# CHIEF KEITH HUMPHREY

YEARS OF SERVICE | 2011-2019

This quarter, we reflect on the work and many innovations of Chief Keith Humphrey during his tenure at the Norman Police Department. Humphrey was hired as Chief of Police for the City of Norman in July of 2011.

He was the first modern Chief of Police to be hired from outside the ranks of the Norman Police Department. With outside agency policing experience, Humphrey brought with him fresh new perspectives on law enforcement, leadership and community service.

## HUMPHREY'S CAREER IN PUBLIC SERVICE

Chief Humphrey began his law enforcement career with the Fort Worth Police Department in Fort Worth, Texas. Humphrey was drawn to career in law enforcement because he wanted to better relationships between the community and police. While working at Fort Worth Police Department, Humphrey served as both a patrol officer and school resource officer.

After six years with Fort Worth Police, Humphrey transferred to the Arlington Police Department in Arlington, Texas to pursue more opportunities to engage with local community members. Humphrey rose through the ranks of the Arlington Police Department achieving the ranks of Lieutenant and Watch Commander during his 15-year career. Humphrey became the first Lieutenant from Arlington Police Department to become a Chief of Police when he was hired as the Chief of Police for the Lancaster Police Department in Lancaster, Texas in 2008.

Humphrey was selected as the Chief of Police for the Norman Police Department in 2011. He would serve as head of the department until 2019 when he became the Chief of Police for the Little Rock Police Department in Little Rock, Arkansas.

"HE IS A VISIONARY THAT FOREVER CHANGED THE TRAJECTORY AND CULTURE OF OUR AGENCY. THE POSITIVE EFFECTS OF HIS INFLUENCE WILL BE FELT FOR YEARS TO COME."

- NPD DEPUTY CHIEF RICKY JACKSON

## HUMPHREY'S TENURE AT NPD

During his time at the Norman Police Department, Humphrey implemented the philosophy of COMPSTAT (Computer Comparison Statistics) and DDACTS (Data Driven Approaches to Crime and Traffic Safety) to the agency as a way to track, locate and reduce crime in the city. He also incorporated the six pillars of President Barack Obama's Task Force on 21st Century Policing into the agency's strategic plan. These concepts helped facilitate the growth of proactive community service and enforcement strategies.

Additionally, Humphrey implemented officer training on diversity and inclusion as a strategy to combat the growing public concern towards real and perceived law enforcement abuses. He helped put into practice RITE (Racial Intelligence Training and Engagement) as well as worked in partnership with the Norman Chamber of Commerce and Xenia Institute of Social Justice to facilitate community and police dialog.

Further, Humphrey initiated a partnership with the Center for Policing Equity to establish an external evaluation of police-related community contact data. He also further evolved the department's training relating to working with individuals in crisis by increasing the number of officers trained in CIT, Crisis Intervention Team.

Humphrey pushed to ensure that the temporary Public Safety Sales Tax became permanent allowing for the creation and implementation of the School Resource Officer (SRO) Program. SROs were implemented in Norman Public Schools in 2016.

During his tenure, Humphrey also evolved the organizational structure of the police department creating a number of new positions. Those positions included: the Deputy Chief, a Victim Advocate in partnership with the Women's Resource Center, a grant funded Crime Victim Advocate, a part-time Cold Case Investigator, a Animal Welfare Center Manager, a civilian Public Information Officer, a Police Academy Mentor, and a part-time Parking Enforcement Officer. He also led the creation of the Norman Citizens Advisory Board (NCAB).

Humphrey implemented the Body-Worn Camera Program and the Uniform Support Division's Community Outreach Section. He also de-centralized the Property and Evidence rooms and the Criminal Investigations Section from the main police department. Humphrey also created a new and restructured Planning, Logistics, Personnel and Training Division.

Under Humphrey's leadership, the department also saw a restructure of the promotion process to an assessment center utilizing outside evaluators. It was during his time as Chief of Police that several individuals at the agency went on to hold Chief of Police and other executive law enforcement positions with other agencies in Oklahoma and Texas.

## HUMPHREY'S CONTINUED IMPACT

Humphrey is currently the Chief of Police at the Little Rock Police Department in Little Rock, Arkansas. He is a member of the International Association of Chiefs of Police (IACP), Police Executive Research Forum (PERF), National Organization of Black Law Enforcement Executives (NOBLE), and the FBI Law Enforcement Executive Development Association. Chief Humphrey is also an active Member of Phi Beta Sigma Fraternity. He has served as Board of Directors of Cleveland County YMCA, Crossroad Family & Youth Services, Transition House, and Xenia Institute. Chief Humphrey is currently an adjunct professor at the University of Oklahoma, where he teaches classes on Criminal Justice.

Humphrey holds a Bachelor of Business Administration from Texas A&M University – Commerce and a Master of Business Administration from Amberton University. He is a graduate of the Bill Blackwood Law Enforcement Management Institute Command College (LEMIT), a graduate of United State Army War College Leadership Program, and he attended Harvard Kennedy School Executive Education Programs.

# WORDS FROM THOSE WHO WORKED ALONGSIDE CHIEF HUMPHREY

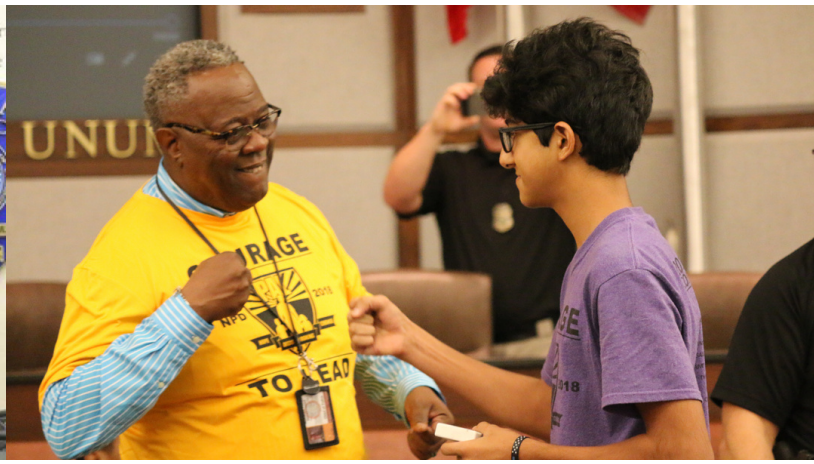
## NPD DEPUTY CHIEF | RICKY JACKSON

I've known Chief Keith "Hump" Humphrey for a number of years. I've found him to be a positive, motivational, energetic, and supportive person. I remember the day that Chief Humphrey, at that time he was the Chief for Lancaster Police Department, dropped by my office and informed me that he was throwing his name in the hat for the Chief job at NPD. I was a Lieutenant assigned to Patrol Division I at the time. I recall Keith saying, "Rick, all I need is an interview." Well he got that interview and became the 17th Chief of Police for the Norman Police Department and the first external chief.

Chief Humphrey truly cared about his people and the community. He was a huge proponent of education, training, and progressive strategies. He had a philosophy that the community was not our enemy, but our partners. He facilitated the shift from a warrior mindset to a guardian mindset, a strategy favored by Sir Robert Peel. He pushed to ensure that all supervisors were trained in leadership strategies and encouraged employees to receive advanced degrees and training from institutions like the FBI National Academy (NA), the Senior Management Institute for Police (SMIP), and Leadership in Police Organizations (LPO). A transformational leader and visionary, he implemented a number of innovative policies, strategies, and programs to move the agency forward into the 21st century.

Humphrey is the consummate family man, a man that places both family and friends first. He was always willing to give a person a second chance despite the sentiments of some. I've watched him successfully fight for an officer's job without the officer ever having a clue what he had done. He sincerely cared about people. He was quick to provide words of encouragement or tease a person to make them laugh. Good natured teasing was his way of telling a person that he liked them and that they were "alright in his book." Often the joke was on him, and he enjoyed that as much as if he were doing the ribbing.

Humphrey is a big softy with a big heart. He has a soft spot for anyone with a hard luck story. Although he supported all special teams, the Crisis Intervention Team (CIT), Peer Support Responders (PSR) Team, and Honor Guard held a special place in his heart. He knew the names (and often family members' names) of every person at the agency. Chief Humphrey is a person that I truly believe has never met a stranger. He is a good friend and mentor to myself and others. He is a visionary that forever changed the trajectory and culture of our agency. The positive effects of his influence will be felt for years to come.



## NPD CAPTAIN | CARL PENDLETON

When Chief Humphrey arrived at NPD, no one knew just how much of a change was coming our way. Chief Humphrey was driven, and that drive rubbed off on us all. Chief Humphrey pushed NPD into the 21st Century and helped lead our agency in a solid new direction. Regardless of how challenging the last couple of years have been for the law enforcement profession, it is obvious to me that NPD would not have been in as solid of a position, to weather the storm, without the previous direction and leadership of Chief Keith Humphrey.

# WORDS FROM THOSE WHO WORKED ALONGSIDE CHIEF HUMPHREY

## NPD CITIZENS POLICE ACADEMY GRADUATE | CHRIS NANNY

As an alumni of CPA Class 2013-04, I remember Chief Humphrey as being personable and community-minded. He treated all citizens--no matter their age, ethnicity or background--with respect and dignity, including his officers, even when he had to be firm and no-nonsense. He had a kind word for everyone, and when he talked to you, he looked you in the eye, with a warm smile and handshake, and provided undivided attention, as though speaking with you (and thoughtful listening) were his most important tasks!

I also admired that Chief Humphrey always attended City Council meetings, to stay current on city business and public opinion. His presence there spoke volumes in the depth of his care and concern for Norman. I admired his leadership style and competence; when he spoke, no matter the topic or occasion, he was consistently knowledgeable, poised, tactful and respectful. I felt our City was in good hands with Chief Humphrey at the helm.

## NPD PUBLIC INFORMATION OFFICER | SARAH JENSEN

Chief Humphrey is a true visionary. His actions were often moving the needle forward for both the department and the profession of law enforcement. His people-centered leadership style was key in furthering how the department communicated both internally and externally. He valued transparency and was key in developing strategies to further educate and inform residents on the impacts of crime and law enforcement here in Norman.

## RETIRED NPD SERGEANT | TIM SMITH

Chief Humphrey was the driving force behind bringing motorcycles back to the police department. He was VERY pro-traffic enforcement, he was so pro-traffic enforcement he would speed all over town to see if we were working.

## RETIRED NPD SERGEANT | COREY LAMBRECHT

He should definitely be recognized for bringing body-worn cameras and AR-15 rifles to the department. He was a solid leader too. The first thing that impressed me about him when he was hired is that he took the time to memorize everyone's name. He would acknowledge you in the hallways and during briefings and got to know everyone of us.

## NPD MASTER POLICE OFFICER | CHRIS ANTWINE

Chief Humphrey is the sole reason I am police officer today. He put the idea and the opportunity in front of me, and I went after it. He was always there when I needed him -- for any questions, concerns, or issues I was having. He was always there to listen, consult, and help out. I appreciate him so much, and I wish nothing but the best for him and his family.