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Crime Laboratory Bureau

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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, eff ective, and competent expert testimony for the trier of fact.

WISCONSIN DEPARTMENT OF JUSTICE
Bureau Technical Bulletin
First Quarter 2015

FIRST-EVER!

Eva Marie Lewis

Jana Champion has been appointed to the position of Wisconsin Crime Lab Director by Attorney General Brad Schimel. Jana has been with the Wisconsin State Crime Lab for approximately 28 years and in forensics for approximately 30 years. She started her career as the first-ever female analyst hired by the Drug Enforcement Administration - North Central Regional Laboratory in Chicago, IL. She then came to the Wisconsin State Crime Laboratory as a Controlled Substance analyst and later transferring to the Toxicology unit. In 1996 Jana was appointed the first-ever Chemistry Supervisor for the Controlled Substances, Toxicology and Trace Evidence units. Soon after, she added the appointed duty of Quality Assurance Coordinator for the three Wisconsin State Crime Labs. In 2006, Jana became the first-ever female Laboratory Director and later Manager of the State Crime Laboratory in Milwaukee. In 2012, Jana became the first-ever Deputy Director of the Crime Laboratory Bureau and most recently since January 2015, Jana served as the first-ever Interim Crime Laboratory Bureau Director.

Now, as the first-ever female Wisconsin State Crime Laboratory Bureau Laboratory Director, Jana is tasked with daily direction and supervision of the three crime laboratories located within the Crime Laboratory Bureau while functioning as the principal adviser to the Division Administrator in areas of administrative management, personnel, and fiscal issues of the laboratories.

Jana L. Champion, Director
Crime Laboratory Bureau

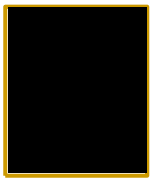
As aptly stated by DLES Division Administrator Brian O'Keefe, "she brings a wealth of knowledge and experience to this position, and I know Jana will work hard, together with our incredible WSCL staff, to make the best crime lab in the country even better!"

Jana holds a Bachelor's degree in Chemistry and the 2013 Madonna Award for Professional Excellence from Mount Mary University. She is also a Certified Public Manager from the University of Wisconsin – Madison and a Management Concepts Certified Grant Manager.

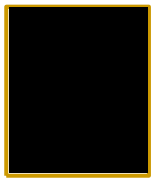
Awesome Accomplishment!

PROMOTION:

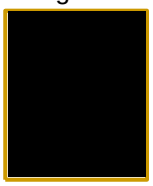
Please congratulate Catherine Anderson, Troy Chadwick and Levi Ingebrigston on their movement from project to permanent status as Forensic Program Technicians.



Catherine Anderson



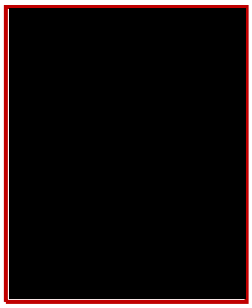
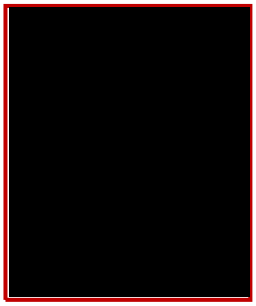
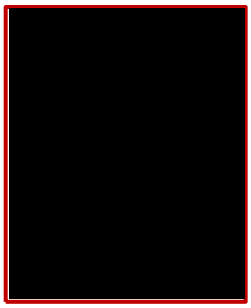
Troy Chadwick

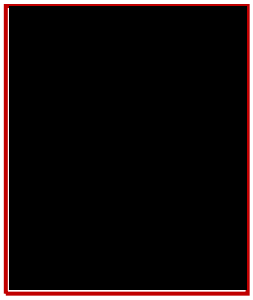
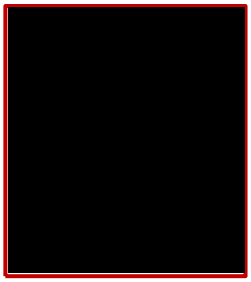
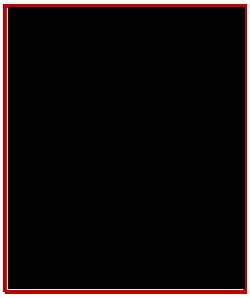


Levi Ingebrigtson

New Employees

Please join in welcoming the new staff to the CLB!

Nicole Archambeault AFIS-Madison 	Ryan Berko Toxicologist-Madison 	Alyssa Mares FPT-Madison 

Douglas McVeigh Security Officer-Milwaukee 	Timothy Schafer FPT-Madison 	Laurie Siedenberg, Forensic Supervisor Chemistry-Madison 

May every day in your new position be rich, rewarding, and kind…and may there be no limit to the happiness you find.

Current Recruitments

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

Toxicologists: One position in Milwaukee - Interviews being scheduled

Controlled Substance Analyst: Two positions in Milwaukee - Interviews being scheduled

DNA Analyst: One position in Milwaukee - Interviews are scheduled for May 13th and 14th

Imaging Analyst: One position in Milwaukee - Practical exams completed; pending background check

2015 EVIDENCE TECHNICIAN SHOOLS

March 9-13: Blackhawk Technical College-Janesville
April 20-24: Green Bay PD-Green Bay
May 18-22: Waukesha County Technical College-Pewaukee
June 22-26: WI State Patrol Academy-Fort McCoy
July 20-24: Northcentral Technical College-Merrill
Aug 31-Sep 4: Waukesha County Technical College-Pewaukee
Sep 28-Oct 2: Chippewa Valley technical College-Chippewa Falls

1st Quarter Crime Scene Response Call Outs

This quarter was extremely busy for the individuals who volunteer for the Crime Scene Response Unit. Here are the 1st quarter response call-outs:

1/02/2015 Vilas CO-Homicide Unknown
1/02/2015 Grant CO-Homicide Shooting
2/12/2015 Juneau CO-Homicide Shooting
2/19/2015 Milwaukee PD-Homicide Shooting
2/21/2015 DCI-Milwaukee CO-Officer Involved Shooting
2/27/2015 Ozaukee CO-Death Investigation
3/02/2015 Holmen PD/LaCrosse CO-Homicide-Blunt Force
3/04/2015 DCI-Kenosha CO- Officer Involved Shooting
3/06/2015 DCI-Milwaukee CO-Officer Involved Shooting
3/06/2015 Fremont PD/Waupaca CO-Homicide Stabbing
3/06/2015 Stevens Pt/Portage CO-Homicide Shooting
3/07/2015 DCI-Madison PD-Officer Involved Shooting
3/08/2015 Oneida CO-Homicide Unknown
3/09/2015 DCI-Milwaukee CO-Officer Involved Shooting
3/11/2015 Tomah PD/Monroe CO-Homicide Unknown
3/14/2015 Kenosha PD-Officer Involved Shooting
3/17/2015 Marquette CO-Officer Involved Shooting
3/23/2015 DCI-Racine CO-Suicide-Officer present
3/24/2015 DCI-Appleton-Homicide Shooting
3/24/2015 DCI-Wausau-Fond Du Lac-Officer Involved Shooting
3/26/2015 South Milwaukee PD-Homicide Shooting

QUALITY CORNER WITH CASEY COLLINS

[redacted]

Hello Quality Staff,

The week of March 2nd saw our second ASCLD/LAB surveillance visit. Surveillance visits include a review of internal audits, management review meetings, proficiency test schedules/records, training records for new staff, competency tests for newly authorized staff, courtroom monitoring records and, new this year, observing analysts at work. That's the standard stuff, and they can add "other areas of emphasis" as time permits. After reviewing this information from all 3 labs and watching Wausau Toxicologists and Drug Chemists at work, the assessors reported no findings of nonconformance for this surveillance visit. ☺ There were some off the record recommendations which we will follow up on.

The Wausau Laboratory also applied for an 'extension of scope' in the Toxicology discipline this year. This process was folded in with the surveillance visit which focused the visit primarily to Wausau. Inside each discipline are 'Categories of Testing" which you can see on your Laboratory's posted Scope of Accreditation document. In Wausau, the new Toxicology discipline (2.0) category of testing is (2.1) "Human Performance Forensic Toxicology (blood/urine alcohol)". Extension of scope applications are like mini-assessments and involve a large application document and significant preparation on the part of the Laboratory. We had a Toxicologist from the Michigan State Police involved in this process and I am happy to report Wausau is now ASCLD/LAB-International (ISO 17025) accredited in the area of Blood/Urine alcohol analysis. Well done Wausau Lab!

"We cannot solve our problems with the same thinking we used to create them."
~ Albert Einstein

Quality Tip: Be sure to mark the date purchased reagents are opened on the bottle. Thanks!

Casey

DNA

[redacted]

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 will validate 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.

Gretchen DeGroot

Progress is impossible without change, and those who cannot change their minds cannot change anything.

~George Bernard Shaw

Change Happy!

Change is becoming so common that you'd think we'd be used to it by now!

Many of us weren't brought up to deal with the current pace of change at work and in today's society. It is certain that we all recognize that we must adapt quickly while attempting to keep a sense of inner peace and calm. Change definitely challenges our need for control and our sense of self.

Since change is coming along so often nowadays, it really isn't change anymore! Change has become the NORM. We can actually expect change to happen.

Is there a new way of dealing with change?

Is there a way to keep us feeling in control?

Let's learn how to get Change Happy!

To be Change Happy at work we need to:

1. **Have our own agenda.** This is a statement that usually carries a negative connotation. However, in this instance, as we recognize that we need to do a good job by achieving the mission and aims of the Bureau, we can have our own plans and personal objectives to contribute as best we can to the lab – this is your own agenda. In so doing, we can…
2. **Ask: How can I make this change work for me?** We can be change happy if we can look for the good and the opportunity in it. Other good questions to ask to make the change work for you are: How are my skills needed during this change? How can I get involved in the things I enjoy and do well? Are there projects I can get involved with to develop my skills? Are there others I can help? (Speak with your Supervisor).
3. **Ask: What is this change suggesting about the future?** Consider where you need to adapt right now. Also, consider where you need to adapt your approach in order to flow along with the change and maintain your inner peace.
4. **Look at what stays the same.** It is so easy to focus on everything that is changing when very often more than 60 percent within your environment stays the same. Try focusing on those things that have not changed and appreciate them (at least for now, before they too change☺).
5. **Ask yourself, what is present that you value.** Take a good and hard look at the present circumstances. Determine what has changed that you can truly value and appreciate, and what has stayed the same that you cherish.

Source: http://www.behappyatwork.com/

Reflections on the NAS Report

As we closed the first quarter of 2015, we recognized there has been and will continue to be national pressure on crime laboratories to act independent of law enforcement. States such as Arizona and Virginia have moved in this direction of autonomy. While there remains debate on this issue within the law enforcement community, it has been noted that autonomy of crime laboratories is necessary to ensure independence of their scientific work.

News from the National Commission on Forensic Science

The National Commission on Forensic Science is a result of recommendation of the NAS Report that urged the creation of a separate independent federal agency to implement the recommendations made in the report.

The National Commission on Forensic Science has completed their first five meetings. Below are the work products that have been released for public comment:

- **Accreditation of Medical Examiner and Coroner Offices**
- **Certification of Medicolegal Death Investigators**
- **Discovery**
- **Expert Testimony**
- **Inconsistent Terminology**
- **Scientific Literature in Support of Forensic Science and Practice**
- **Survey of Forensic Capabilities**
- **Universal Accreditation**

To make a public comment, go to www.regulations.gov.

- Search for Docket Number ODAG 153.
- Click on "Open Docket Folder" to make your comment.

In accordance with the Federal Records Act, please note that all comments received are considered part of the public record, and shall be made available for public inspection and posted on the Department of Justice's website. The comments to be posted may include personally identifiable information (such as your name, address, etc.) and confidential business information voluntarily submitted by the commenter.

If you want to submit personally identifiable information (such as your name, address, etc.) as part of your comment, but do not want it to be made available for public inspection and posted online, you must include the phrase "PERSONALLY IDENTIFIABLE INFORMATION" in the first paragraph of your comment. You must also place all the personally identifiable information you do not want made available for public inspection or posted online in the first paragraph of your comment and identify what information you want redacted.

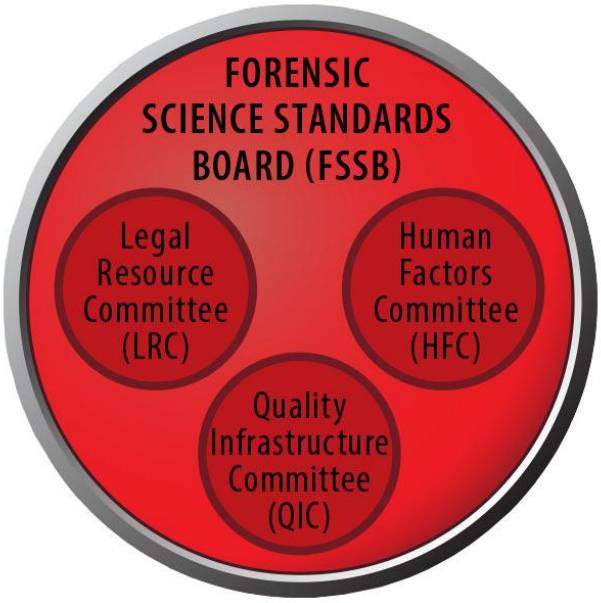
"…forensic scientists should function independently of law enforcement Administrators."

~The Honorable Harry T. Edwards

HFC, A Third of the OSAC Resource Committees

By Eva Marie Lewis, Forensic Scientist Supervisor-DNA

In the last Technical Bulletin, we introduced the Organization of Scientific Area Committees (OSAC). The Associate Director for OSAC affairs, John Paul Jones II, was quoted saying, "as our science-focused committees and subcommittees work to support the development of forensic science standards and guidelines, we expect that there will be many questions related to law, work flow processes, and quality control…" He was essentially describing the assisting arm at the core of OSAC - the OSAC Resource Committees which consist of three committees that address these questions respectively through the The Legal Resource Committee, The Human Factors Committee, and the Quality Infrastructure Committee. These OSAC Resource Committees were established to play a critical support role by advising the Forensic Science Standards Board, the scientific area committees and subcommittees focused on specific forensic science disciplines within OSAC as they adopt, develop, and review standards.



Over the course of this year, we will take a brief look at each of the three OSAC Resource Committees starting with the Human Factors Committee (HFC).

HFC provides guidance throughout the OSAC on the influence of systems design on human performance, the reduction of cognitive and confirmation bias, and the mitigation of errors in complex tasks.

This duty encompasses providing guidance on verification procedures which includes administrative review and technical review; blinding processes; and root cause analysis strategies.

The HFC duty also includes: closely reviewing standards related to expert testimony, developing case notes templates; developing report templates; working with relevant Scientific Area Committees (SACs) and subcommittees on discipline specific human factors issues such as determining domain irrelevant information; and preparing human impact statements for draft standards that are submitted for review on topics such as cognitive load, subjectivity levels in decision making, identification of error magnet tasks, and identification and mitigation of errors.

Expect to see more presentations and workshops at scientific conferences and meetings on human factors to include cognitive and confirmation bias.

The Human Factors Committee was established to consist of up to ten members possessing expertise in psychology, quality systems management, and usability. The chair of the committee provides leadership and presides over meetings and appoints task group chairs and task group members as needed.

The initial members and chair of HFC were selected by a National Institute of Standards (NIST)/Department of Justice (DOJ) membership committee. The committee held their first meeting on December 11-12, 2014 with Committee Chair Itiel Dror presiding. Itiel Dror, Ph.D., is a Principal Researcher at Cognitive Consultants International (www.cci-hq.com). You can find many of his publications and other relevant forensic publications on cognitive and confirmation bias at www.cci-hq.com/index.php?siteID=3.

Other members of the committee are as follows:

- Deborah A. Boehm-Davis, Ph.D., Dean of the College of Humanities and Social Sciences, George Mason University
- Cleotilde Gonzalez, Ph.D., Associate Research Professor of Decision Sciences, Carnegie Mellon University
- Christian A. Meissner, Ph.D., Professor of Psychology, Iowa State University
- Erin Morris, Ph.D., Behavioral Sciences Research Analyst, Los Angeles County Public Defender
- Sunita Sah, Ph.D., Assistant Professor, Strategy, Economics, Ethics and Public Policy at Georgetown University McDonough School of Business
- Scott Shappell, Ph.D., Human Factors and Systems Department Chair, Emory-Riddle Aeronautical University
- Dan Simon, Professor of Law and Psychology, University of Southern California, Gould School of Law, and Department of Psychology
- Brian C. Stanton, cognitive scientist, National Institute of Standards and Technology
- William C. Thompson, Ph.D., Professor of Criminology, Law, and Society and Psychology and Social Behavior and Law, University of California Irvine

Left to right: Scott Shappell, William Thompson, Itiel Dror, Cleotilde Gonzalez, Erin Morris, Brian Stanton, Dan Simon and Chris Meissner. Photo: NIST

Appreciation

On Thursday, March 26th, there was a cake reception with A.G. Brad Schimel at the Madison Lab. Also in attendance were Division Administrator Brian O'Keefe and Bureau Director Jana Champion. Initially there was to be a ribbon cutting ceremony earlier in the day but it was postponed to a later date. A.G. Schimel still took the time to come to the lab, share a few words, serve and share cake with employees, and take a tour of the newly renovated building. The cake reception was in appreciation of all the work done by lab employees to prepare for the new DNA at Arrest legislation.

Many thanks to Angela Schroeder for capturing moments for us.

"Coming together is a beginning. Keeping together is progress. Working together is success."

~Henry Ford

Odds & Ends

DEADLINES:
Just a reminder that annual evaluation drafts are due to Division no later than May 29, 2015 and all finalized evaluations are due to Human Resources no later than June 19, 2015.

During the annual evaluation process is a perfect time to review your position description with your supervisor. If any duties have changed they should be reflected in this document.

As we near the end of our fiscal year-All purchase orders must be placed no later than May 22, 2015.

UPCOMING MEETINGS:

AFTE-May 24-29, 2015 Dallas TX
Bode East-May 26-29, 2015 Orlando FL
Midwest Lab Directors- July 22-23, 2015 Minneapolis MN
IAI- August 2-8, 2015 Sacramento CA
MAFS-September 20-25, 2015 Mackinac Island MI
AFQAM- October 6-9, 2015 Pensacola FL
SOFT-October 18-23, 2015 Atlanta, GA

Remember this message from Attorney General Bard Schimel:
"The annual DOJ Summit on Public Safety is coming up at the end of June…The award categories are *Crime Victim Advocate of the Year, Forensic Scientist of the Year, Law Enforcement Officer of the Year* and *Prosecutor of the Year*. We will be accepting nominations for candidates through **May 15**. Please consider nominating someone whose work is exceptional and meets the award criteria. The nomination form, including award criteria and how to send in nominations, is available at http://www.doj.state.wi.us/sites/default/files/dles/doj-exceptional-service-award.pdf. In addition, please feel free to share this link with our public safety partners who you feel might be interested in submitting a nomination. Thanks so much for helping us recognize the great work you are doing."

CLB Newsletter

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

Final Thought

"Start by doing what's necessary; then do what's possible; and suddenly you are doing the impossible"

~ Frances of Assisi