WI Department of Justice

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Crime Laboratory Bureau

WISCONSIN DEPARTMENT OF JUSTICE
Bureau Technical Bulletin

Fourth Quarter 2015

From Our Bureau Director Jana Champion

Forensic Contributions

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The mission of the Wisconsin State Crime Laboratory Bureau is to provide quality forensic analyses in the interest of criminal justice, performed in a timely manner, communicated in a clear and unbiased fashion, and to complement that with nonbiased, effective, and competent expert testimony for the trier of fact.

I would like to thank each and every one of you for the great work that you do every day. I recognize that not everyone gets their name in print in the newsletters but please know that your contributions and work do not go unnoticed.

As I travel around the country, I am constantly hearing about what great work comes out of the Wisconsin State Crime Lab Bureau and how we tend to lead the nation in being proactive in keeping up with new innovations in the forensic community.

I would like to recognize **Karley Hujet**, the Identification Bureau technical lead, as she has been invited to serve as an Affiliate on the Research Task Group within the Friction Ridge Subcommittee of the OSAC.

This particular group has been designed to evaluate current research and to define a list of topics requiring further investigative research in the field of friction ridge analysis. As an affiliate,

Karley will be working with the subcommittee on a project specifically related to the analysis phase of ACE-V.

The goal of this project is to gain a better understanding of root causes associated with examiner variability, and in turn implement standards and training to homogenize results.

Research
Task Group
Subcommittee
Member –
OSAC

[redacted]

Please join me in thanking Karley for making this contribution to the forensic community!

-Jana

New Employees: Please join in welcoming the new staff to the CLB

Melissa Randall-ONeil
Forensic Program Technician-Madison

[redacted]

Megan Niebauer
Forensic Scientist Supervisor-Madison

[redacted]

Mallory Zart
Forensic Program Technician-Madison

[redacted]

Promotions: Please congratulate Maria and Xai on their promotions.

Maria Gibbs
Forensic Scientist Supervisor-Madison

[redacted]

Xai Xiong
Firearms & Toolmark Examiner-Milwaukee

[redacted]

Transfers:

Please welcome & congratulate the following Staff on their new jobs through transfer.

Olivia Sassman
Forensic Program Technician-Madison

[redacted]

Diamond Carter
Forensic Program Technician-Madison

[redacted]

Catherine Kohl
DNA Analyst Senior-Madison

[redacted]

Timothy Erlandson
Identification Technician-Madison

[redacted]

Jessica Lieske
Forensic Program Technician-Milwaukee

[redacted]

Alyssa Mares
Forensic Program Technician-Milwaukee

[redacted]

"We keep moving forward, opening new doors, and doing new things, because we're curious and curiosity keeps leading us down new paths."
~Walt Disney

Current Recruitments

We are working through a lot of recruitments within the CLB. Here is a status update:

Toxicologists: One position in Madison – pending
Lab Manager: One positions in Wausau – pending
Forensic Program Technician in Wausau - pending
Advanced positions: Pending

2015 EVIDENCE TECHNICIAN SHOOLS

Sep 28-Oct 2: Chippewa Valley technical College-Chippewa Falls

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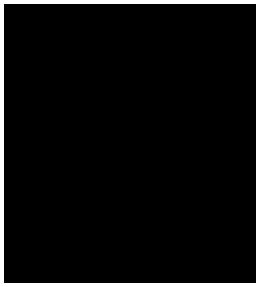
4th Quarter Crime Scene Response Call Outs

This quarter was another busy one for the individuals who volunteer for the Crime Scene Response Unit. Here are the 4th quarter response call-outs:

10/04/2015 Baraboo PD-Homicide-Stabbing
10/07/2015 Menomonie PD-Homicide-Shooting
10/08/2015 Milwaukee PD-Homicide-drug related
10/10/2015 Elkhorn PD-Homicide/Suicide
10/15/2015 Taylor County SO-Autopsy
10/24/2015 DCI Milwaukee/Kenosha-OIS-Fatal-Officer not injured
10/31/2015 DCI Milwaukee/Milwaukee-OIS-non-fatal-Officer not injured
11/02/2015 DCI Milwaukee/Milwaukee-OIS-non fatal-Officer not injured
11/15/2015 Jackson County SO-Homicide-Shooting
11/25/2015 Sawyer CO SO-Homicide-Shooting
12/05/2015 DCI Appleton/Winnebago-OIS-Fatal-Officer not injured
12/08/2015 Prescott PD-Homicide-Shooting
12/09/2015 DCI-Ashwaubenon/Kewaunee CO-Clandestine grave site-missing person from 1984
12/10/2015 DCI Appleton/Winnebago CO-OIS-non-fatal-Officer not injured

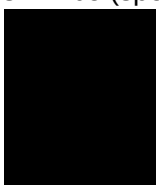
QUALITY CORNER WITH CASEY COLLINS



Casey Collins

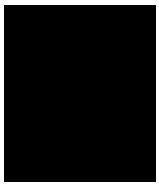
"I have blind faith in the policy that quality, tempered with good judgment and showmanship, will win against all odds." ~Walt Disney

Let me start this QAC corner by celebrating the hiring of two full time quality managers in the Madison and Milwaukee Labs! Congratulations to Molly Ross and Chris Johnson. Molly and Chris will be (spearheading) some of my duties this year.

Christopher Johnson 

Molly Ross

With the selection of Billie Robbins as the new LQM in Wausau, we have a high quality team in place to tackle this year's tasks.

 Billie Robbins

Normal quality team tasks in 2016 include the ASCLD/LAB surveillance visit on February 17th and 18th and the 20+ internal audits (Molly). In addition, we will be applying for re-accreditation in June. This application will involve preparation to accredit in Crime Scene Response (Chris) and AFIS (Molly) for the first time. The full ISO assessment will occur in early 2017. Now for a couple of QAC reminders...

Please fill out the *QPM Appendix A – Outside Training Questionnaire* for any professional training you receive from an outside source and the *QPM Appendix B – Initial Training Questionnaire* for your initial training. We are required to evaluate training related to your Crime Lab duties (QPM 3.1.5 and 3.3.9). Once completed, give these forms to your Supervisor along with a copy of any completion certificate. Starting in February 2016 we request you use the new "Training Evaluations" workflow in Qualtrax to submit these training questionnaires to your Supervisor. By using Qualtrax, we can store this information centrally and sort them by discipline and source.

The second reminder is more general and is for the analysts. Please take a few minutes to review the BEAST assignments and work jacket documents before beginning your work. Subdesignation requirements and evidence processing decisions are predicated upon the case assignments and tests requested on each case (e.g. DNA/fingerprints testing on firearms, glass recovery from shoes for trace evidence). Our reports should reference unique item subdesignations and we must always do our best to preserve the evidence for subsequent analyses. Think like a general forensic scientist first before becoming an expert in your discipline (unit). If you have any questions in this area, please contact your Supervisor.

Our goal is to schedule some optional quality training sessions this year to supplement the required training. We will also be publishing a nonconformance summary report in upcoming editions of this newsletter. This summary should allow us to learn lessons from these investigations.

That's all for now folks. Keep up your good quality work!

Qualities and Techniques for Successful Change in the Workplace: 6 Tips toward Moving Forward

Change for the better is often an unwelcome event as it takes employees out of their comfort zone. Intellectually, sometimes we realize that the announced change will actually make things better. However, our typical emotional reaction can be one of ambivalence or, even, disdain.

According to Carol Kinsey Goman, PhD, writing for Sideroad.com, identifying those qualities of people who embrace change and developing these qualities in the workplace can encourage smooth change transitions. Her article, "Help Staff Deal with Change at Work," outlines these qualities and techniques. She identifies the following qualities and techniques.

1. **Quality:** Confidence. Self-confidence is always a winning quality.
   Technique: Focus on individual and team strengths, not weaknesses.

2. **Quality:** Loving a challenge. This often causes us to look forward to exciting changes at work. **Technique:** Emphasize optimism.
3. **Quality:** Ability to cope and "go with the flow." This allows resistance from becoming overwhelmed or discouraged.
   Technique: Inject a sense of humor and levity. People can cope with change much easier when you lighten the mood.
4. **Quality:** Good work-life balance. Most people that have a sense of balance in their lives, between the personal and professional, adapt well to change. Having other interests, beyond the workplace, tend to deal with change much better than those who are "married" to their jobs. **Technique:** Encourage one another to have other, meaningful life experiences. Get a real life, hobby, pastime or other interests. People appreciate interest in their total—not just workplace—well-being.
5. **Quality:** Creative people. Employees who are naturally curious tend to embrace change as a new adventure in gaining knowledge, fueling their inherent creativity. **Technique:** Show respect for other's natural creativity. Everyone has creativity and innovation. We are challenged to bring it out in one another and respect the individual and collective creativity in the workplace,
6. **Quality:** Love of collaboration. Those who like collaborating with a team to achieve solutions often thrive on change.
   Technique: Sharpen your collaborative skills for a team mentality to help reach objectives necessary to implement change.

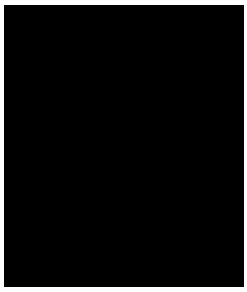
Source: http://www.sideroad.com/Management/change_at_work.htmll

You can design and create, and build the most wonderful place in the world. But it takes people to make the dream a reality.
~Walt Disney

"If there's one thing to remember as we deal with and learn to adapt to change in the workplace it is this: As our body changes with time, so can our mind. We just have to be open to new thinking and new ideas which allow us to grow, progress and find fulfillment in our work. Tweetable: You are capable of adapting to anything – you just don't know it yet." (Bob Miglani, author of the Washington Post Bestseller, Embrace the Chaos).

Controlled Substances Unit Update

Technical Unit Leader – Sandy Koresch

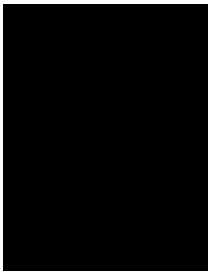


Sandy Koresch

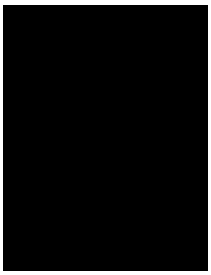
"I believe in being an innovator."
~Walt Disney

New Analysts

The Controlled Substances (CS) unit welcomed two new analysts, Cully Eberhardy and Meghann McMahon to the Milwaukee Laboratory.



Cully graduated in May 2015 from Carroll University with a Bachelor's degree in Chemistry with a Professional Forensic Science Emphasis. While at Carroll, he worked in the chemistry department for two years as a Teacher's Assistant and performed instrument maintenance for the department. Cully is progressing through the CS training program and should complete training this spring.

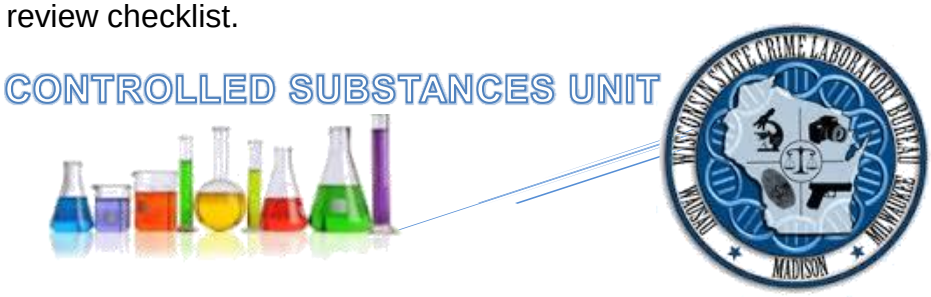


Meghann previously worked at the New York City Police Department Police Laboratory for seven years. At the NYPD, Meghan was authorized to perform analyses in a number of areas, including: controlled substances, trace evidence collection, gunshot residue distance determination, physical fit, plastic bags, tape, and glass. Meghann also spent some time in the Quality Assurance Section, where her main focus was root cause analysis. Meghann holds a Masters of Science in forensic science from John Jay College of Criminal Justice as well as a Bachelors of Science in Spanish from UW-Madison. With her previous experience, Meghann completed an accelerated training program and started working cases in October.

Both Meghann and Cully have been excellent additions to the CS Unit.

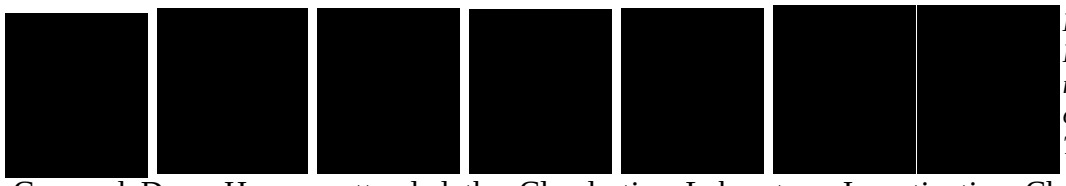
Audits

The CS unit audit summary for each laboratory and the responses were completed in December. The unit had very few findings and concerns. These have all been resolved. To address observations from the audit, the unit has incorporated a few changes including consistent documentation of instrument parameters, a consistent MU reporting format and edits to the technical review checklist.



Controlled Substances Unit Update (continued)

Technical Unit Leader – Sandy Koresch

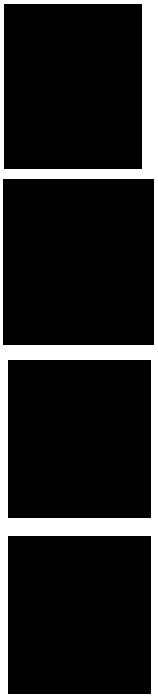


Left: Pictured as named in order under Training

Training

Michelle Gee and Dave Hannon attended the Clandestine Laboratory Investigating Chemist (CLIC) meeting in September and presented information from the meeting to the unit. Me, Laura Hedden, Katie Hoffmeyer, Birjees Kauser, and Maddie Kniskern attended various workshops and scientific papers at the Midwestern Association of Forensic Scientists (MAFS) in September. At both the CLIC and MAFS meetings, there was a focus on the large increase in powdered fentanyl cases being seen. Due to the possibility of accidental exposure by analysts, many labs have purchased Narcan® kits for their laboratory. The CS unit has also seen an increase in powdered fentanyl cases and may consider this in the future.

Below: Pictured as named in order under New Instrumentation



In December, the CS unit observed a demonstration of a CS Beast module presented by Gina Romano from the Northeastern Illinois Regional Crime Laboratory. The demonstration was a great opportunity to see how the Beast module was being used for controlled substance analysis.

New Instrumentation

Michelle Freund assisted with the installation and validation of a new 7890B GC at the Wausau laboratory. At the Madison laboratory, the combined effort of Dave Hannon, Marty Koch, and Ken Olson completed the replacement of an older GC/MS system with installation and validation of a new 7890A GC/ 5977A MSD system. Both instruments are currently being used for casework.

Drug Field Test Kits

Due to concerns brought forward by law enforcement agencies regarding the Scott Company Drug Field Test Kits purchased through state contract, the tests kits were evaluated by the CS Unit. After evaluation, it was determined that the state should move forward on cancelling and rebidding the state contract for drug field tests kits.

Special Use Authorization (SUA)

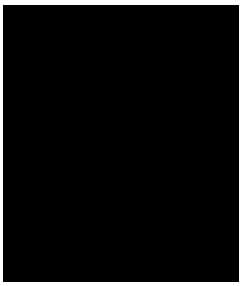
Currently the CS unit must continually file amendments to our SUA permit before purchasing controlled drug standards for caseework. Legislation has been drafted that would allow the crime laboratories to obtain these standards without filing amendments each time. This will assist the CS unit in the timely purchase of drug standards and will greatly improve turn-around time for casework requiring purchase of new drug standards.

Future Goals

The CS unit continues to move forward with converting to electronic notes for better consistency and easier review. Additionally, the CS unit plans to continue investigation into creating a CS Beast module for case notes and report writing.

DNA

Technical Unit Leader Update



Gretchen DeGroot

The DNA Analysis Unit is continually undergoing changes and advances in methods and technology. In the next year we will be revising the DNA process from quantitation through interpretation.

The quantitation method is being revised so: 1) we will have a strong degree of confidence that a zero quantification result means no human DNA; 2) we can get a reliable total human to male ratio in the sample; and 3) we will know if a sample may be inhibited and/or degraded.

The FBI has officially announced that the CODIS core loci will be expanding from 13 to 20 by January 2017. To accomplish this here in Wisconsin, the DNA Analysis Unit is validating a new STR amplification kit that will at least include the new CODIS core 20 loci.

Additionally, we will validate probabilistic genotyping software which will allow us to include a level of uncertainty in our statistical interpretations when we examine weak low level samples. The use of this statistical interpretation software will permit the removal of our interpretation thresholds.

Times and conditions change so rapidly that we must keep our aim constantly focused on the future.

~Walt Disney

UPCOMING MAFS WORKSHOPS:

With attention to the MAFS purpose that is to encourage the exchange of ideas and information within forensic science, we are happy to announce the following Spring 2016 MAFS Workshops.

Spring 2016 ABC Prep 3-Day Workshop – March 22–24, Indianapolis, IN

Basic Fiber Comparison Workshop – April 5-8, Cincinnati, OH

NES Advanced Clan Labs: Beyond Basics (for drug chemists) – May 9-11 Indianapolis, IN

Forensic Paint Examinations and Comparisons – May 16-20, St. Paul, MN

Chemistry Refresher (for drug chemists, toxicologists, and trace analysts) – June 21-23, Olathe, Kansas

Holiday Pictures-the Milwaukee Lab held Halloween and Christmas door decorating contests-enjoy!

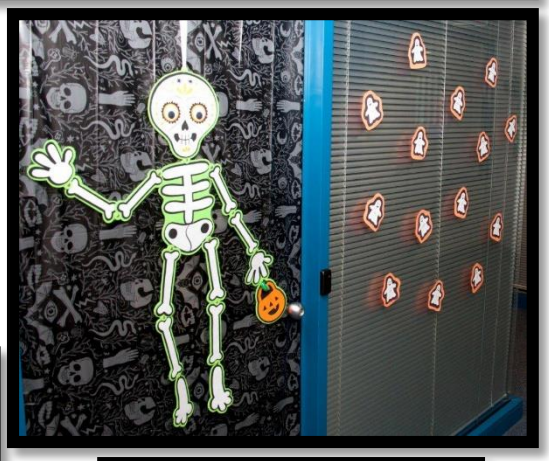
Above: Winners! Identification Unit

Notable Mentions:

Right: Forensic Supervisor Nicole Roehm

Below Left: DNA North

Below Right: DNA South



Other Notable Mentions:

Above Left: Chemistry

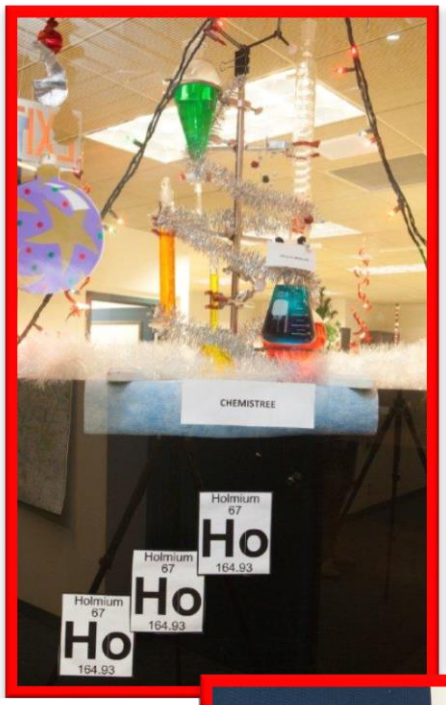
Above Right: Firearms

Below Left: Forensic Supervisor Eva Marie Lewis

Below Right: Forensic Imaging

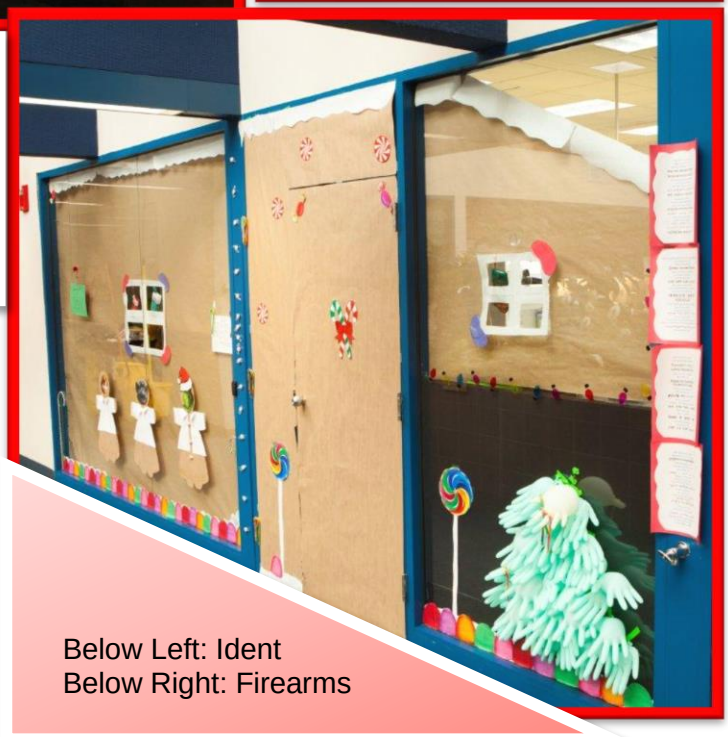
Holiday Pictures -

Milwaukee Lab (continued)



Above Right/Middle: Winners!
Chemistry Section

Above Right: Forensic Imaging
Right: DNA Central
Below Left: DNA North



Below Left: Ident
Below Right: Firearms

Odds & Ends

UPCOMING MEETINGS:

AAFS — February 22-27, 2016 Las Vegas, Nevada
WAI – March 8-11, 2015 Green Bay WI
Bode East – May 16-19, 2016 Orlando FL
AFTE – May 29-June 3, 2016 New Orleans, LA

WSCLB Vision Statement

Your votes are in and have been counted. The new vision statement is as follows:

Working with quality driven
Scientific practices and
Commitment to serve the
Legal system without bias to the
Best of our abilities

I would like to introduce the American Congress of Forensic Science Laboratories (ACFSL). This group was formed to unite and serve current and former professionals employed within the forensic laboratory sciences in the United States, while creating the conditions necessary to serve the American criminal and civil justice systems with confidence and integrity.

I have been invited to serve on the Executive Board for a three year term. I encourage you to take a look at the organization at http://forensicfoundations.com/congress.

-Jana

CLB Newsletter

To find previous versions of the CLB newsletter they are located on the X: drive under private/dles/CLB Newsletter

Final Thought

"The way to get started is to quit talking and begin doing"

~ Walt Disney