salem, NC, June 1991.
90. *Physiological and Psychological Health Issues: A White Paper Report for the Congress*, Congressional Fire Services Institute, Georgetown University, Oct 1991.
91. *Management Plan for the Firefighter Combat Challenge*, prepared for Du Pont aramid fibers division, December 1991.
92. *Physical and Medical Standards for Fire Suppression Personnel*, a validation report for the Castlewood Fire Protection District (CO), with C.O. Dotson, Ph.D., December 1991.
93. *Entrance Testing for Firefighters*: for the 5th Phoenix Health and Fitness Seminar, April 1992.
94. *Validation of a Criterion Task Test for Firefighters*: a study prepared and funded for the city of Saint Paul, MN, May 1992.
95. *Entry Standards for SWAT Officers*:, a validation report prepared for the office of personnel, Montgomery County Police Department, May 1992.
96. *Recommended Physical Performance Standards for the Renton Fire Department*, a validation report prepared for the city of Renton, WA, May 1992.
97. *Physical and Medical Standards for U.S. Marshals Positions*, a validation report for the U.S. Marshals Service, May 1992.
98. *Medical and Physical Performance Standards for Manual Labor Positions*, a report for the New Jersey Transit Authority, with J.S. O'Connor, Ph.D., July 1992.
99. *Physiological Attributes Affecting Performance in Men and Women*, a report for the Presidential Commission on the Assignment of Women to the Armed Forces, Los Angeles, CA, July 1992.
100. *Performance Criteria for Emergency Responders*, a validation report for OxyChem, with J.S. O'Connor, Ph.D., November 1992.

101. *Thermal Overload and Recommended Work-Rest Cycles for Emergency Responders*, a report for OxyChem, with J.S. O'Connor, Ph.D., December 1992.
102. *Physical Abilities Examination Manual*, a validation and implementation report prepared for the Marriott Corporation, with J.S. O'Connor, Ph.D., December 1992.
103. *Physical and Medical Standards for Fire Suppression Personnel*, a validation report for the Puyallup (WA) Fire Department; with J.S. O'Connor, Ph.D., December 1992.
104. *Physical and Medical Standards for Fire Suppression Personnel*, a validation report for the Orland Fire Protection District, with J.S. O'Connor, Ph.D., January 1993.
105. *Physical and Medical Standards for Fire Suppression Personnel*, a validation report for the Upper Arlington (OH) Fire Department; with J.S. O'Connor, Ph.D., April 1993.
106. *The Firefighter Combat Test*, a paper presented to the International Society of Fire Service Instructors, Cincinnati, OH, April 1993.
107. *Wellness for Firefighters*, four-part video presentation, produced for Fire and Emergency Television Network (FETN), Dallas, TX, June 1993.
108. *Metabolic Demands of Firefighting*: a research paper presented to the annual meeting of the American College of Sports Medicine, Seattle, WA, June 1993.
109. *Theoretical and Applied Aspects of Cut-Score Identification*, a research paper presented to the annual meeting of the American College of Sports Medicine, Seattle, WA, June 1993.
110. *Current Issues in Physical Performance Testing*, a presentation to the Illinois State Association of Fire Chiefs, Peoria, IL, June 1993.
111. *Keys to Success: Implementing a Departmental Fitness Program*, a presentation to the New England Association of Fire Chiefs, Marlborough, MA, June 1993.
112. *Physical and Medical Standards for Fire Suppression Personnel*, a validation report for the Peoria (IL) Fire Department, with J.S. O'Connor, Ph.D., July 1993.
113. *Combat Ready: User's Guide and Technical Manual*, Program Guide, July 1993.
114. *Physical Performance Standards for Fire Suppression Personnel*, a validation report for the Henrico County (VA) Fire Department, with H.W. Crumling, M.Ed., September 1993.
115. *Physical Performance Standards for Law Enforcement Personnel*, a validation report for the Henrico County (VA) Fire Department, with H.W. Crumling, M.Ed., September 1993.

116. *Physical and Performance Standards for Law Enforcement Personnel*, a validation report for the Puyallup (WA) Fire Department, with H.W. Crumling, M.Ed., September 1993.
117. *The Firefighter Combat Challenge National Championship 1993*, a telecast produced for ESPN, televised December 6, 1993.
118. *Expert Testimony and Exhibits for the matter of Minnesota Human Rights Commission and the City of St. Paul*, January 1994.
119. *Physical and Performance Standards for Fire Suppression Personnel*, a validation report for the Aurora (CO) Fire Department, with H.W. Crumling, M.Ed., January 1994.
120. *Development of Selection Criteria for the Special Operations Response Team (SORT)*, contract work product for the Cook County (IL) Sheriff's Department, including the development of equipment specifications, task-specific intervention protocols for the largest single location jail in North America; with J.S. O'Connor, Ph.D., H.W. Crumling and Michael Bahrke, Ph.D., March 1994.
121. *Physical and Medical Standards for Fire Suppression Personnel*, a validation report for the American River (CA) Fire District, with J.S. O'Connor, Ph.D., April 1994.
122. *Validation Report on Physical Performance Standards for the U.S. Customs Service, Customs Inspector and Canine Enforcement Officer*, work product under contract, with Harry W. Crumling and J.S. O'Connor, April 1994.
123. *Fire Suppression Standards, Fitness Programming and Performance-Based Testing*, invited presentation and manuscript for the Australian Fire Authorities, Melbourne, Victoria, Australia May 1994.
124. *Firefighter Performance and Fitness Predictors*, presentation for the New South Wales Fire Brigade, Sydney, NSW, Australia May 1994.
125. *Occupational Requirements for Wire Production Jobs*, a validation report submitted to AT&T Wire Facility, Phoenix, AZ, with J.S. O'Connor, Ph.D., June 1994.
126. *Development of a Physical Performance Examination for the City of Byron (IL) Fire Department*, contract deliverable, with Harry W. Crumling, July 1994.
127. *Development of a Physical Performance Examination for the Providence (RI) Fire Department*, contract deliverable, with Harry W. Crumling, July 1994.
128. *Physical Performance and Medical Criteria for Fire Rescue Personnel*, a technical report for the Prince George's County Fire Department, with Harry W. Crumling, July 1994.
129. *Validation of the Combat Test for the City of DuPage (IL)*, final report for the Fire Department, with Harry W. Crumling, August 1994.

130. *Validation of the Combat Test for the City of Champaign (IL)*, final report for the Fire Department, City of Champaign, IL, with Harry W. Crumling, September 1994.
131. *Validation of a Physical Performance Examination for City of Sierra Vista (AZ) Firefighters*, with Jack S. O'Connor, Ph.D., Harry W. Crumling. Submitted, September 1994.
132. *Employment Issues and Physical Performance Criteria*, a presentation for the fire service of British Columbia, sponsored by FireFit Canada, July 1994.
133. *Development of a Physical Performance Test for the Federal Bureau of Investigation*, deliverable under procurement action, with Harry W. Crumling, Brian J. Sharkey, Ph.D., Zung V. Tran and John S. O'Connor, August 1994.
134. *Validation of a Physical Performance Examination for City of Ashland (OR) Firefighters*, with J.S. O'Connor and Harry W. Crumling. Submitted, August 1994.
135. *Validation of a Physical Performance Examination for City of Eugene (OR) Firefighters*, with J.S. O'Connor and Harry W. Crumling. Submitted, October 1994.
136. *Validation of a Physical Performance Examination for City of Salem (OR) Firefighters*, with J.S. O'Connor and Harry W. Crumling. Submitted, October 1994.
137. *Validation of a Physical Performance Examination for Tualatin Valley Fire Protection District (OR) Firefighters*, with J.S. O'Connor and Harry W. Crumling. Submitted, October 1994.
138. *Validation of a Physical Performance Examination for City of Salem (OR) Firefighters*, with J.S. O'Connor and Harry W. Crumling. Submitted, October 1994.
139. *Validation of a Physical Performance Examination for City of Fry (AZ) Firefighters*, with J.S. O'Connor and Harry W. Crumling. Submitted, October 1994.
140. *Validation of a Physical Performance Examination for City of Oswego (OR) Firefighters*, with J.S. O'Connor and Harry W. Crumling. Submitted, October 1994.
141. *Validation of a Physical Performance Examination for County of Los Alamos (NM) Firefighters*, with J.S. O'Connor and Harry W. Crumling. Submitted, October 1994.
142. *Validation of a Physical Performance Examination for City of Coos Bay (OR) Firefighters*, with J.S. O'Connor and Harry W. Crumling. Submitted, October 1994.
143. *Validation of a Physical Performance Examination for City of Albuquerque (NM) Firefighters*, with Harry W. Crumling. Submitted, October 1994.
144. *Reducing Fire Service Injuries*, a presentation at the University of Illinois (at Chicago), Public Health Nursing Department, November 1994.

145. *The Firefighter Combat Challenge National Championship: 1994*, a telecast produced for ESPN, televised December 17, 1994.
146. *NFPA 1583: Status Report*, a presentation for the Florida Fire Chiefs Association, Tampa, FL, January 1995.
147. *Validation of a Physical Performance Test for Sheriff Deputy Personnel*, with Harry W. Crumling, a report to the Prince George's County Sheriff's Department, January 1995.
148. *Validation of a Physical Performance Test for Fire Suppression Personnel*, with Harry W. Crumling, a report to the city of Lubbock (TX) Fire Department, March 1995.
149. *Validation of a Physi Performance Test for Fire Suppression Personnel*, with Harry W. Crumling, a report to the city of Warwick (RI) Fire Department, April 1995.
150. *Validation of a Physical Performance Test for Fire Suppression Personnel*, with Harry W. Crumling, a report to the city of Bay Village (OH) Fire Department, May 1995.
151. *Validation of a Physical Performance Test for Fire Suppression Personnel*, with Harry W. Crumling, a report to the city of Bedford (OH) Fire Department, May 1995.
152. *Validation of a Physical Performance Test for Fire Suppression Personnel*, with Harry W. Crumling, a report to the city of Kent (OH) Fire Department, May 1995.
153. *Validation of a Physical Performance Test for Fire Suppression Personnel*, with Harry W. Crumling, a report to the city of East Cleveland (OH) Fire Department, May 1995.
154. *Validation of a Physical Performance Test for Fire Suppression Personnel*, with Harry W. Crumling, a report to the city of Shaker Heights (OH) Fire Department, May 1995.
155. *Physical Ability Testing after the ADA and CRA*, presentation to Occupational Physiology Special Interest Group, American College of Sports Medicine, Minneapolis, MN, May, 1995.
156. *Validation of a Physical Performance Test for Fire Suppression Personnel*, with Harry W. Crumling, a report to the Los Alamos (NM) County Fire Department, July 1995.
157. *Validation of the Combat Test for the City of Champaign (IL)*, final report for the Police Department, City of Champaign, IL, with Harry W. Crumling, July 1995.
158. *Validation of a Physical Performance Examination for City of Coral Gables (FL) Firefighters*, with Harry W. Crumling. Submitted, August 1995.
159. *Validation of a Physical Performance Examination for City of Johnston (RI) Firefighters*, with Harry W. Crumling. Submitted, September 1995.
160. *Validation of a Physical Performance Examination for City of Pleasantview (IL) Firefighters*, with Harry W. Crumling. Submitted, September 1995.

161. *Validation of a Physical Performance Examination for City of Hoffman Estates (IL) Firefighters*, with Harry W. Crumling. Submitted, October 1995.
162. *Validation of a Physical Performance Test for Fire Suppression Personnel*, with Harry W. Crumling, a report to the city of Darrien-Woodbridge (IL) Fire Department, October 1995.
163. *Validation of a Physical Performance Test for Fire Suppression Personnel*, with Harry W. Crumling, a report to the city of Hinsdale (IL) Fire Department, September 1995.
164. *Validation of a Physical Performance Examination for City of Hoffman Estates (IL) Police Officers*, with Harry W. Crumling. Submitted, October 1995.
165. *Validation of a Physical Performance Test for Fire Suppression Personnel*, with Harry W. Crumling, a report to the city of Elmhurst (IL) Fire Department, October 1995.
166. *Validation of a Physical Performance Test for Fire Suppression Personnel*, with Harry W. Crumling, a report to the city of Shelby (MI) Fire Department, October 1995.
167. *Validation of a Physical Performance Test for Fire Suppression Personnel*, with Harry W. Crumling, a report to the city of Lombard (IL) Fire Department, October 1995.
168. *Validation of a Physical Performance Test for Fire Suppression Personnel*, with Harry W. Crumling, a report to the city of Baytown (TX) Fire Department, December 1995.
169. *Validation of a Physical Performance Test for Fire Suppression Personnel*, with Harry W. Crumling, a report to the city of St. Hellens (OR) Fire Department, May 1996.
170. *Validation of a Physical Performance Test for Fire Suppression Personnel*, with Harry W. Crumling, a report to the city of Shreveport (LA) Fire Department, June 1996.
171. *Validation of a Physical Performance Test for Fire Suppression Personnel*, with Harry W. Crumling, a report to the city of Brook Park (OH) Fire Department, June 1996.
172. *Validation of a Physical Performance Test for Fire Suppression Personnel*, with Harry W. Crumling, a report to the city of Greensboro (NC) Fire Department, June 1996.
173. *Rebuttal Report* submitted in support of South Eastern Pennsylvania Transit Authority (SEPTA) in the matter of *Lanning v. SEPTA*, October, 1997
174. *Validation of a Physical Performance Test for Wildland Firefighters*. A special report for the US Forest Service. June, 1998.
175. *Individual Factors Related to Health, Safety and Productivity*. Wildland Firefighter Health and Safety, US Forest Service, Missoula, MT April 28, 1999.

176. *Fire Suppression Applications to MOUIT (Military Operations in Urban Terrain)*. Invited paper and presentation for the USMC Warfighting Laboratory, Enhanced Human Physical Performance Baseline Workshop, Quantico MCB, Oct 13, 1999.
177. *Physical Performance Testing and Program Development*. Presentation for Americans for Effective Law Enforcement conference. Orlando, FL, Oct 18, 1999.
178. *Physical Ability Testing in Occupational Health Settings*. Presentation at George Washington University, Eleventh Annual Current Issues in Healthcare Regional Conference for American Association of Occupational Health Nurses. June 9, 2001.
179. *Physical Standards and Law Enforcement*. Presentation for the South Carolina Criminal Justice Academy, Columbia, SC. November 2001.
180. *Mind Body Connection: Physical Ability Testing*. Presentation at 5th Annual USAMMEDAC Occupational Health Conference, National Security Agency, Ft. Meade, MD. December 6, 2001.
181. *Physical Fitness Program Development: A New Approach*. Presentation for ASLET (American Society for Law Enforcement Training). Anchorage, AK. February 2002.
182. *Physical and Medical Standards for Airport Crash-Rescue Personnel*. Project for the Department of Transportation, Divisions of Airports, State of Hawaii. July 2002.
183. *Labor-Management Issues in Standards Development*. Presentation for Labor Relations Information Systems Conference, N. Lake Tahoe, CA. June 2002.
184. *Post-SEPTA: Defining Job-Related Physical Performance Requirements*. Presentation for Labor Relations Information Systems Conference. Boston, MA. September 2003.
185. *Law Enforcement Fitness Issues and Solutions*. Presentation at the Standards Conference, South Carolina Criminal Justice Academy, Columbia, SC. November 2003.
186. *Technical Report: Physical Standards for Security Personnel*. Report to the Board of Governors, Federal Reserve System, Washington, DC. July 2003.
187. *Physical Performance Requirements for SWAT Officers*. Presented at the first annual World SWAT Training Conference and Challenge, Moyock, NC. May, 2004.
188. *Validation of a Physical Ability for the City of Erie (PA) Bureau of Police*. July 14, 2004.
189. *Job Task Analysis, Job Standard Test Validation & Physical Fitness Standards Development: New York City Police Department*. Submitted to the Department of City-wide Administrative Services, New York City, September 14, 2004. Principle Investigator: Paul C. Di Vico.
190. *Training and Physical Educational Considerations for Counter-Terrorism Organizations*. Presentation to the Royal Jordanian Army, Aman, Jordan, July 2005.

191. *The LEOPARD (Law Enforcement Officer Performance And Reaction Drill) as an alternative approach to physical standards.* Presentation to New Mexico Criminal Justice Commission. August 16, 2005.
192. *Physical Ability Assessment: A view from the Expert Witness Box.* Presentation for 2005 High Liability Trainer's Conference, Florida Department of Law Enforcement. Orlando, September 31, 2005.
193. *Pre-employment Physical Standards:* Technical report for Department of Homeland Security, Immigration and Customs Enforcement Agent. With Steve Scott, MD and Haviva Goldhagen, MD. November 2006.
194. *Evolving Roles of First Responders:* Presentation at Homeland Defense Summit, Performance Institute, Washington, D.C., March 20, 2006.
195. *Confined Space Rescue:* Presentation for the Torres Verdes Fire Conference, April 20, 2006.
196. *Role of the Fire Service in Homeland Security.* Presentation at Microsoft/RedSWAT Domestic Security Conference, Lisbon, Portugal, April 22, 2006.
197. *First Responders and Employment Litigation:* Presentation at the 53rd Annual Meeting of the American College of Sports Medicine, Denver, CO, May 2006.
198. *Factors in Designing Job-related Physical Performance Standards.* Presentation to the Maryland Chiefs of Police Association. Ocean City, MD, October 2006.
199. *Techniques and Protocols for the Firefighter Combat Challenge.* Presentation for the United Fire Brigades Association, Feilding, New Zealand, March 9, 2007.
200. *Physiological Fitness and Firefighter Performance.* Presentation to the South Africa Emergency Service Institute Conference, Johannesburg, South Africa, May 10, 2007.
201. *Physiological Constructs and the Scientific Basis for the Firefighter Combat Challenge.* Presentation to the United Fire Brigades Association of New Zealand, Richmond, NZ, March 14, 2008.
202. *Work Hardening: Working Smarter.* Presentation to the 79th Annual Kentucky State Fire School and Homeland Security Conference. Lexington, KY, June 12, 2008.
203. *Validation of an Essential Function Test for Fire Suppression Personnel.* Technical Report submitted to South Metro Fire-Rescue Services, Parker, Colorado. 2008.
204. *Characterization of Injuries and Intervention Strategies for Border Patrol Agents.* Technical Field Report submitted to Department of Homeland Security, Customs and Border Protection. San Diego, CA Dec 16, 2009.

205. *Validation of Hiring and Retention Standards for the Sioux Falls Fire Department.* Technical Report submitted to Sioux Falls Fire Rescue. Sioux Falls, SD, July 2010.
206. *Good to Go: A Fitness Initiative for the Seattle Fire Department.* Lecture series and practical for the Joint Training Academy, Seattle, WA. May, 2011.
207. *Methodologies for Conducting Job Task Analyses.* A work in progress for ICF, prime contractor for the Social Security Administration. March, 2011 to present.
208. *Current Issues in Fire Department Fitness.* Lecture series delivered for the Executive Fire Officer curriculum at the National Fire Academy, Emmetsburg, MD. 2011.
209. *Good To Go Initiative (G2G):* A physical fitness program developed for the Lynfield Fire Department, MA. May 2012.
210. *Review and Classification of US Air Force SpecWar Critical Tasks.* A consulting agreement for the Rand Corporation, September 2012.
211. *Job Standards Development for Palm Beach County Fire Rescue Services.* Contract number 11-088R/LJ. October 2012- October 2015.
212. *Firefighting: The Last Bastion of Demanding Occupations?* Tactical Strength and Conditioning Conference, National Strength and Conditioning Association. Norfolk, VA. April 17, 2013.
213. *Physical Performance Requirements for Pentagon Force Protection Agency.* Interim Report, May 7, 2013.
214. *Job Task Analysis for Georgetown (TX) Police Department.* Technical Report, February 17, 2014.
215. *Medical Standards for the New York City Transit Authority.* Member of the Musculoskeletal System Sub-committee. Medical Advisory Services, LLC prime contractor, Gaithersburg, MD. July 2014.

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2. Davis, Paul O. and D. Laine Santa Maria. "Testing Physical Fitness." *Fire Command*, Vol. 42, 1975.
3. Davis, Paul O. and D. Laine Santa Maria. "Energy Costs of Wearing Firefighters' Protective Equipment." *International Fire Chief*, 41:10-11, 1975. Also reprinted in *The Congressional Record*, 122:S14046, 1975.
4. Davis, Paul O. and D. Laine Santa Maria. "Quantifying the Human Energy Costs: A Laboratory Experiment." *Maryland Fire and Rescue Bulletin*, Vol. 4:1, 1975.

5. Danoff, Jerome, Paul O. Davis, and Paul A. Anderson. "Monitoring the Heart During a 24 Hour Marathon." *Running Times*, No. 6, July 1977.
6. Davis, Paul O., Charles O. Dotson, and D. Laine Santa Maria. "Effects of Physical Fitness on Field Performance Among Firefighters." *International Fire Chief*, Vol. 44, No. 4 pp. 12-14, 1977.
7. Davis, Paul O. and Howell F. Wright. "Some Suggestions About Fitness Conditioning Programs." *The International Fire Chief*, 43:28-29, 1977.
8. Dotson, Charles O., D. Laine Santa Maria, Paul O. Davis, and Richard Schwartz. "The Development of Job-Related Physical Performance Examination for Firefighters." GPO, Washington, D.C., U.S. Fire Administration, 1977.
9. Davis, Paul O., Charles O. Dotson, and D. Laine Santa Maria. "Physiological Requirements of Firefighting." *Medicine and Science in Sports* (Abstract), 9:1, 1977.
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12. Davis, Paul O. "Can You Afford Not to Have a Physical Fitness Program." *Police Executive Report*, 2:1 - 4, 1978.
13. Davis, Paul O. and Charles O. Dotson. "Heart Rate Responses of Firefighters." *Journal of Ambulatory Electrocardiology*, 1:15-18, 1978.
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15. Davis, Paul O. and Howell F. Wright. "Body Composition: Its Importance and Analysis." *Journal of International Association of Fire Chiefs*, 44:23-25, 1978.
16. Davis, Paul O. and Howell F. Wright. "Elements of a Recruit Selection Process." *Fire Command*, 46: pp. 12-13, January 1979.
17. Davis, Paul O. "How Long Will Your Air Supply Last?" *Firehouse*, 4:16, 1979.
18. Bixby, Steven, Howell F. Wright, and Paul O. Davis. "Management of A Fire Service Physical Fitness Program." Washington, D.C.: National Fire Academy, 1979.
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22. Davis, P.O. and A.R. Starck. "Excess Body Fat - Not Age - Viewed As A Greater Culprit in Fitness Decline." *Fire Engineering*, 133:33-37, 1980.
23. Davis, P.O. and A.R. Starck. "Age vs. Fat." *FBI Law Enforcement Bulletin*, 49:10-15, 1980.
24. Noroski, Regis and Paul O. Davis. "Environmental Considerations in an Exercise Program." *The Police Chief*, 40-43, 1980.
25. Curtis, Arthur V. and Paul O. Davis. "Exercise Physiology in Cardiac Rehabilitation." *CVP Journal*, 8:19-24, 1980.
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27. Davis, Paul O. "The Marines: Out in the Cold." *U.S. Naval Institute Proceedings*, Vol. 107, No. 11, 1981.
28. Davis, P.O. and R.J. Biersner. "Marines: Taking the Heat." *U.S. Naval Institute Proceedings*, Vol. 108, No.9, September 1982.
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54. Davis, Paul O. "On•Target: An Incentive-based approach to Fire Fighter Fitness." *Focus on Fitness*, a publication of the Phoenix Fire Department, October 1990.
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57. Davis, Paul O. and Charles O. Dotson. "The Fitness Coordinator's Manual." Washington, D.C.: GPO. 1990. U.S. Fire Administration publication FA-95.
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60. Davis, Paul O. "Avoiding Back Injuries." *Fire Chief* magazine, Vol. 36:10; pg. 28, October 1992.
61. Davis, Paul O. "Physical Fitness Policies." *Fire Chief* magazine, Vol. 36:12; pg. 26, December 1992.
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81. Davis, Paul O. "Physical Training Shouldn't be Remedial" *Fire Chief* magazine, Vol. 39:2; pg. 15, February 1995.
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83. Davis, Paul O. "A Way to Save Your Back from the Future." *Fire Chief* magazine, Vol. 39:7; pg. 22, July 1995.
84. Davis, Paul O. "Performance and Fitness aren't the Same." *Fire Chief* magazine, Vol. 39:8; pg. 20, August 1995.
85. Davis, Paul O. "All Else Being Equal, Bigger can be Better." *Fire Chief* magazine, Vol. 39:10; pg. 20, September 1995.
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87. Davis, Paul O. "Search for Reasons by be Fitness Football." *Fire Chief* magazine, Vol. 40:4; pg. 20, April 1996.
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94. Davis, Paul O. and Richard D. Gerkin, Jr., M.D. "Exercise Programs Need Validated Tests." *Fire Chief* magazine, Vol. 41:7; pp 24-26., July 1997.
95. Davis, Paul O. "The Cook v. the Firefighter: Who's Leaner?" *Fire Chief* magazine, Vol. 41:9; pp 18-20, September 1997.
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BOOKS

1. *The Firefighter's Survival Manual*. Paul O. Davis and Arthur V. Curtis. Quincy, MA: National Fire Protection Association. 1981
2. *Fitness Coordinator's Manual*. Paul O. Davis, Charles O. Dotson, Anne Whitcomb. Washington, DC: National Fire Academy. 1984
3. *Hard Work: Defining Physical Standards for Demanding Jobs*. Brian J. Sharkey, Ph.D. & Paul O. Davis, Ph.D. Champaign: Human Kinetics Publishers (February 2008)

TELEVISION CREDITS

1. Firefighter Combat Challenge: FETN (Fire and Emergency Television). Carrollton, TX. From Anaheim, CA. 1992
2. Firefighter Combat Challenge: ESPN, Bristol, CT. From Dallas, TX. 1993
3. Firefighter Combat Challenge: ESPN, Bristol, CT. From St. Louis, TX. 1994
4. Firefighter Combat Challenge: ESPN, Bristol, CT. From Tampa, FL. 1995 (Dec 96)
5. Firefighter Combat Challenge: ESPN, Bristol, CT. From Las Vegas, NV. 1996
6. Firefighter Combat Challenge: ESPN, Bristol, CT. From North Las Vegas 1997
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9. U.S. Army Ranger Challenge: ESPN, Bristol, CT. From Fort Benning, GA, 2000
10. Firefighter Combat Challenge: ESPN, Bristol, CT. From North Las Vegas 2000
11. Marine Corps Super Squad: ESPN2, Bristol, CT. From Camp Lejuene, NC, 2001
12. Firefighter Combat Challenge: ESPN, Bristol, CT. From Memphis, TN 2001
13. Marine Corps Super Squad: ESPN2, Bristol, CT. From Camp Pendleton, CA 2002
14. National SWAT Challenge, ESPN2, Bristol, CT. From Spartanburg, SC, 2003

15. U.S. Army Ranger Challenge: Discovery Channel, Bethesda, MD. From Fort Benning 2002
16. Firefighter Combat Challenge: ESPN2, Bristol, CT from Deerfield Beach, 2002
17. LEOPARD Challenge, ESPN2, Bristol, CT. From Pikesville, MD, 2003
18. Firefighter Combat Challenge: ESPN, Bristol, CT. From Ottawa, ONT, 2003
19. The Competition: Hosted by Terry Bradshaw. A&E. From Las Vegas, NV
20. U.S. Army Ranger Challenge: ESPN, Bristol CT. From Fort Benning, GA 2004
21. National SWAT Challenge: ESPN, Bristol, CT. From Spartanburg, SC, 2004
22. World SWAT Challenge: ESPN, Bristol, CT. From Myock, NC, 2004
23. Firefighter Combat Challenge: ESPN, Bristol, CT. From Las Vegas, NV 2004
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25. LEOPARD Challenge, OLN, CT. From Las Vegas, NV, Nov, 2005
26. Original SWAT World Challenge, From Little Rock, AR, 2006 OLN
27. Original SWAT World Challenge, from Little Rock, AR, 2007: Versus (Vs)
28. Firefighter Combat World Challenge: Versus (Vs). Las Vegas, 2007
29. World SWAT Challenge, Little Rock, AR. 2008: Versus (Vs)
30. Firefighter Combat Challenge World Challenge XVII, from Las Vegas, 2008 (Four-part mini-series on Versus (Vs) network)
31. World Firefighter Combat Challenge XXII, Las Vegas, (Two-part CBS Sports Spectacular, 2013)

EXPERT WITNESS AND CONSULTANT

1. U.S. Department of Justice: Civil Rights Division vs. State Police, New York, July 1978. 77-CV 343. Served as expert witness and provided testimony for the Department of Justice, (plaintiffs) in a Title VII case. Validity of physical ability test was successfully challenged in court-tried case in favor of plaintiffs.
2. Equal Employment Opportunity Commission: Virginia Beach, Virginia. Civil # 79-557--N. Provided consulting to the EEOC in age discrimination action brought against defendant police department. Case settled out with charging party allowed to take physical ability test that he passed with high ranking.
3. Equal Employment Opportunity Commission: Los Angeles, California. CV#782322. Charging party challenged age restriction to fly rotary wing aircraft for the LA County Fire Department. Testified for Plaintiff in decision in favor of helicopter pilot.
4. International Association of Firefighters v. Danbury, Connecticut. Consulted to the IAFF on mandatory fitness program that had no preliminary screening prior to implementation. Did not testify. Court decided that city could unilaterally implement program without medical examinations.
5. Equal Employment Opportunity Commission: Allen Park, Michigan. Civil Action #972986. Consulted on case on behalf of EEOC in age discrimination case that was settled out.

6. Equal Employment Opportunity Commission: Middletown, Ohio. C-1-78-28. Consulted to EEOC (plaintiffs) in action brought against city for violation of ADEA. Case settled out.
7. Equal Employment Opportunity Commission: Youngstown, Ohio. CV 79-745-9. Consulted to EEOC (plaintiffs) in age discrimination case that required mandatory retirement at age 55.
8. Federal Bureau of Investigation: Christine Hansen, et. al. vs. The FBI Physical Performance Standards For New Agents, 1980. Consulted and provided testimony for the Bureau in sex discrimination charge over physical ability standards that had adverse impact on women. ALJ heard case and rendered a recommendation that was usurped by Department of Justice.
9. Equal Employment Opportunity Commission: Expert Witness: St. Paul, Minnesota. CV 3-79 630. Consulted and provided expert testimony in mandatory retirement case involving district fire chief. Case decided that the district chief could retain his position. 500 Fsup. 1135 D Min. 1980. Judge Donald Alsop, presiding.
10. Alabama Power and Light Co.: OFFCCP vs. Alabama Power, Birmingham, AL., 1980. 80-OFFCCP-33. Consulted and provided testimony on behalf of defendants over an issue of disabled employee in OFCC action before ALJ. Case decided in favor of defendants.
11. Equal Employment Opportunity Commission: EEOC vs City of Ft. Smith, Arkansas, 1980. Consulted for and with the EEOC in an age discrimination action that resulted in a settlement with the city agreeing to use testing as an alternative to age for retention and retirement.
12. City of New York: Berkman vs City of New York. 79 Civ 1813, 1981. Consulted and provided expert opinion on behalf of the defendant in a Title VII case that ultimately saw women appointed to the fire department. Second circuit reversed in part the decision regarding a rank-order hiring paradigm.
13. International Association of Firefighters: Baltimore Local. Johnson et al. vs. Mayor and City of Baltimore, 1979-1980. Civil Action No. H 79-998. Testified in an age discrimination case on behalf of the plaintiffs who were four members of the Baltimore City Fire Department. Judge Alexander rendered an opinion that was reversed at the appellate level and reversed by the Supreme Court.
14. City of Oakwood, Ohio: Nash vs. City of Oakwood, Ohio, 1981. Provided consultation and expert witness services for the defendant in a jury-tried case over sex discrimination for the position of public safety officer. Verdict in favor of defendants.
15. Day v. City of Moose Jaw. Saskatchewan Civil Rights Commission, July 1982. Provided testimony for the Commission in a mandatory retirement case for the Moose Jaw Fire Department. The retirement age was allowed to stand by the tribunal that heard the case.

16. Equal Employment Opportunity Commission v. Hamtramck, MI, 1982. Provided consulting to the EEOC who were the plaintiffs in an age discrimination action over mandatory retirement for the fire department. Case settled out with the department abandoning their retirement policy.
17. Equal Employment Opportunity Commission v. Cleveland Heights, CV# 81-2216, 1982. Consulted for the EEOC in a charge brought against the Cleveland Heights Police Department. Case settled out.
18. Wendt v. O.C.C. Optical: Orlando Florida, 1982. Developed a defense strategy that mitigated a tort claim by conducting an ergonomics study that disproved the plaintiff's theory. Case settled out.
19. EEOC vs. Wyoming: CV #80-0336B, 1983. Provided consulting and expert witness services to the Commission in a mandatory retirement case for state Game Warden in a jury-tried case. Verdict rendered in favor of the state.
20. Saskatchewan Human Rights Commission vs. Saskatoon Fire Department, Nov. 1983. Testified on behalf of the Commission in a mandatory retirement case. The tribunal elected to retain the mandatory retirement age.
21. EEOC vs. Indiana State Police. Provided consulting services in an age discrimination action brought against the state police. The ISP elected to settle out.
22. Alexandria Volunteer Fire Department, Inc., vs. Rule: CV 82-0621-A. Testified on behalf of the city and the municipal fire chief over the appropriateness of standards for volunteer firefighters. The court rendered a decision in favor of the defendant.
23. United States Congress, House Select Committee on Aging: Testimony on House Rule No. 5310, May 17, 1984. Provided written and live testimony in a hearing on proposed amendments to the Age Discrimination and Employment Act (ADEA).
24. EEOC vs. City of Pittsburg, CV #83-2712. Retained as a consultant in an action brought against the city of Pittsburgh. Case was settled out of court.
25. Brown vs. City of Jacksonville, FL. Provided consulting services including a report that resulted in a dismissal of the complaint against the city.
26. EEOC vs. New Jersey State Police. Testified in a TRO that became a trial on the merits over mandatory retirement for state troopers. Made an appearance before Judge Trump-Barry in Trenton. Case was decided in favor of the defendants.
27. Ontario Human Rights Commission vs. Ontario Fire Associations, 1985. Provided testimony for the Commission in a hearing over mandatory retirement. No decision rendered.

28. EEOC vs. Tennessee Wildlife Resources Agency. Consulted and provided expert testimony for the plaintiffs in an action against the WRA for violation of the ADEA. Case was decided in favor of the defendants but overturned on appeal.
29. EEOC vs. Florida State Police. Consulted to the EEOC in an ADEA action brought against the state police. Bench ruling followed in favor of the plaintiffs.
30. Riley vs. Newport News Shipbuilding: Law Docket #8894-S. Provided consulting and testimony on behalf of the defendants in a wrongful discharge action brought against the company for terminating a probationary employee. Case decided in favor of the plaintiff.
31. EEOC vs. The City of St. Louis, MO: #84-2063. Consulted to the EEOC in an age discrimination action brought against the city. Case settled out.
32. Ryan vs. Commonwealth of Massachusetts: Superior Court Department No. 85-7436. Testified on behalf of the commonwealth in a discharge action for violation of the department's weight control policy. Case decided in favor of the defendants.
33. Peck vs. Scandinavian Health Spas, May 1987. Consulted in wrongful death case on behalf of defendant. Case settled out.
34. Troy Fraternal Order of Police vs. City of Troy: Labor arbitration hearing, July 1987. Provided consulting and testimony in hearing over mandatory physical fitness standards for incumbent police officers. Panel decided that management had a right to impose standards for their officers.
35. Parham v. Spa Lady, July 1988. Consulted on tort liability case for defendants. Case settled out.
36. Ronnie Greer vs. City of Madison, Jan 1989. Provided testimony in action brought against the Madison Fire Department for its prohibition against beards. Case decided in favor of the city.
37. United Paramedics of LA vs. Los Angeles Fire Department, 1989. Testified and consulted for the city in a federal case involving weight standards for the fire department. Motion for summary judgement upheld by the court in favor of the fire department.
38. Human Rights Commission State of Minnesota vs. St. Paul Fire Department, 1989. O.A.H. Docket No. 8-1700-3224-2. Consulted and provided deposition testimony on behalf of the defendant city in a sex discrimination case alleging an invalid test for the selection of firefighters. The Commission agreed to accept the test as valid.
39. Dunn vs. St. Louis County and the St. Louis County Fire Commission, 1989. No 87-1525-C-5. Testified on behalf of the defendants in a sex discrimination case for hiring firefighters. Case settled out.

40. St. Louis City Police Department, 1989. A case that has continued to date; retained by the defendant city in a mandatory fitness standards issue; provided a deposition.
41. Razick v. Montgomery County Fire and Rescue Commission: Human Relations Commission for Montgomery County Case No. E-2072, September 1989. Consulted with the county and recommended a settlement plan that was ultimately accepted.
42. Heidelore Bijou Boyd, etc., vs. City of Montgomery, AL: U.S. District Court for the Middle District of Alabama, Northern Division. CV No 75-19-N. Provided consulting and an affidavit that was a part of the city's successful motion for summary judgement.
43. U.S. Department of Justice vs. Virginia Military Institute, Liability and remedial trials, 1991 and 1994. Provided consulting and testimony for the defendants in a case that was ultimately decided by the Supreme Court. Judge Kiser, presiding.
44. EEOC vs. Simpson Timber. Consulted and testified for the defendants in a court-tried case over sex discrimination for hiring in the lumber industry. The court found the company had met their burden of proof for validation of a physical ability test. The court also lowered the standards to accommodate women.
45. John L. Musgrave, et al. vs. Castlewood Fire Protection District, et al. CV No. 92-M-1629. Provided an affidavit for the defendant in a constructive discharge claim filed over fitness standards. Case was dismissed.
46. EEOC vs. James River. Consulted for the defendant in an age discrimination case. Case settled out.
47. Teresa A. Marshall vs. King County Fire Protection District #39 (Federal Way Fire Department). CV 90-2-19366-7. Provided a deposition for the defendant in a discharge case. Motion for summary judgement upheld. Case dismissed.
48. U.S. Department of Justice vs. The Citadel. Provided a deposition in a case that was ultimately folded into the decision of VMI.
49. Fitzgerald, et al. v. Office of the U.S. Senate Sergeant at Arms. SFEP 93-048. Provided an affidavit for the US Senate in an age discrimination action brought against the police department. Case was dismissed.
50. Legault v. aRusso, et al., CV 93-0243, US District Court, Rhode Island. Provided an affidavit for the plaintiff on the validity of a borrowed test for the Cranston Fire Department. Motion for summary judgement was upheld. Plaintiff, who had completed fire training was appointed to the department.
51. Tangeman, et al. v. City of Winchester, VA. CV 94-0066(H). Retained by the city in the defense of a wrongful discharge. Case settled out.
52. Franz, Fomera, Faulkenberry & Dunham v. City of O'Fallon. 4:93-CV-1143, 4:93-CV-002065, 4:93 CV -002064, 4:94-CV-002065., 1996. Testified in two hearings on behalf

of the plaintiffs where age-normed fitness standards were used to separate police officers from their jobs.

53. Alvarez v. Dade County, DC SFla. No 94-636. Testified on behalf of Dade County in a FLSA action heard by a jury. Decision in favor of plaintiffs was overturned on appeal.
54. Yoder v. Clovis, NM. (CIV-94-741 MV). Consulted to the defendant city, Clovis in a complaint that charged the entrance test for the fire department was invalid. Case was settled out.
55. Jones v. Spokane Fire Department. Prepared affidavit for the city of Spokane in a discharge case for the fire department. Motion for summary judgement by the city was upheld.
56. Lanning v. SEPTA. CV 97-0593 & CV 97-1161. Judge Clarence Newcomber, presiding. Consulted and provided deposition and live testimony in an action brought by the Department of Justice against the transit police of Philadelphia over physical performance hiring standards based upon a job task analysis conducted four years earlier. Defendants judgement.
57. Danskine et al v. Miami County, CV 97-2068. Retained by the plaintiffs in an action against the Miami-Dade Fire Department over hiring issues.
58. Connie S. Tillman v. St. Louis Metropolitan Police Department. CV 4:97CV02426RWS. In an ADA claim, the plaintiff alleges discrimination for termination after sustaining an injury from which she does not recover. Provided an affidavit for the defendant. Motion for summary judgment upheld; case dismissed.
59. Shadrach J. Burks v. St. Louis Metropolitan Police Department. 4:98CV14FRB. Plaintiff alleges that he was discriminated against under the ADA since he was unable to return to a street assignment after sustaining a back injury. Prepared and submitted an affidavit for the defendants.
60. Teresa L. Evans v. City of Graham, NC. Civil Action 1:98CV00269. Pro Bono consulting for the plaintiff on issues of disparate treatment and ADA claims. Philip J. Roth, counsel (282) 281-2100.
61. Susan G. and Ralph E. Jones v. City of Spokane. Superior Court, State of Washington. No. 93-2-0594-4. Jury trial on retaliatory termination. Verdict in favor of defendant. July 1999.
62. Patti Rongey v. City of Spokane. State of Washington No. 96-2-03498-8. Jury trial on adverse treatment. Verdict in favor of defendant. August 1999.
63. Lanning v. SEPTA. CV 97-0593 & CV 97-1161. Judge Clarence Newcomber, presiding. Case remanded for rehearing on exact cutpoint for aerobic fitness standards. Consulted, conducted empirical research study and provided deposition and live testimony in an action brought by the Department of Justice against the

transit police of Philadelphia over physical performance hiring standards. Outcome still pending.

64. Debra West v. City of Roswell. Federal Court for the District of New Mexico. CV 00-00090 WWD. Title VII discrimination claim against the fire department for physical ability standards test. Fri, Dec 1, 2000.
65. Katalin Bedient v. City of Culver City. Superior Court for the State of California, for the County of Los Angeles. Case No. BC 236380, Judge Ralph W. Dau. Charging party claimed illegal employment discrimination and constructive discharge from the city fire department. Consultant to the defendant. Case settled prior to trial date. June, 2001.
66. United States v. City of Erie. CV No. 04-04 Erie, USDC, WD Pa. Title VII matter brought against police department for disparate impact in hiring. City maintained a bona fide, job-related business necessity for physical standards. Trial date March 6-10, 2005.
67. Waybright v. County of Frederick. Waybright et al. v. Frederick County et al., Case No. 1:05-CV-55. Tort claim of deliberate indifference in wrongful death of recruit firefighter. Expert witness for the defense. Plaintiff's motion for consideration of the complaint as a civil rights violation failed.
68. Morales vs. International Ship Repair & Marine Services. A tort claim for a wrongful death due to heat stress in Tampa, Florida. Pending.
69. Schott vs. B.S.O. U.S. District Court for the Western District of LA, Docket No. 13-2338. ADA claim against the Bossier Sheriff's Office by a diabetic deputy. Case settled out.

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