

# NEAFS Newsletter

Volume 48, Issue 3

Fall 2023

# NEAFS

*Annual Meetings*

**A  
SLICE**



**ABOVE**

Est. 1976

*Mystic, CT*

# Board of Directors 2023

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**President: Elizabeth Duval**

Massachusetts State Police Crime Lab  
124 Acton Street  
Maynard, MA 01754

[president@neafs.org](mailto:president@neafs.org)

**President-Elect: Stephanie Minero**

Nassau County Office of Medical Examiner  
Division of Forensic Service  
1194 Prospect Avenue  
Westbury, NY 11590

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**Secretary: Alanna Laureano**

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[secretary@neafs.org](mailto:secretary@neafs.org)

**Director: Amanda White**

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**Director: Sarah Roseman**

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**Director: Anisha Paul**

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# Staff 2023

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**Past President: Adam Hall**

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**Ethics Chairperson: Maria Tsocanos**

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**Registration Chairperson: Beth Saucier  
Goodspeed**

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**Corporate Liaison: Keri LaBelle**  
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**Dues: Angelina Pollen**

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**Site Chairperson: Janine Kishbaugh**

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Allentown, PA 18104  
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**Regional Associations Committee  
Representative: Beth Saucier Goodspeed**

Massachusetts State Police Crime Lab  
124 Acton Street  
Maynard, MA 01754  
978-451-3504  
[rac@neafs.org](mailto:rac@neafs.org)

# Crime-lite

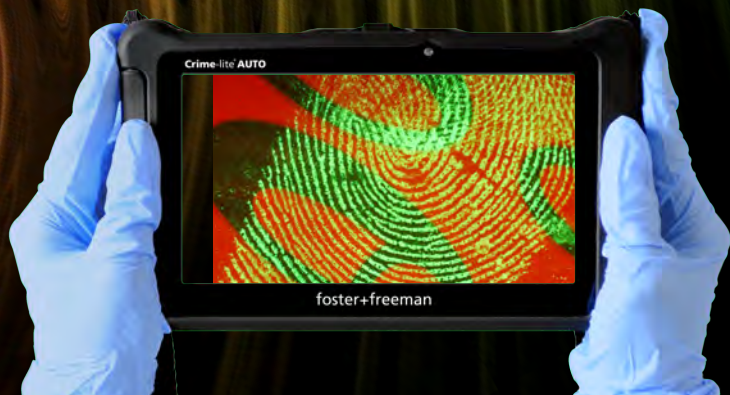
## AUTO

Full Spectrum UV-Vis-IR Camera  
with 55x Illumination Wavebands



The most integrated and complete forensic DSLR camera solution in existence

With advanced forensic imaging technology and multi-spectral illumination, the Crime-lite AUTO is a complete solution to the search, detection and capture of evidence at the crime scene.



55X

Illumination  
Wavebands

20MP

UV-Vis-IR  
Camera

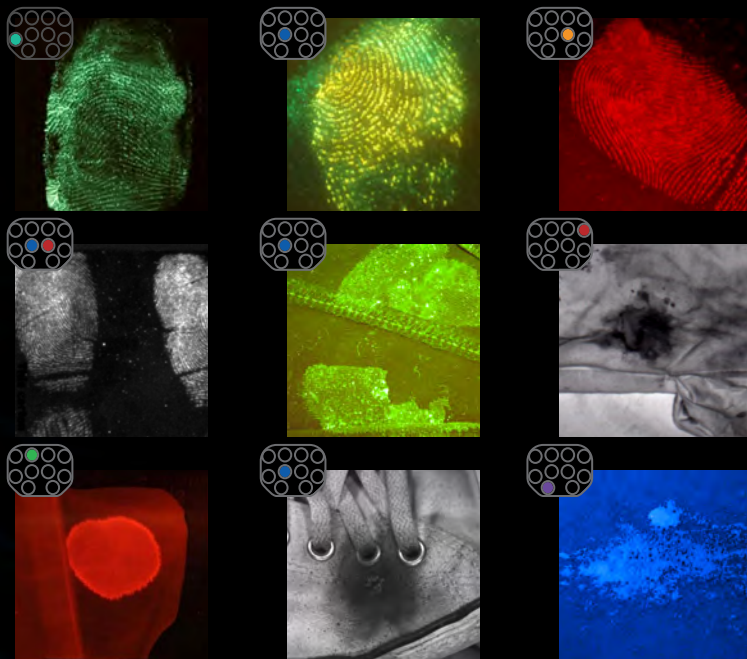
7.5"

Touchscreen  
Interface

✓ Body fluids ✓ Blood on dark fabrics ✓ Latent fingerprints ✓ Physical evidence

# Crime-lite

Handheld Multi-Waveband ALS



## A new generation of ALS that redefines user expectations

A complete ALS kit in a single light source, the Crime-lite X includes White, UV, Violet, Blue, Blue/Green, Green, Orange, Red and Infrared LEDs and provides up to 175x wavebands of intense illumination for the detection and examination of physical evidence.

**X10**

**High-Intensity LEDs**

**X175**

**Wavelength Combinations**

**1.25"**

**Integrated Display**

Our most advanced Crime-lite to date, the X also includes integrated ISO performance test, dark adaptation checker, variable illumination intensity, and Bluetooth connectivity.

# Crime-lite

# MLPRO

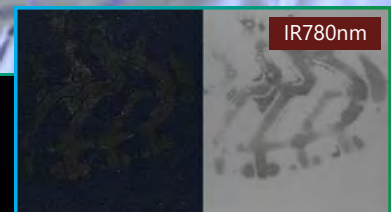
A RAPID EVIDENCE SCREENING TOOL



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Blood footwear mark on black fabric



Body fluid on blue/patterned fabric

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# **MEET THE 2023 BOD**

## **Elizabeth Duval – President**

Massachusetts State Police Crime Laboratory since 2009  
Forensic Scientist III, DNA Unit Supervisor - 2019 – present  
BS Genetics, Texas A&M University  
BS in Forensic Science, University of New Haven

## **Stephanie Minero– President-elect**

Nassau County Office of the Medical Examiner, Division of Forensic Service, Controlled Substance Analysis  
2011-present  
NYPD Police Laboratory, Controlled Substance Analysis 2008-2011  
BS in Forensic Science- Long Island University/CW Post  
MS in Biology- Long Island University/CW Post

## **Alanna Laureano- Secretary**

Westchester County Department of Labs & Research, Division of Forensic Sciences Since 2007  
Senior Forensic Scientist and DNA Technical Leader  
BS in Molecular Biology and Biochemistry- University at Albany, SUNY  
MS in Forensic Biology- University at Albany, SUNY

## **Matthew Marino - Treasurer**

New Jersey State Police Office of Forensic Sciences, East Regional Laboratory from November 2011 to present  
Forensic Scientist 2 in the Drug Unit, Criminalistics Unit and Quality Assurance Unit  
Forensic Technician, Westchester County, NY Forensic Laboratory from July 2007 to September 2011  
BS in Natural Sciences with a concentration in Chemistry-St. Thomas Aquinas College

## **Amanda White - Director**

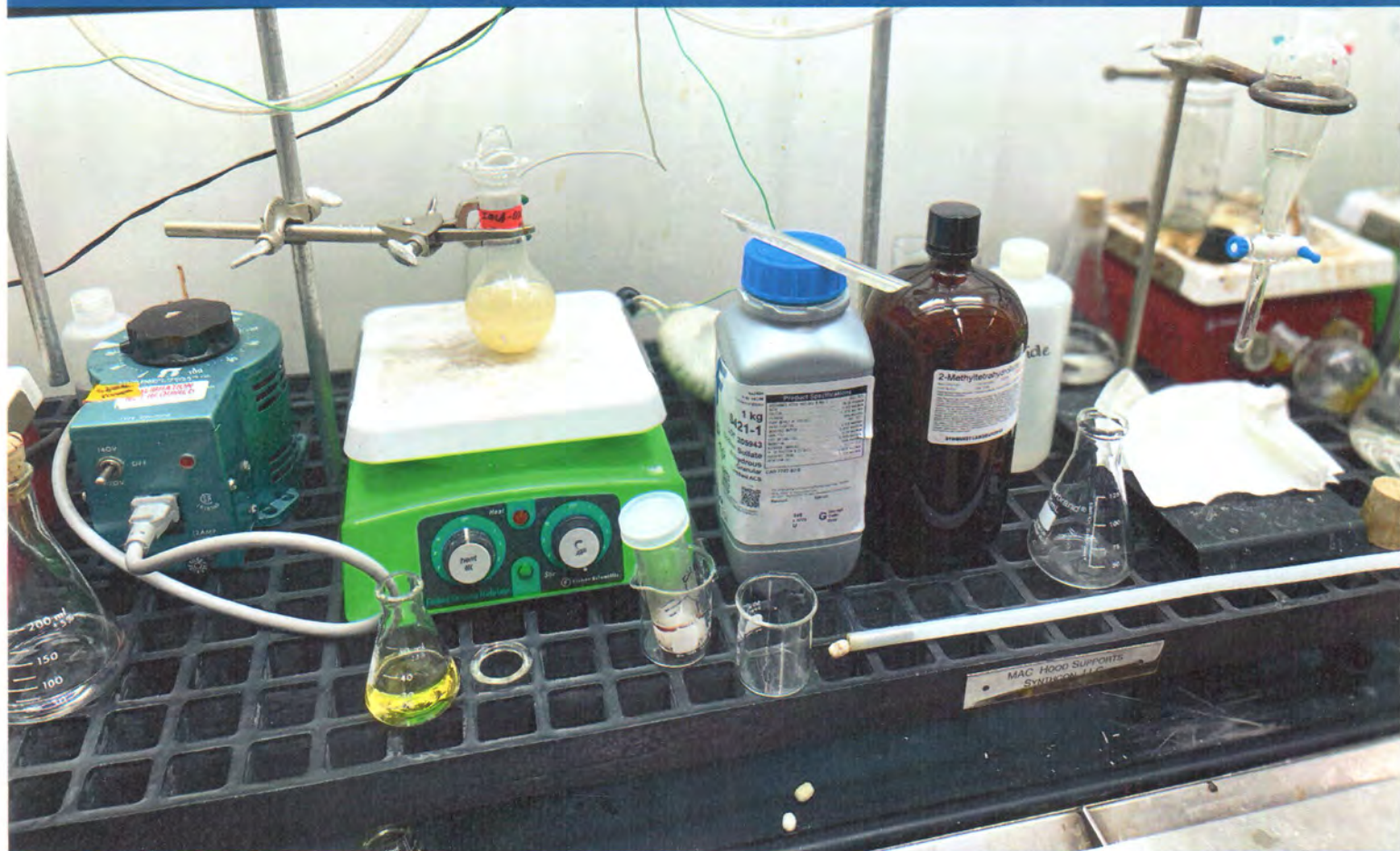
New York State Police Crime Laboratory, FS III- Controlled Substance Analysis from 2019-Present  
Westchester County Department of Labs & Research, Controlled Substance Analysis 2016-2019  
NYPD Police Laboratory, Controlled Substance Analysis/Latent Print Development 2011-2016  
MS Biomedical Forensic Science, Boston University  
BS Biology & Anthropology, SUNY Oneonta

## **Anisha Paul M.S.F.S, D-ABFT-FT - Director**

Vermont Forensic Laboratory, Department of Public Safety - Forensic Chemist Toxicology division since 2017  
Adjunct professor at Champlain College since 2017  
Masters of Science in Forensic Science from Arcadia University  
Certified as a Diplomate by the ABFT in the field of Forensic Toxicology

## **Sarah Roseman - Director**

# IMPROVE ALL FUME HOOD SAFETY



Multiple-Air-Channeling Hood Support (MHS) Safety Device **simultaneously elevates all equipment and chemicals** off the bench surface.

Continuously unobstructed air space creates **more effective and efficient fume exhaustion**, compared to fume hoods not equipped with the MHS Safety Device.

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Photos: MHS Safety Device installed in organic chemistry laboratory at UCCS' Department of Chemistry and Biochemistry.



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# Elizabeth (Betsy) Duval

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President

Howdy Everyone,

I can hardly believe it! This year has gone by so fast, and we are just a little over a month away from the 2023 Annual Meeting in Mystic/Groton, CT which is being held November 6th -10th!

Fall is in the air and I'm getting REALLY excited to see many of YOU and enjoy what I know will be a PHENOMENAL program, which your President-Elect Stephanie Minero and her fabulous planning team have been working so incredibly hard on. Seems like just yesterday it was me doing the same thing with all the same hopes and fears and butterflies! I know we are in such good hands I have absolutely no doubt this year's meeting will be a program to remember! Please CHECK IT OUT and see what engaging and incredible opportunities are available.

There's STILL TIME to register so I encourage you to go to [Registration](#) and come to beautiful Connecticut to spend some fun quality time in collegiality and friendship.

For CURRENT MEMBERS ... there's also STILL TIME to pay your dues, if you haven't had the chance, it's not too late! Just go online to <https://www.neafs.org/dues> and pay to avoid being dropped.

On a personal note, it has been a singular joy and honor for me to serve you all this year. It truly has been the highlight of my professional career. I have developed both educationally and personally as a direct result of belonging and working within this fine organization while making lifelong friends and life changing connections along the way. Finally, I hope I was able to make some positive future changes for NEAFS, but only because of the great ideas, initiative and hard work of your devoted Board of Directors and staff, and most importantly, YOUR participation!!

Because of YOU ALL...

NEAFS now has a Biannual membership application and approval process which will only help facilitate our membership's growth and encourage participation! New prospective members can join, and current members can easily upgrade to enjoy the benefits of membership in a more real-time way. We are also creating opportunities for participation not only within the organization but service outside of it and finally, bringing some added benefits to current and future members! It will be my pleasure to announce these added perks and opportunities at the Annual Meeting!!! (STAY TUNED...)

ONE more thing!! The Board of Directors will also be asking for your future vote on MORE positive changes proposed to the By-Laws for EVEN MORE membership growth. The proposal and corresponding By-Law changes will be emailed out to Membership after our final meeting which is scheduled for October 22nd. That will give you all time to review and bring any questions forward either in person at the Annual Meeting or via email to [president@neafs.org](mailto:president@neafs.org). I'm Looking forward to your input!

Until November, (I can hardly wait!)

Betsy Duval

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President



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# NEAFs 2023

## ANNUAL MEETING

NOVEMBER 6TH, 2023 - NOVEMBER 10TH, 2023

MYSTIC MARRIOTT, GROTON, CT





# Stephanie Minero

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President-Elect and 2023  
Program Chair

Hello everyone! It has been my honor to embark upon this journey that you, the NEAFS membership, have entrusted to me...the 2023 Annual Meeting. The entire meeting planning team and I have been working with endless fervor to ensure that the content and educational opportunities are relevant and meaningful to the community. We are excited to present you with the fruits of our labor. There are several deviations from the traditional meeting layout, so be sure to review the preliminary schedule and plan accordingly! Remember, online registration ends **October 10th** and the hotel block closes on **October 6th**. After online registration closes, all registrations must be processed on site.

**Workshops** will take place on **Tuesday, November 7th** from 9:00am to 5:00pm. We are proud to offer nine workshops covering a variety of disciplines and methodologies. NEAFS Past-President and leadership extraordinaire Laura Tramontin, M.S, CFM-I (LAT Forensics) will be hosting her inaugural **full day workshop** *Leadership Training for New Supervisors*. Her take on management techniques, communication skills, and team-building exercises will be beneficial to any attendee looking to improve their leadership style. For our **second full day workshop**, JEOL and Oxford Instruments will be teaching a hands-on *Introduction to Automated GSR Analysis on the SEM*. How do you teach a hands-on instrumentation course, you may ask? You BRING AN SEM! If your laboratory currently performs GSR analysis or is interested in expanding your scope, this is an incredible opportunity to test the waters prior to taking on the commitment of a new instrument and technique.

The **half day workshops** cover everything from an *Introduction to LC/MS and LC/MS/MS* (Agilent) and application-specific *High Resolution Accurate Mass Screening Using LC/MS/MS-QTOF* (Agilent/Suffolk County Crime Lab), to *Using Next Generation Sequencing to Improve Casework Outcomes* (Verogen/Qiagen) and *Future Trends in Forensic DNA Technologies* (Thermofisher Scientific). Foster + freeman will lend their expertise in *Utilizing New Light Source Innovations to Help Reduce Backlog* and the scientists from NMS/CFSRE will educate on *Emerging NPS Trends: Comprehensive and Collaborative Workflows for Timely Identification and Analysis*. Finally, global expert (yes – GLOBAL) on all things analytical balances Dave Cirullo (Mettler Toledo) will be on hand to provide an in-depth look at *Balance Calibration and Assurance of Weighing Accuracy in the Forensic Laboratory*.

In a new time slot, the **Student Forum** and the **Educators Forum** will take place on workshop day. Students will hear from professionals in the field, learn what it takes to succeed in forensics, and how to manage life after graduation. Students are encouraged to bring their resumes for review. The Educators Forum will focus on hot topics such as chat-GPT and education techniques for the next generation of forensic students. Both are free but require registration to attend.

**Wednesday, November 8th** will host the **Scientific Sessions, Annual Business Meeting, Exhibits, Poster Session, and Welcome Reception**. The session chairs have been diligently recruiting colleagues and thumbing through their rolodexes (did I just age myself?) to fill their sessions with incredible research, presentations, and case studies. The digital version of the program booklet will be made available a few days before the annual meeting, so check the schedules in advance and map out your routes!

On Wednesday evening, we will hear from the first of our renowned speakers, **Malcolm Reiman**. You may recognize him from Netflix's "Crime Scene: The Times Square Killer", CNN, Fox News, Discovery Channel, and major media outlets highlighting his esteemed career and casework. Detective Reiman spent 31 years as an NYPD officer and over 20 of them as a homicide detective in the Bronx Homicide Squad. His efforts have led to the conviction of three serial killers and the first familial DNA case in the history of NYC. He will discuss his role in these investigations including Minerliz Soriano and Ramona Moore, his time in the "Serial Killer Task Force", and ways to improve communication between investigators and laboratory personnel.

The plenary sessions will begin on **Thursday, November 9th** with the theme of "**Self-Reflectance: A Path for Change**". It's no secret that to truly foster change, we must look in the mirror and start with ourselves. What can we do, as forensic scientists and individuals, to evoke positive change and propel the field into the future? To increase transparency and ensure justice is served fairly? **Itiel Dror, Ph.D.** (Cognitive Consultants International, Harvard) kicks off the session by discussing his research in cognitive bias and *Overcoming Human Weaknesses in Expert Decision Making*. During our **Annual Awards Luncheon**, NYC OCME Assistant Director **Mark Desire** will share his experiences from the 9/11 World Trade Center Attacks in *From the Ashes: Death as Our Mentor* and detail how NYC continues to work toward victim identification. After lunch, we will spend the afternoon with **Tiffany Roy, MSFS, J.D.** (ForensicAid) and **John Morgan, Ph.D.** (Coptech Systems, Loyola Univ.). Ms. Roy will present on the importance of clear and accurate communication in both written reports and testimony, and how overstatements or inaccurate explanations can result in wrongful convictions in *Human Factors in DNA Testimony and Reporting*. Dr. Morgan will review *Forensic Science Improvement Strategies: Lessons from Miscarriages of Justice in the Northeastern United States* and discuss how gaps in training, testimony, technical review, or organizational factors can negatively affect forensic analyses and lead to misinterpretation. He will also discuss the development of forensic science governance including the new National Association of Forensic Science Boards.

Following the afternoon plenary sessions, we invite you to cheer on your classmates or support your alma mater in their quest for the Chin Cup by attending the **George W. Chin Collegiate Competition**. Bring your college swag and foam fingers because this will be a quiz bowl like no other, complete with updated questions and an electronic buzz-in system. The evening will culminate with the **President's Reception – a NEAFS Year's Eve**. New Year's Eve is one of my favorite holidays as it embodies the spirit of a fresh start and a “new year new me” attitude. A fitting end to a day filled with self-reflectance and progressive ideas for change.

Finally, we will host an **Outreach and College Fair Event** on **Friday, November 10th**. High school students from surrounding areas are invited to hear testimonials from our dedicated NEAFS members and visit representatives from colleges and universities with forensic science programs. I encourage you to stop by prior to your departure and mingle with these future forensic superstars.

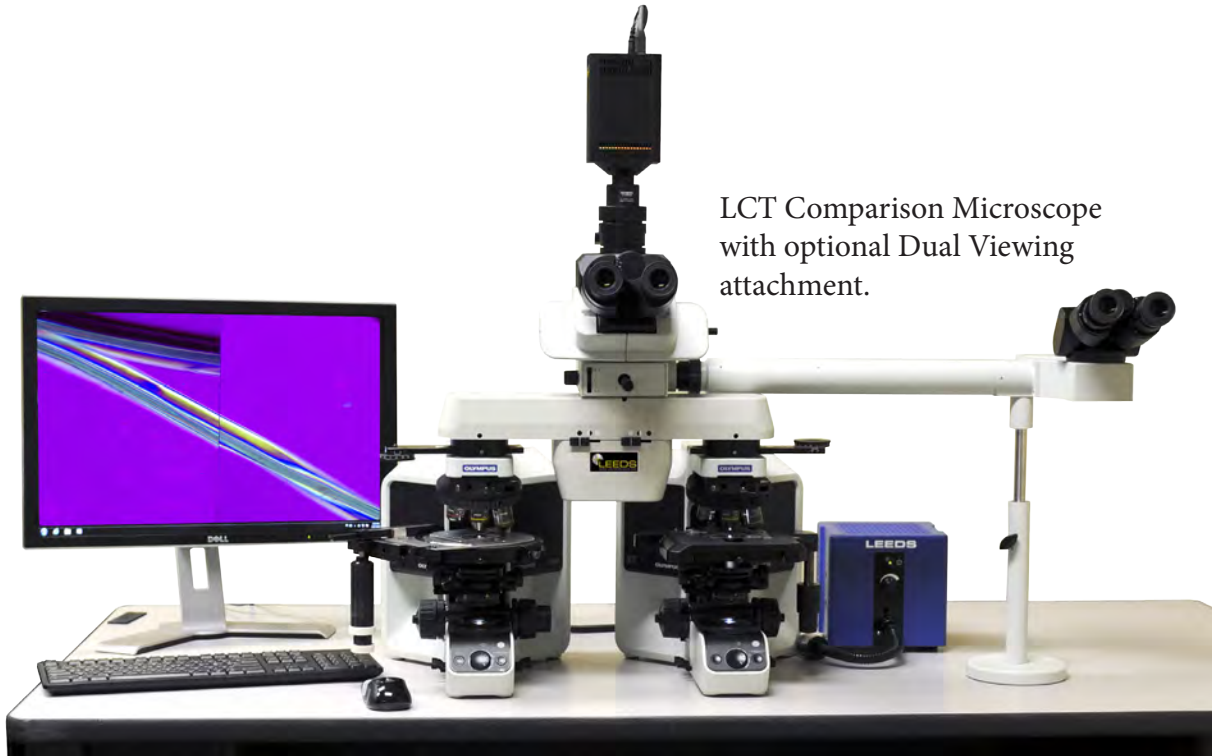
Cue the “Final Countdown” theme song and see you in November!



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Stephanie Minero, President-Elect and 2023 Program Chair

# Leeds Fluid & Trace Comparison Microscopes *Color-Balanced at the Factory and Ready to Go!*



LCT Comparison Microscope  
with optional Dual Viewing  
attachment.

**The Leeds Trace Evidence Comparison Microscope (LCT)** is designed for forensic science, pathology, and other disciplines where color-balance is key.

The LCT's optical system provides factory-tuned color and intensity balance -- requiring **no additional filtering or adjustment by the operator.**

LCT provides a **large 22mm field of view**, and an erect, unreversed image, enabling the examiner to quickly and easily manipulate specimens for examination.

With the Leeds LCT Microscope, two specimens can be viewed **as split-field, superimposed, or individual images.** Separate, bridge-marked slide controls allow for continuous adjustment from 100% of the left image to 100% of the right image, or any position in between.

The modular design enables transmitted and reflected light configurations. The LCT can be configured for brightfield, darkfield, polarized light, phase contrast, fluorescence, and other contrast methods.

Visit [www.leedsmicro.com](http://www.leedsmicro.com) to learn about optional imaging configurations for the LCT.



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# 2023 ANNUAL MEETING PRELIMINARY SCHEDULE

## MONDAY, NOVEMBER 6TH

**2:30pm - 4:30pm**  
Board of Directors  
and Staff Outing  
**6:30pm - 9:30pm**  
Board of Directors  
and Staff Dinner

## TUESDAY, NOVEMBER 7TH

**7:30am - 9:15am**  
Registration  
**7:30am - 9:00am**  
Breakfast  
**9:00am - 5:00pm**  
Full Day Workshops  
**9:00am - 12:30pm**  
Half Day AM Workshops  
**10:30am - 10:45am**  
Morning Break  
**12:30pm - 1:45pm**  
Registration  
**12:30pm - 1:30pm**  
Lunch on your own

**1:30pm - 5:00pm**  
Half Day PM Workshops  
**1:30pm - 4:30pm**  
Student Forum  
**3:00pm - 3:15pm**  
Afternoon Break  
**5:00pm - 8:00pm**  
Exhibits Set-Up  
**5:00pm - 6:00pm**  
Registration  
**6:00pm - 8:00pm**  
Educators' Forum

## WEDNESDAY, NOVEMBER 8TH

**7:30am - 9:30am**  
Registration  
**7:30am - 9:00am**  
Breakfast  
**8:00am - 8:00pm**  
Exhibits  
**9:00am - 5:15pm**  
Scientific Sessions

**10:30am - 10:45am**  
Morning Break  
**12:30pm - 2:00pm**  
Annual Business Lunch  
**3:15pm - 3:30pm**  
Afternoon Break

**5:30pm - 7:30pm**  
Welcome Reception  
and Poster Session  
**6:30pm - 7:30pm**  
Registration  
**7:30pm - 9:30pm**  
Evening Plenary Session

## THURSDAY, NOVEMBER 9TH

**7:30am - 9:15am**  
Registration  
**7:30am - 9:00am**  
Breakfast  
**8:00am - 11:30am**  
Exhibits  
**9:00am - 11:30am**  
Morning Plenary Session  
**10:15am - 10:30am**  
Morning Break  
**11:30am - 1:30pm**  
Exhibits Break-Down  
**12:00pm - 2:00pm**  
Annual President's Award Luncheon

**2:30pm - 5:00pm**  
Afternoon Plenary Session  
**3:30pm - 3:45pm**  
Afternoon Break  
**5:30pm - 6:30pm**  
George W. Chin Cup  
Competition  
**7:00pm - 11:00pm**  
President's Reception

## FRIDAY, NOVEMBER 10TH

**7:30am - 9:00am**  
Breakfast  
**9:00am - 1:00pm**  
ABC Exams  
**9:00am - 12:00pm**  
Outreach Event



# THE MYSTIC MARRIOTT HOTEL & SPA *Groton, CT*

NOVEMBER 6TH - 10TH, 2023

Room Rate Per Night Total \$160 (Plus state and local taxes)

Group Rate Start Date: Sunday, November 5, 2023

Group Rate End Date: Saturday, November 11, 2023

Last Day to Book: Friday, October 6, 2023

Why is it important to book in the block? NEAFS has secured a room block and is providing discounted rates to NEAFS 2023 attendees based on a guaranteed percentage of attendees staying in the official conference hotel. Booking a hotel room outside of NEAFS's block impacts NEAFS meeting space, dates and rates in future years. Guaranteeing room blocks gives associations the opportunity to negotiate concessions, such as better room rates, free Internet, less expensive food and beverage, number of meeting rooms, affiliate meeting space, gym access, etc. Housing is a key component in how this leverage is measured, and booking outside of the contracted block decreases NEAFS's negotiating power—ultimately making the meeting more expensive and forcing future registration and hotel prices to increase! We know none of us wants to see higher attendance costs.

**BOOK FOR 2023 NEAFS CONFERENCE**

# 2023 NEAFS ANNUAL MEETING

## **REGULAR REGISTRATION CLOSES OCTOBER 10TH**

**MEMBER: \$210**

**NON-MEMBER: \$325**

**STUDENT MEMBERS: \$160**

**STUDENT NON-MEMBERS: \$225**

**GUEST\*: \$170**

**DAILY MEMBER: \$110**

**DAILY NON-MEMBER: \$160**

**STUDENT DAILY MEMBER: \$80**

**STUDENT DAILY NON-MEMBER: \$110**

**GUEST\* DAILY: \$90**

## **ON SITE REGISTRATION**

**MEMBER: \$285**

**NON-MEMBER: \$400**

**STUDENT MEMBERS: \$210**

**STUDENT NON-MEMBERS: \$260**

**GUEST\*: \$230**

**DAILY MEMBER: \$135**

**DAILY NON-MEMBER: \$185**

**STUDENT DAILY MEMBER: \$105**

**STUDENT DAILY NON-MEMBER: \$135**

**GUEST\* DAILY: \$105**

**\*SEE WEBSITE FOR DETAILS ON GUEST REGISTRATION**

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# NEAFS 2023 ANNUAL MEETING



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# NEAFS 2023 WORKSHOPS



11/07

## Full Day 9am - 5pm

### Leadership Training for New Supervisors

#### An Introduction to Automated Gunshot Residue Analysis on the Scanning Electron Microscope

Regular Member.....	\$ 60
Non-Member.....	\$ 100
Student Member.....	\$ 40
Student Non-Member.....	\$ 60

## Half Day 9am - 12:30pm & 1:30pm - 5pm

### Emerging NPS Trends: Comprehensive and Collaborative Workflows for Timely Identification and Analysis

#### Fundamentals of LC/MS and LC/MS/MS for Quantitative and Qualitative Analyses

#### Future Trends in Forensic DNA Technology

#### Balance Calibration and Assurance of Weighing Accuracy in the Forensic Laboratory

#### High Resolution Accurate Mass Screening of Emerging Benzoimidazoles and Xylazine Mixed with Synthetic Fentanyl Analogues Using Agilent LC\MS\MS QTOF

#### Using Next-Generation Sequencing To Improve Casework Outcomes

#### Work Smarter: Utilizing New Light Source Innovations to Help Reduce Your Backlog

Regular Member.....	\$ 30
Non-Member.....	\$ 50
Student Member.....	\$ 20
Student Non-Member.....	\$ 50

SEE FOLLOWING FOR DETAILS

# NEAFS FULL DAY WORKSHOP



07 November 2023  
09:00 AM to 05:00 PM

## LEADERSHIP TRAINING FOR NEW SUPERVISORS

NEAFS Past-President, Laura Tramontin, shares her knowledge as a Certified Forensic Manager - Level 1 and 18 years of experience in a supervisory role to help new supervisors be well informed as they step into their leadership role. The day will be spent going through collaborative techniques to improve leadership, handle change, improve communication and team building. Attendees will learn a lot about themselves as they begin to develop their leadership style. Agenda items include Laws of Leadership, Phases/Models of Change, Forms/Goals of Communication, and Team Building Concepts. Interactive breakout sessions will reinforce the topics covered,



**Laura Tramontin**

M.S, CFM-I  
LAT Forensics LLC

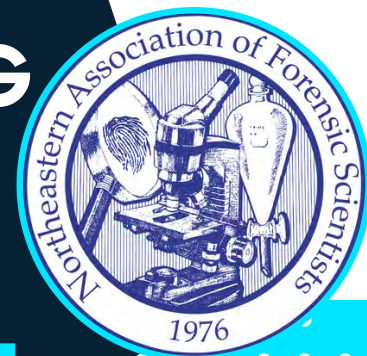


**REGISTER NOW**

[www.neafs.org/registration](http://www.neafs.org/registration)

# 2023 NEAFS ANNUAL MEETING

*Workshop Announcement*



## NO SEM? NO PROBLEM. WE'RE BRINGING OUR OWN.



**"An Introduction to Automated Gunshot Residue Analysis on the Scanning Electron Microscope"**

- Overview of SEM and EDS methodology and technology.
- Introduction to the JEOL JSM-IT700HR and Oxford Aztec software.
- Learn to create an automated analysis with the speed, reproducibility, and sensitivity needed for GSR analyses.
- **LIVE** demonstration.
- **HANDS ON** training.

**RICHARD MCLAUGHLIN**

Application Specialist  
Oxford Instruments

**DAVID EDWARDS**

EDS Product Manager  
JEOL USA

**NOV 7, 2023**

**9AM - 5PM**

**Mystic Marriott  
Groton, CT**

**SCAN TO  
REGISTER**



**Presented by:**

**JEOL**

Solutions for Innovation



**OXFORD  
INSTRUMENTS**





# 2023 Annual Meeting

FULL DAY WORKSHOPS

Tuesday, November 7th 2023

9:00am - 5:00pm



## **Leadership Training for New Supervisors**

*Laura Tramontin, M.S., CFM-I, LAT Forensics, LLC*

NEAFS Past-President, Laura Tramontin, shares her knowledge as a Certified Forensic Manager - Level 1 and 18 years of experience in a supervisory role to help new supervisors be well informed as they step into their leadership role. The day will be spent going through collaborative techniques to improve leadership, handle change, improve communication and team building. Attendees will learn a lot about themselves as they begin to develop their leadership style. Agenda items include Laws of Leadership, Phases/Models of Change, Forms/Goals of Communication, and Team Building Concepts. Interactive breakout sessions will reinforce the topics covered,

## **An Introduction to Automated Gunshot Residue Analysis on the Scanning Electron Microscope**

*David C. Edwards and Jens Breffke, Ph.D., JEOL USA, Inc.*

To achieve consistent results from an automated GSR analysis system, the analyst must have a good understanding how their Scanning Electron Microscope (SEM) and the Energy Dispersive Spectrometry (EDS) system operates. This workshop will cover the basic principles of operation of these instruments emphasizing those physical principles and parameters that influence the quality (speed, sensitivity, and reproducibility) of the GSR analysis. This is a hands-on course in which the attendee will have the opportunity to utilize the learned techniques on the SEM instrument. Agenda items include an introduction to SEM and comparison between Tungsten source and Field Emitter SEMs, introduction to the theory and hardware, controlling of speed of acquisition and correlation to quality of spectra, setting up automation and balancing speed, reproducibility, and sensitivity of particle detection, and live demonstration and performance of the step-by-step procedure for setting up a GSR batch run.





# 2023 Annual Meeting

HALF DAY WORKSHOPS

Tuesday, November 7th 2023

9:00 am - 12:30 pm



## Emerging NPS Trends: Comprehensive and Collaborative Workflows for Timely Identification and Analysis

*Kyle Brown, Sara Walton, Chelsey Deisher, and Michael Lamb, NMS Labs*

Novel Psychoactive Substances (NPS) continue to present unique challenges in seized drug and toxicology casework. Early detection and subsequent method development/validation are important in alerting the public health community to the presence of emerging drugs. This workshop will describe various approaches to the identification and continued monitoring of NPS from the perspective of the forensic chemist and toxicologist. This discussion will highlight the significance of a system for early monitoring of new drugs and investigation of unknowns in routine casework. Additionally, this workshop will discuss current trends in various NPS (cannabinoid isomers, designer benzodiazepines, nitazene compounds, etc) in postmortem and impaired driving toxicology casework.

## Fundamentals of LC/MS and LC/MS/MS for Quantitative and Qualitative Analyses

*Jim Lau, Ph.D. and Doug Postl, Agilent Technologies*

LCMS is a broad and complex field, but to be successful using LCMS for quantitative and qualitative analyses, we can simplify the experiment to basic parts. An analyte must be converted into an ion, the ion must be monitored efficiently, and you must be able to differentiate between the analyte, other analytes, and matrix in a sample. The discussion will start with optimum ionization (ESI, APCI, etc) and transition to mobile phase selection. Acceptable mobile phases for HiLIC, reversed phase ion-pair, and reversed phase LCMS to be covered. After ionization of the analyte, we will look at the concept of "duty cycle" for precision and sensitivity. The advantages of nominal mass (quadrupole and triple quadrupole) and high resolution accurate mass (HRAMS) will each be explored and how SIM and scan effect the duty cycle. Scanning efficiency in the HRAMS experiment will also be discussed. Selectivity in nominal mass derives from the MSMS experiment and in particular, use of the important parameters for SRM and MRM (Precursors, Products, and Time). We will finish with a discussion of compound class prediction via Reporter fragment ions and Neutral loss fragments. The HRAMS concept of mass defect for compound class prediction will also be explained and simplified.

## Future Trends in DNA Technology

*Laura Ascroft, ThermoFisher Scientific*

The workshop will explore the latest topics in DNA technology sponsored by Thermo Fisher Scientific, including: an overview of the Applied Biosystems™ HID NIMBUS® Presto System for Automated Sample Purification, advancements in the Applied Biosystems™ RapidHIT™ ID System, updates on the Connecticut Rapid DNA Program, and introducing the Applied Biosystems™ SeqStudio™ Flex Series Genetic Analyzer for Human Identification and GeneMapper™ ID-X Software v1.7





# 2023 Annual Meeting

HALF DAY WORKSHOPS

Tuesday, November 7th 2023

1:30pm - 5:00pm



**METTLER TOLEDO**

## **Balance Calibration and Assurance of Weighing Accuracy in the Forensic Laboratory**

*David Cirullo, Mettler Toledo*

We will be taking an in depth look at all the life-cycle steps of a balance and its use in the Forensic Laboratory. Assuring measurement accuracy when purchasing a new balance, through calibration / performance testing and internal adjustment mechanisms. This workshop will also help you understand and defend the accuracy of every measurement made on your balance. This workshop will address the history and growth of Mettler Toledo Inc., various weighing applications and the balances used for each, an overview of the life cycle and management of balances, important weighing terminology, purchasing a fit-for-purpose balance, proper installation, calibration and performance testing, and internal adjustment functionality (FACT). In addition, measurement uncertainty (absolute and relative), estimation of uncertainty through the entire lifespan of the balance, determination of minimum weight through calibration, and establishing a safe weighing range. An in-depth view of the calibration process and an interpretation of the resulting calibration certificate with statement of measurement uncertainty will be provided.

## **High Resolution Accurate Mass Screening of Emerging Benzoimidazoles and Xylazine Mixed with Synthetic Fentanyl Analogues Using Agilent LC\MS\MS QTOF**

*Julie Cichelli, Agilent Technologies and Dan Harrington, Suffolk County Crime Laboratory*

In recent years, laboratories have been struggling to keep up with new emerging synthetic illicit drugs being introduced faster than they can adapt. As new and more potent opioids, and moreover, a number of synthetic substances of benzimidazole structural class are being trafficked and abused for their opioidlike effects as well as xylazine, a non-opioid veterinary tranquilizer not approved for human use, has been linked to an increasing number of overdose deaths nationwide in the evolving drug addiction and overdose crisis. Studies show people exposed to xylazine often knowingly or unknowingly used it in combination with other drugs, particularly illicit fentanyl are appearing in society every day, it is imperative to have analytical strategies to analyze for these compounds in both a targeted and untargeted manner. Immunoassay-based techniques have historically been the methods of choice for drug screening. Positive presumptive drug screen results are reflexed to more specific, confirmatory testing using gas or liquid chromatography coupled to mass spectrometry. False positives and false negatives with immunoassay techniques are common problems that have substantial down-stream consequences for inaccurate results, laboratory operations, and total costs. Thus, the use of high-resolution accurate mass liquid chromatography mass spectrometry (LC-QTOF-MS) is ideally suited for rapid analysis of emerging drugs without the drawbacks associated with legacy techniques and methodology. Herein, a targeted and untargeted screening workflow by HRAM LC/MS/MS using Agilent's 6546 QTOF will be presented for these emerging illicit drugs.



**Agilent Technologies**



# 2023 Annual Meeting

HALF DAY WORKSHOPS

Tuesday, November 7th 2023

1:30pm - 5:00pm



**REGISTER  
NOW**

## Using Next-Generation Sequencing To Improve Casework Outcomes

*Melissa Kotkin, Verogen*

In the last few years, next-generation sequencing (NGS) has demonstrated that it can extract additional information from DNA samples for investigations when current technology fails. When a CE-based STR profile does not produce a hit in traditional databases, NGS capabilities such as higher-plex marker panels, more discriminatory SNP data, and forensic genetic genealogy can provide insights that lead to identifications. The forensic community is recognizing this technology as a viable option for missing persons and unidentified human remains investigations, sexual assault cases, and other violent crimes and are exploring how it can be integrated as more than just a specialty tool. The questions being asked are now focused on the practical aspects of implementation, such as whether this technology is a good financial investment, whether NGS can benefit everyday investigations, and how do you validate. This workshop seeks to share the journey of adopting NGS into their operational casework, and will provide useful information, arguments, case studies, and soft skills as you prepare for your own. The benefits of next-generation sequencing (NGS) for human identification analysis are increasingly understood but perceived barriers to implementation for general operations still exist. NGS can not only add power to existing processes but also provide unique capabilities for the increasing number of investigations which are beyond the capacity of traditional methods to solve. We will highlight how a range of NGS-based investigative tools can be used to support both mainstream and more advanced analyses for missing persons investigations. This workshop will cover traditional direct comparison DNA analysis with STRs, how to access and use phenotypic and biogeographical information, the different available technologies for forensic investigative genetic genealogy and when to use them, practical workflows that can be implemented into routine laboratory operations, and funding opportunities for NGS.

## Workshop Registration Costs

### *Full Day*

Regular Member.....	\$60
Non-Member.....	\$100
Student Member.....	\$40
Student Non-Member.....	\$60

### *Half Day*

Regular Member.....	\$30
Non-Member.....	\$50
Student Member.....	\$20
Student Non-Member.....	\$50



# 2023 Annual Meeting

HALF DAY WORKSHOP

Tuesday, November 7th 2023

9:00am - 12:30pm

**foster+freeman**

FORENSIC SCIENCE INNOVATION

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NOW**

## **Work Smarter: Utilizing New Light Source Innovations to Help Reduce Your Backlog**

*Amanda Silva, foster+freeman USA*

Finding, collecting, and processing serology evidence at the crime scene and in the laboratory can be time consuming, especially on difficult patterned backgrounds. Advances in new technology pave the way for smarter, more efficient processing techniques. Attendees of this workshop will be given an overview of light theory and a refresher on traditional methods for evidence locating and collection. Attendees will then be introduced to new methodologies and techniques that involve beyond visible photography, bandpass filtering, and oblique lighting options to increase their collection and processing efficiency and cut down on agency backlogs. Attendees are encouraged to bring their own full spectrum DSLR camera and thumb drive if available.

### **Workshop Registration Costs**

#### *Full Day*

Regular Member.....	\$60
Non-Member.....	\$100
Student Member.....	\$40
Student Non-Member.....	\$60

#### *Half Day*

Regular Member.....	\$30
Non-Member.....	\$50
Student Member.....	\$20
Student Non-Member.....	\$50

● NEAFS 2023 ANNUAL MEETING

# SPEAKERS

WEDNESDAY, NOVEMBER 8TH

7:30PM - 9:30PM

**Evening Session :**

Det. Malcom Reiman

Using DNA in Homicide Investigations Including  
Serial Killers and Cold Cases: Stories from the  
Bronx Homicide Squad.



THURSDAY, NOVEMBER 9TH

9:00AM - 11:30AM

**AM Plenary :**

Dr. Itiel Dror

Overcoming Human Weaknesses in Expert  
Decision Making



12:00PM - 2:00PM

**Luncheon :**

Mark Desire

From the Ashes: Death as Our Mentor

2:30PM - 5:00PM

**PM Plenary :**

Tiffany Roy

Human Factors in DNA Testimony and Reporting

Dr. John Morgan

Forensic Science Improvement Strategies: Lessons from Miscarriages  
of Justice in the Northeastern United States

[www.neafs.org](http://www.neafs.org)

Malcolm catches bad guys. Detective Malcolm Reiman of the Bronx Homicide Squad spent thirty one and a half years in the NYPD. All of those years were on the street identifying, tracking down, apprehending, and convicting gunmen and killers. Twenty-one years of his career he was assigned to the Bronx Homicide Squad where he investigated the more unusual and difficult cases. He specialized in sexual predator serial killers. He uses old fashioned detective work combined with modern science to solve these cases. He has used DNA to identify and convict three confirmed serial killers and several suspected serial killers. He succeeded in getting approval for the first Familial DNA case in New York City history to bring about the arrest of the alleged killer of a 13 year old girl. Retired in 2018, Detective Reiman consults with detectives on active cases and he lectures new detectives at the NYPD Homicide Investigators Course and Interview and Interrogation Course. He has been featured on serial killer and murder related shows on Netflix, Oxygen Channel, Discovery Channel, Reelz Channel, and CNN. He has written editorial content for CNN and Fox News. His cases have been covered by all the major networks and written about in The New York Times, Daily News, NY Post, People Magazine and numerous others.

NEAFS  
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**EVENING SESSION SPEAKER**

# **MALCOLM REIMAN**

Using DNA in Homicide Investigations  
Including Serial Killers and Cold Cases:  
Stories from the Bronx Homicide Squad.

Wednesday, November 8th  
7:30 PM - 9:30 PM



Dr. Itiel Dror is a cognitive neuroscientist who is interested in the cognitive architecture that underpins expert decision making. Dror's research, published in over 150 research articles, cited over 10,000 times (source: Google Scholar), demonstrates human vulnerabilities in expert reasoning and decision making. He has worked in a variety of domains, from policing and aviation, to medical experts and bankers, showing that cognitive and human factors impact even hard working, dedicated and competent experts. Specifically, in expert evidence he has focused attention and highlighted the issues of bias and noise, and how to overcome these weaknesses (the topics of this Keynote). Dr. Dror has worked with and trained many agencies in various countries on how to minimize errors and enhance expert decision making.

More information is at: <http://www.cci-hq.com/dr.-itiel-dror.html>



NEAFS  
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MEETING

**AM PLENARY SPEAKER**

**ITIEL DROR, PH.D.**

Overcoming Human Weaknesses in Expert  
Decision Making

Thursday, November 9th  
9:00 AM - 11:30 AM



Mark Desire is an Assistant Director and Technical Leader with the New York City Office of Chief Medical Examiner. He works in the Department of Forensic Biology, New York City's DNA crime lab and the largest of its kind in North America. During his 26 years with NYC, he has investigated thousands of criminal and missing persons cases. He is the manager of the World Trade Center DNA Identification Team, a unit dedicated to advancing the science and helping return loved ones to their families. Mark has been featured in several documentaries and shows including HBO, Netflix, CNN and BBC. During mass fatalities, Mark is the Family Assistance Center Manager for New York City. Throughout the COVID operation, he was in charge of decedent recovery, commanding hundreds of military and civilian staff.

Mark has been recruited by the United Nations Office of the High Commissioner for Human Rights, National Center for Missing and Exploited Children, and has helped dozens of foreign countries all over the world to assist in locating the missing and design protocol to further this ability. Additionally, he serves on the Missing Migrant Identification Task Force. Mark created New York City's Missing Persons Day. This is a multiagency event to bring together family and friends of missing persons for the purpose of collecting information to help identify their loved ones. Mark is a professor and forensic advisor for the Program in Criminal Justice at Rutgers University

**NEAFS  
2023  
ANNUAL  
MEETING**

**LUNCHEON SPEAKER**

**MARK  
DESIRE**

From the Ashes: Death as Our Mentor

**Thursday, November 9th  
12:00 PM - 2:00 PM**



Tiffany Roy, MSFS, JD is a Forensic DNA expert with over sixteen years of forensic biology experience in both public and private laboratories in the United States. She holds a bachelor of science degree from Syracuse University, a Juris Doctor from Massachusetts School of Law, a graduate certificate in the area of Forensic Serology and DNA and Master of Science in the area of Forensic Science from the University of Florida. Roy is a member of the American Academy of Forensic Sciences, the Northeastern Association of Forensic Scientists and the Massachusetts Board of Bar Examiners. She is certified in the area of Forensic Biology by the American Board of Criminalistics. She has processed thousands of DNA samples and thousands of cases over the course of her career. She has provided expert witness testimony in more than one hundred cases in state, federal and international courts. She instructs undergraduates at University of Maryland Global Campus; Southern New Hampshire University and acts as a consultant for attorneys and the media in the area of forensic biology through her firm, ForensicAid, LLC. She has written three textbooks and been published in peer reviewed journals in the area of Human Factors as they relate to Forensic DNA Interpretation. She currently serves on the NIST Expert Working Group on Human Factors in Forensic DNA Analysis in the testimony and reporting subgroup.

NEAFS  
2023  
ANNUAL  
MEETING

**PM PLENARY SPEAKER**

**TIFFANY ROY**

Human Factors in DNA Testimony and  
Reporting

Thursday, November 9th  
2:30 PM - 5:00 PM



Dr. John S. Morgan conducts research and education related to forensic science, organizational improvement, and expert errors. He brings decades of experience conducting and directing research programs across the federal government and private sector. His current work includes development of the National Association of Forensic Science Boards and wrongful convictions research and training. Dr. Morgan's government positions include service as Command Science Advisor for the US Army Special Operations Command, Deputy Director for Science and Technology at the Counter-Terrorism Technical Support Office, and Director of the Office of Science & Technology in the Department of Justice's National Institute of Justice (NIJ). While at NIJ, he received the Service to America medal for his work to expand the nation's capacity to perform DNA analyses. He has also chaired the Interagency Council on Applied Homeland Security Technology. Dr. Morgan has conducted scientific research and development for the Johns Hopkins Applied Physics Laboratory, RTI International, and the Department of Justice. His work has encompassed forensic science, law enforcement technology, defense against weapons of mass destruction, optoelectronics, and the root causes of expert errors. Dr. Morgan served eight years in the Maryland House of Delegates, representing Howard and Prince George's counties and serving on the Judiciary, Ethics, and Commerce and Government Matters Committees. He also served as the Congressional Science Fellow of the American Physical Society. He received his Ph.D. in Materials Science and Engineering from Johns Hopkins University in 1990; his B.S. in Physics is from Loyola University in Maryland, where he is currently an instructor in the Forensic Studies program.

**NEAFS  
2023  
ANNUAL  
MEETING**

**PM PLENARY SPEAKER**

**DR. JOHN  
MORGAN**

Forensic Science Improvement Strategies:  
Lessons from Miscarriages of Justice in the  
Northeastern United States

**Thursday, November 9th  
2:30 PM - 5:00 PM**



# NEAFS STUDENTS

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**2023 ANNUAL MEETING  
NOVEMBER 6-10TH  
MYSTIC MARRIOTT  
GROTON, CT**

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**OPPORTUNITIES INCLUDE:**

**DISCOUNTED  
REGISTRATION**

**PETER DE FOREST  
STUDENT COMPETITION**

**FREE STUDENT FORUM**

**TUES, NOV. 7TH @ 1:30PM**

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**GEORGE W. CHIN  
COLLEGIATE COMPETITION**

**THURS, NOV. 9TH @ 5:30PM**

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Register now for best rates  
[www.neafs.org/neafs-annual-meeting](http://www.neafs.org/neafs-annual-meeting).



*anisha  
paul*

Vermont Forensic Laboratory  
Department of Public Safety

*andrea  
belec-lajoy*

Champlain Toxicology  
Laboratory

*chris  
chany*

Texas Department of Public Safety  
Crime Lab Division  
Austin Laboratory

# 2023 Annual Meeting

HALF DAY WORKSHOPS

Tuesday, November 7th 2023

1:30pm - 4:30pm

## Student Workshop

“The Real World” You’re in the home stretch of all these years of classes, studying and research and on the cusp of getting your degree and getting that “real job.”

How do we do that? What’s the best way to interview? What are the right questions to ask? Am I expecting too much? Am I expecting too little? What if there’s a hiring freeze at my dream agency – do I flip burgers until I get my dream job? Once I have that “perfect” job – how do I stay current and competitive as the person with the least seniority?

Join Chris, Andrea, and Anisha as they discuss the ins and outs of interviewing, getting the right job, keeping the right job and deciding if and when it is best to move onto another opportunity. Topics to be discussed include: job requirements and descriptions, civil service rules and salaries, internships, resumes, interviewing skills. They’ll also compare and contrast the differences between working in the public and private sectors.

Bring your resume and your questions!

**Workshop Registration Cost: \$0\***

**\*FREE, but must register for this workshop using the registration form.**

# NEAFS EDUCATORS

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**2023 ANNUAL MEETING**  
**NOVEMBER 6-10TH**  
**MYSTIC MARRIOTT**  
**GROTON, CT**

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**FREE EDUCATORS' FORUM**

**TUES, NOV. 7TH @ 6:00PM**

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Join educators at levels from high school to graduate school to discuss current issues and trends in both general and forensic science education.

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Network with faculty from schools across the Northeast.

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Register now for best rates  
[www.neafs.org/neafs-annual-meeting](http://www.neafs.org/neafs-annual-meeting)

# Chin Cup Competition

**THURSDAY  
NOVEMBER 9TH  
5:30PM - 6:30PM**

**NEAFS 2023  
ANNUAL MEETING**



**NEW DATE  
NEW TIME**



**COME OUT AND SUPPORT YOUR TEAM**  
*and then celebrate at the  
President's Reception!*



NEAFS PRESENTS A

# NEAFS YEARS EVE

# Presidents Reception

9 NOVEMBER

AT 7.00 PM

NEAFS 2023

Annual Meeting

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LIVE MUSIC  
DRINKS





Friday, November 10th  
9:00am until Noon  
**MYSTIC MARRIOTT**  
**GROTON, CT**

OUTREACH EVENT

# **VOLUNTEERS NEEDED**



Speak with High School students  
interested in Forensic Science.

**CONTACT STEPHANIE MINERO**  
**[PRESIDENTELECT@NEAFS.ORG](mailto:PRESIDENTELECT@NEAFS.ORG)**



# EXPERIENCE FORENSIC SCIENCE

*Come Alive!*

**MEET AND HANG OUT WITH  
THE FORENSIC SCIENTISTS WHO MAKE IT HAPPEN!**

HEAR THEIR STORIES.  
NETWORK WITH REAL SCIENTISTS.  
LEARN WHAT IT TAKES.  
ASK YOUR QUESTIONS.  
GET YOUR ANSWERS.

**COLLEGE FAIR TO FOLLOW!**

DON'T MISS THIS GREAT EVENT

**RSVP BY OCT 20th**

	Nov. 10 9a-12p	Mystic Marriott 625 North Road Groton, CT
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**SCAN FOR FREE  
REGISTRATION**



**REFRESHMENTS  
PROVIDED**

Email: [presidentelect@neafs.org](mailto:presidentelect@neafs.org) with questions





**Northeastern Association of Forensic Scientist  
Membership Committee  
Joseph Phillips, Chair**

**NEW MEMBER APPLICANTS TO BE VOTED ON AT 2023 ANNUAL MEETING\***

<b>STATUS</b>	<b>FULL NAME</b>	<b>AFFILIATION</b>
Regular	Ellen Fraser	Maine CDC DHHS Health & Environmental Testing Lab-Forensic
Regular	Saman Saleem	Massachusetts State Police Crime Lab
Regular	Arul Veerappan	New York University School of Medicine
Associate	Cameron Filipe	Massachusetts State Police Crime Lab
Associate	Rachael Margossian	Massachusetts State Police Crime Laboratory
Regular	Delilah DeWilde	Philadelphia Police Department
Associate	Amber Paturzo	Rhode Island Department of Health
Regular	Celeste Wareing	Boston University Biomedical Forensic Program
Regular	Brianna Kiesel	Massachusetts State Police Crime Lab
Associate	Natalia Pedraza	Forensic and National Security Sciences Institute (FNSSI)
Associate	Lisa Sikop	University of New Haven
Associate	Zoe Sikon	Keenan Funeral Home
Associate	Alex Durkee	University of New Haven
Associate	Julia Dirre	Syracuse University
Associate	Niara Nichols	University at Albany
Regular	Joe Treviño III	New York Police Department
Regular	Jessica Leger	Massachusetts State Police Crime Lab
Regular	Regina Coffey	RI Department of Health
Regular	Alyssa Parrella	RI Department of Health
Regular	Ashley Morgan	University of New Haven
Regular	Karla Velázquez	Massachusetts State Police Crime Lab
Regular	Cassidy McGann	Massachusetts State Police Crime Lab
Regular	Karin Jacobsen	Massachusetts State Police Crime Lab
Associate	Sydney Leffler	University of New Haven
Associate	Jacquelyn Verdi	Rhode Island State Police Forensic Services Unit
Associate	Kayla Marschke	New York State Police

**REINSTATEMENTS TO BE VOTED ON AT 2023 ANNUAL MEETING \***

<b>STATUS</b>	<b>FULL NAME</b>	<b>AFFILIATION</b>
Associate	Sara Ritter	Agilent

**MEMBERS TO BE DROPPED\***

<b>MEMBER #</b>	<b>FULL NAME</b>	<b>AFFILIATION</b>
410	Francis X. Sheehan	John Jay College of Criminal Justice
688	Donald Doller	Suffolk County Crime Laboratory

697	Diane Y. Gilson	
851	Maribel Sansone	NYC Office of the Chief Medical Examiner
912	Guy M. Vallaro	CT DESPP DSS
934	Kerry Slattery	DESPP Toxicology Lab
947	Maria T. Mick	NY State Police Forensic Investigation Center
1070	Pasquale Buffolino	Nassau County Office of the Medical Examiner
1071	Joselyn F. Chernjowski	Westchester County Forensic Lab
1084	Lisa A. Biega	New York State Department of Health
1100	Margaret L. La Fond	NY State Police Forensic Investigation Center
1123	Vincent J. Desiderio	US Postal Inspection Service
1144	Susan Coyne-Flaherty	Westchester County Forensic Lab
1415	Wendy P. Alger	Vermont Department of Public Safety
1500	Abbey Scott	Mass. State Police Crime Lab
1536	Edward Kovacs	DEA Northeast Laboratory
1635	Jonathan Kui	NY OCME
1666	Bridget D. Verdino	Office of Forensic Sciences NJSP
1684	Adam Hall	Boston University
1755	Laura Pritchard	John Jay College of Criminal Justice
1797	Nicole Micele	Massachusetts State Police Crime Lab
1805	Jennifer Marie Leonard	DHS, Customs and Border Protection- NY Laboratory
1820	Carmen Masters	U.S. Customs and Border Protection
1838	Tracy Breton	Bay Path University
1842	Tiffany Millett	John Jay College
1882	Lewis Gordon Mr.	Forensic Evidence, Inc.
1899	Jennifer Y. Rosati	John Jay College of Criminal Justice
1906	Jasmine L. Drozdowski	Vermont Forensic Laboratory
1915	Rabi Ann Musah	University of Albany - SUNY
1940	Joseph A. Guttieri	Suffolk County Crime Lab
1956	Jillian C Conte	Keystone College
1962	Lauren A Kleeman	Hudson County Prosecutor's Office
1982	Matthew Amann	Massachusetts State Police Crime Laboratory
2015	Roberta C Westerman	Massachusetts State Police Crime Laboratory
2026	Darina Griffin	Mass State Police Crime Lab
2047	Matthew Wood	Oceans County Sheriff's Office
2049	Mandy Pascu	State of Connecticut -DESPP-Scientific Services
2053	Jordan Caruso	NYSP
2058	Monica Ventura	University of Albany-SUNY
2059	Ayse Keles	NYSP Forensic Investigation Center
2062	Alaina Ryan	MA state police Crime Lab-DNA Unit
2071	Nicole De Melo	Boston Police Department
2077	Claire Glynn	UNH
2093	Julia Dollen	Student at UNH (graduated)
2097	Haley Crooks	Syracuse University (Student)
2104	Alexandra Rothaar	New York City Police Department
2111	Meriah Tani	Waterbury Police Department
2117	Brianna Robinson	Division of Criminal Justice Services
2121	Kara Kovach	Erie County Central Police Services
2125	Brendan Diorio	Westchester County Forensics Lab

**\*subject to change**

NORTHEASTERN ASSOCIATION OF  
FORENSIC SCIENTISTS

*Certification Reimbursement*

The NEAFS Board of Directors has voted to reimburse the American Board of Criminalistics and International Association for Identification exam sitting fees for five NEAFS members (regular or associate) in good standing who pass the ABC or IAI exam. This offer is for any exam completed during the current year. After passing the examination, please fill out the Certification Reimbursement Form (<https://www.neafs.org/certification>). The reimbursement is based on a first come first served basis. Remember you must pass the ABC or IAI exam to be considered for reimbursement.

For more information about the examination sitting, please contact...

Peter Diaczuk  
[certification@neafs.org](mailto:certification@neafs.org)

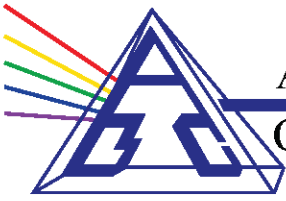
For more information about certification with the ABC, please visit...

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For more information about certification with the IAI, please visit...

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# AMERICAN BOARD OF CRIMINALISTICS

P.O. Box 1358, Palmetto FL 34220

ABC Community,

June 12, 2023

We want to inform our certificants, affiliates, emeritus status holders, and others that our current Registrars, Mike and Debbie Healy, will be heading into full retirement at the end of this year. We are so appreciative of the many years of work they have put into the ABC organization to make it run as smoothly as it does. While we will miss them immensely, we are ready to welcome our new Registrar, Gretchen Lajoie. Gretchen has been serving as our Accreditation Manager for several years and since we have achieved accreditation through ANAB, she will be taking on both roles. We have been working diligently throughout this year to train and transition duties to Gretchen.

The process of transitioning the Registrar's Office is both electronic and physical. The office will be moving from Florida to Maine. We are also updating our electronic database to improve many processes and make them more efficient. As a result, we will need to close down the office for the months of December and January to fully complete this physical and digital transition.

We anticipate that you will continue to have access to the Member's Side of the website during this transition; however, we recommend that you log on to your account in October/November to check your recertification point status and ensure your contact information is correct. We will continue to accept recertification packets on our normal schedule. As a result of this transition, the Registrar's Office will not be as readily available to answer questions or to provide assistance regarding your current recertification status. By preparing in October/November, we hope that you will have your questions addressed prior to this shutdown. The shutdown of the office will not affect recertification deadlines. You will still need to recertify and submit the appropriate documentation/fees as usual. If you do have questions, you can still email either the Registrar or Recertification Liaison.

During the shutdown, there will be no exam offerings after NEAFS in November until AAFS in February and then no exam offerings between AAFS and April 15<sup>th</sup>. **If you would like to host an offering in April, you need to contact the Registrar's Office by November 1<sup>st</sup> to schedule.** Keep in mind that we are continuing to test/validate the electronic testing format and anticipate switching over in early 2024.

Please don't hesitate to reach out with any questions or concerns. **Please check the website and social media for updates- there may be outage dates while the database is being updated.** We appreciate your patience with this transition!

Danielle Hankinson  
ABC President  
president@criminalistics.com



NEAFS  
*50th*

Annual Meeting

- HARRAH'S RESORT, ATLANTIC CITY -

10/21/2024-10/25/2024

Want to get involved?

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presentation?

Contact Alanna Laureano at  
[secretary@neafs.org](mailto:secretary@neafs.org) or  
click [here](#) and make sure to  
mention the 2024 meeting.



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# Students

## Get a jump on next year!

Are you a current full-time undergraduate student in your junior or senior year, or are you either a part-time or full-time graduate student completing his or her degree in a forensic program at a regionally accredited institution located in the Northeastern U.S.\*?

Then you are eligible to apply for:

George W. Neighbor Jr. Memorial Scholarship (undergraduate) - Award is \$1750  
George W. Neighbor Jr. Memorial Scholarship (graduate) - Award is \$1750  
George W. Chin Memorial Scholarship - Award is \$2000

Carol De Forest Forensic Science Research Grants - Award is \$2500

\*Note - eligibility is for both full-time undergraduate and graduate students

\*\* Note - Two Research Grants will be Awarded.

All submission materials for either the scholarships or the research grants must be completed, and electronically submitted by April 30th. The Awards recipients will be notified no later than September 1st .

For more information and eligibility requirements  
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Questions or comments? Please email [awards@neafs.org](mailto:awards@neafs.org)

\*Connecticut, Rhode Island, Massachusetts, New Hampshire,  
Vermont, Maine, New Jersey, New York, and Pennsylvania



*Sonivette Colón-Rodríguez\* & Igor K. Lednev, PhD.*

## **Six Months Progress Report:**

### ***Biological stains identification in binary mixtures by Raman spectroscopy coupled with chemometrics for forensic applications***

#### **Research Overview:**

Biological stains collection is an essential piece of evidence for a criminal investigation. This evidence can provide information on the events at the crime scene and material for DNA profiling. Therefore, their identification is a crucial step in the investigation. However, most body fluid identification tests are destructive and target-specific. Presumptive tests are considered qualitative tests that provide an idea of the type of body fluid in the stain. Still, subsequent confirmatory tests are required to confirm the initial screening test.<sup>1,2</sup> In addition, some of these preliminary tests can lead to false results that could consume time and evidence. Lednev research lab has successfully applied the integration of Raman spectroscopy and chemometrics as a non-destructive and more universal method of bodily fluid identification.<sup>3,4</sup> The advantages of this vibrational technique over other existing confirmatory tests are that it can provide a new and more accurate technique for bodily fluid analysis in sexual and violent crime investigations where mixed body fluids are commonly found. The substrate interference during the characterization of biological stains found in a real crime scene is another one of the challenges a forensic analyst must consider during the investigation.<sup>5,6</sup> Our group has also looked into blood-semen mixtures utilizing Support Vector Machine (SVM).<sup>7</sup> This work is an extension of that previous project. These studies require more extensive laboratory and accurate crime scenario testing to obtain more general acceptance as established by the 1923 District of Columbia (293 F. 1013) statute.<sup>8</sup> Under Rule 104(a), the analysis technique needs to be used in the same field conditions, recognized within the scientific community, and the subject of peer-reviewed publications.

In this project, we evaluate this combined method of Raman spectroscopy and statistical analysis to study complex samples involving dry mixtures of blood, vaginal fluid, and semen. Raman spectra were collected from thoroughly mixed samples using a 785 nm laser excitation and a confocal spectrometer. This report presents the Discriminant Analysis (DA) models developed to differentiate mixed samples from pure body fluids. Raman interferences were also analyzed using these models to detect the body fluid mixtures stains *in situ* on textile substrates.

## **Project Aims:**

*Objective 1* – Identification and discrimination of binary mixtures of bodily fluids. The development of statistical analysis will help classify samples as mixtures or neat body fluids. The identification of the body fluids will be based on their characteristic vibrational Raman bands due to their biochemical composition. The concentration ratios will be analyzed by designing a regression model targeting the mixtures' chemical composition variations.

*Objective 2* – Design a statistical analysis that could discriminate binary mixtures of body fluids deposited onto a common textile fabric substrate potentially found at a crime scene. The models designed on Objective 1 will be improved to test these interference substrates that can overlap with the Raman signal of the body fluids. This addition to the model will help create a more realistic scenario of the crime evidence without sample destruction.

*Objective 3* - As a final step, a piece of mock evidence will be fabricated in the lab to simulate a piece of potential crime evidence. This fake evidence might include a third component, such as an environmental contaminant.

## **Progress-To-Date:**

Raman analyses were performed after the preparation of the samples, first blood-semen mixtures followed by vaginal fluid-semen mixtures, at different concentrations ratios (m/m%). Modifications were made during the analysis depending on the sample, mostly to the laser power, to avoid photodegradation of the blood. Samples with blood had a laser power of 2.2 mW. To compensate for the reduction in signal intensity, we took ten accumulations at each point. When analyzing samples with vaginal fluid, the laser power was increased to about 22 mW, and the number of accumulations per point was decreased to five. The other instrumental parameters remained the same, with multiple small mappings throughout the sample to collect more representative data, with 10 seconds exposure time, a 785nm NIR laser as the excitation light, and a 50x microscope objective. After measurements were completed, the spectra were checked for cosmic rays. The spectra were then preprocessed using a baseline correction to remove the fluorescence in the background, normalized and mean center.

Data analysis started with a Principal Component Analysis (PCA) to check the data behavior, followed by a Partial Least Square Discriminant Analysis (PLS-DA). Blood ratio in the mixtures deposited on Al tape were eight low concentrations ranging from 0.5% to 5%, six at the mid concentration range from 20% to 80%, and nine at a high concentration from 90% to 99.5%.

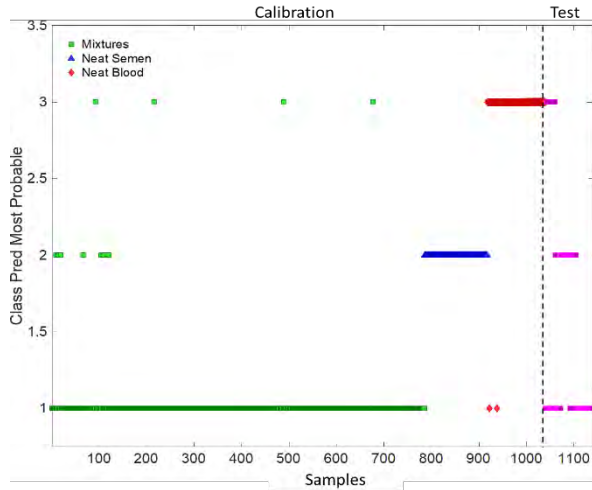


Figure 1. PLS-DA model of different mass ratios of blood-semen mixture deposited on Al tape (bottom, green) with semen (middle, blue) and blood (top, red). The calibration dataset is on the left, and the Validation dataset is on the right (pink).

Figure 1 shows the classification of blood-semen mixtures using PLS-DA with 99% specificity and 98% sensitivity for the calibration data set and 98% and 97% for the Cross-Validation (CV) dataset, respectively. An external validation dataset was created with different donors with three concentrations found in the calibration dataset, 1%, 50%, and 99% blood in semen. External validation by spectra level had a 98% sensitivity and 99% specificity. At the sample level, using the ROC threshold, the model correctly classified 67% of the samples in the external validation. It was observed that samples with 1% blood were mostly misclassified as pure semen instead of mixtures in the calibration and validation dataset.

Five samples of blood-semen mixtures containing 10%, 30%, 50%, 70%, and 90% blood were deposited on blue and white polyester fabrics – denim fabric was presented in the initial report. Classifications at the spectra level were 100% correctly classified as mixtures on both materials, but misclassifications were observed in the CV results. This misclassification can be attributed to the high fluorescence of the fabric, specifically the blue polyester, which reduced the intensity of the signal of the samples.

On the other hand, the vaginal fluid-semen mixtures on Al tape were correctly classified with one misclassification. The concentration ratios were 15%, 30%, 50%, 70%, and 85% of vaginal fluid in semen. The misclassified sample, at 85% vaginal fluid, had a strong contribution of vaginal fluid in the spectra and was therefore misclassified as vaginal fluid. The sensitivity and specificity of the model was 99%.

A new PLS-DA model was made by combining the spectra of ratios 30/70, 50/50, and 70/30 of both mixtures. The PCA model shows a clear separation between the mixtures but close to the most dominant contributor in the spectra (figure 3B).

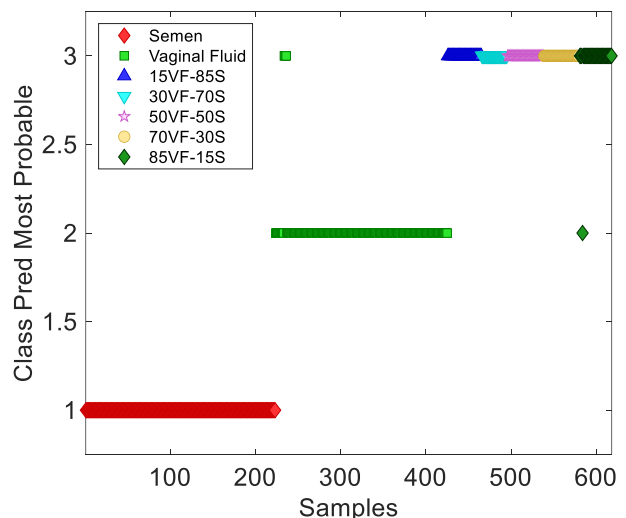


Figure 2. PLS-DA model of vaginal fluid-semen mixtures deposited on Al tape (top, colors), with pure vaginal fluid (middle, green) and semen (bottom, red).

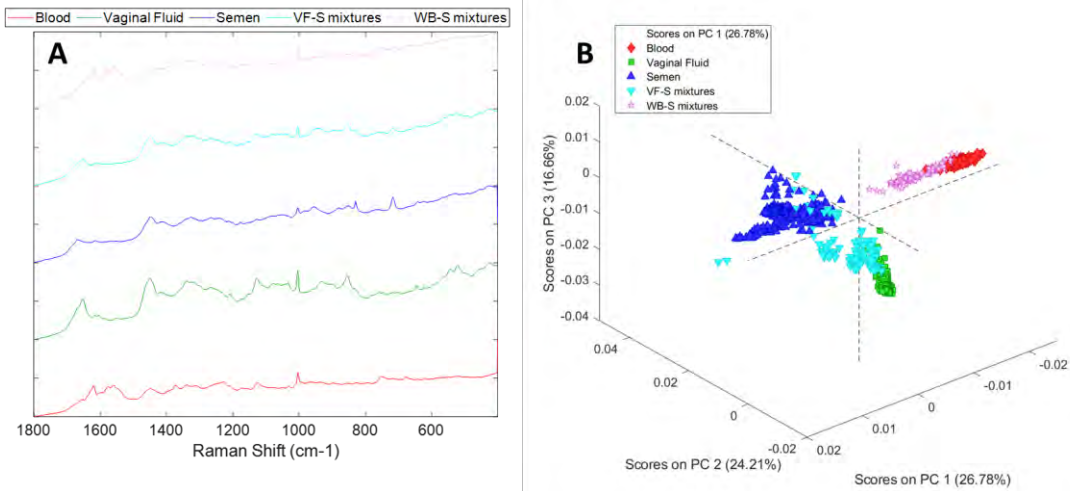


Figure 3. (A) Spectra of pure body fluids (semen, blood, and vaginal fluid) and the vaginal fluid-semen (VF-S) and whole blood-semen (WB-S) mixtures. (B) PCA model of mixtures and pure body fluids.

Combining both mixtures into one group as “Mixtures”, a PLS-DA (Figure 4) was used to differentiate between mixtures and the pure body fluids. The mixture samples were split into Calibration, 30/70 & 70/30 ratios, and External Validation datasets, 50/50 ratios. Test samples could be seen on the right of the dashed line. This model lets us predict between mixtures and pure body fluids with a sensitivity of 93%, only five misclassifications, even when mixtures share one of the body fluids, in this case, semen. Another PLS-DA model was able to differentiate between both mixtures with a 97% sensitivity and 99% specificity for vaginal fluid-semen mixtures and 98% and 100% for blood-semen mixtures, respectively.

These classification models have shown great potential for identifying body fluid mixtures that could be found at a crime scene. They have also demonstrated its potential for mixture identification when a substrate with high fluorescence and background interference can still be differentiated from pure samples or when they share one type of body fluid. More samples have been collected, such as mixtures in white cotton that have not been analyzed at the time of this report. Peak identification and contributions have also been recorded and analyzed and will

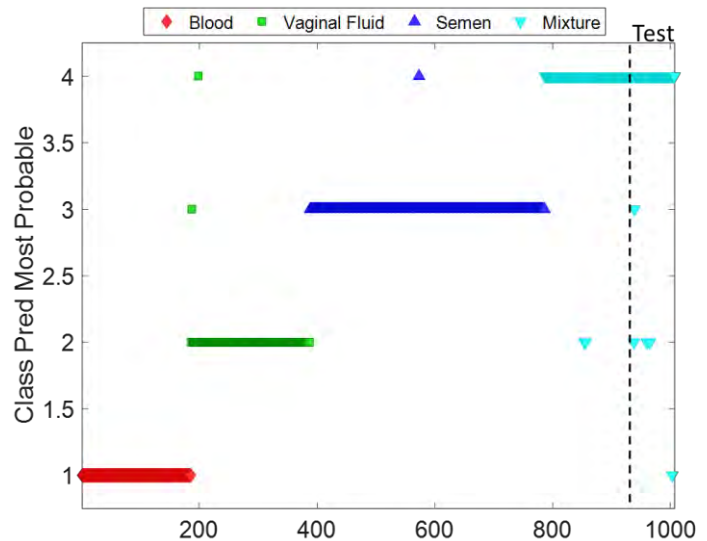


Figure 4. PLS-DA model of combined mixture samples (turquoise) with concentrations of 30/70 & 70/30 as calibration dataset and the 50/50 ratios as external validation dataset. The model also included blood (red), vaginal fluid (green), and semen (blue) as the other classes.

be presented in the following report. These models are still under improvement and might change, but other samples are being considered to be added to the models to increase the classification of these binary mixtures. Mock evidence samples have not been tested at the time of this report. These samples will be tested last and might also include aged samples and environmental contaminants.

### **Future Work:**

As a continuation of this project, we are currently working on a hierarchical model and a regression model. The regression model will start by creating a training calibration dataset and a possible unknown concentration for the model as a validation dataset. We have also worked with other collaborators for the development of other new statistical models independently from the ones presented here. The manuscript of this project is currently undergoing, and part of the project will also be presented at the next Northeastern Association of Forensic Scientists (NEAFS) conference this fall.

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# TRAINING SCHOLARSHIP FUND

**KAREN MCDERMOTT  
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## **Karen McDermott**

### **Training Scholarship Fund Write-Up**

#### **Forensic Investigative Genetic Genealogy & DNA Summit, San Diego, CA**

More than 200 members of law enforcement, crime laboratory personnel, investigative genetic genealogists and attorneys from around the world recently gathered in San Diego, California, for a conference hosted by the International Homicide Investigators Association (IHIA). The focus of the two-day summit that occurred in mid-March was "Cold Cases and Beyond: Genealogy, DNA and More". The conference was sponsored by Verogen, a forensic technology company that currently owns and manages GEDmatch, one of only two public DNA databases available to law enforcement for the purpose of forensic investigative genetic genealogy (FIGG).

FIGG is the application of genetic genealogy methods used to determine relationships between individuals combined with traditional genealogy research to identify human remains or to develop leads in unsolved violent crimes. Historically, the process of testing forensic samples involves targeting at least 20 Short Tandem Repeat (STR) markers. If the perpetrator is unknown or a reference standard is unable to be obtained, the profile can be uploaded into the FBI's Combined DNA Index System (CODIS). The CODIS database allows for the comparison of forensic unknown samples between cases and to profiles of known offenders. One limitation of CODIS is that the source of the forensic profile must be in the database for an offender or arrestee link or "hit" to be returned. Although the National DNA Index System (NDIS) contains more than 20 million offender and arrestee profiles, many forensic profiles in the database remain unidentified.

In contrast to STR testing, FIGG harnesses the power of more than 600,000 single nucleotide polymorphisms (SNPs) throughout the human genome to allow for matches between both close and distant relatives of an unknown DNA profile. Using FIGG, investigators can tap into an entirely new database of individuals who have voluntarily taken DNA tests and have uploaded their profiles to either GEDmatch or FamilyTreeDNA. If they agree to opt in to law enforcement use, these individuals can become genetic witnesses and possibly help to identify a missing person or a perpetrator of a violent crime.

In 2018, there was a media frenzy after the announcement of an arrest in the Golden State Killer (GSK) case in California as a result of a lead developed using a public DNA database. While not the first case to involve investigative genetic genealogy, the arrest of Joseph James DeAngelo, also known as the East Side Rapist, brought to light the power of this innovative use of public genealogy databases.

The GSK case involved 650 investigators spanning 43 years at a cost of more than \$10,000,000. Using FIGG, a team of 6 people, in two months and at a cost of approximately \$217, developed a lead that eventually led to the arrest of DeAngelo. According to one district attorney who was involved in prosecuting DeAngelo, she said he was never on their radar.

Since the GSK case, there have been hundreds of additional cases solved as a result of the information and actionable leads provided through investigative genetic genealogy. According to a study conducted by Tracey Leigh Dowdeswell, a professor of criminology and legal studies at Douglas College, as of the end of 2022, 545 cases have been solved using genealogy as an investigative tool. One statistic provided during the IHIA conference is that there are an estimated 1.1 million cold cases with between 50,000–60,000 eligible for FIGG.

FIGG has been the topic of many recent scientific conferences, including those hosted by the International Society of Human Identification (ISHI) and the Northeastern Association of Forensic Scientists (NEAFS), both in 2022. It was clear from the attentiveness and response of the audience at the IHIA conference that law enforcement agencies are also eager to learn about FIGG and how it can be applied to their cases.

In contrast to scientific conferences, the IHIA conference was geared more towards law enforcement who made up the majority of attendees. The first day of the summit included scientific speakers who provided simplified explanations of the laboratory process of DNA testing and how to read and interpret a Criminalistics report. Representatives from the San Diego Sheriff's Office described how their agency was able to successfully incorporate FIGG into their workflow and presented some of their cases that have been solved with the help of FIGG.

There were also useful discussions related to what constitutes a qualifying offense suitable for FIGG, how to select a FIGG testing laboratory and how the quantity and quality of available DNA can impact the process. The first day came to a close with a moderated panel discussion about FIGG between representatives from Verogen, the Sacramento District Attorney's Office, Dr. Claire Glynn from the University of New Haven and Colleen Fitzpatrick of Identifinders International LLC.

Day 2 of the IHIA conference included several presentations that illustrated the successful integration and use of FIGG in cold case investigations. Other topics included funding and available resources for FIGG. Funding for FIGG has been a limiting factor for many investigating agencies who are eager to utilize the tool but lack the necessary financial resources. To address the issue of funding, a representative from Season of Justice presented about their non-profit organization that provides funding and resources for investigating agencies to help families affected by unsolved violent crime. Amy Whitman, a Special Agent with the FBI's Violent Crimes/Major Offender Squad also spoke about their successful FIGG program and additional federal resources that are available to law enforcement agencies.

One of the unique perspectives regarding FIGG came at the end of the conference during a panel session of attorneys representing the San Diego District Attorney's Office, Los Angeles County District Attorney's Office, and the Sacramento District Attorney's Office. Many of the issues that were discussed revolved around FIGG in the courtroom and what legal challenges to anticipate. Some of the specific topics included issues related to privacy concerns, data security, considerations when target testing and surreptitious DNA collection.

The takeaway from the 2023 IHIA summit is that FIGG is an extremely powerful tool that has revolutionized the field of cold case investigation. In order to preserve the future availability and access to public DNA databases, there is a clear need for guidelines, regulations and oversight of FIGG. In 2019, the Department of Justice Interim Policy on Forensic Genetic Genealogical DNA Analysis and Searching was issued to provide guidelines for the use of FIGG in law enforcement cases.

In 2022, the Investigative Genetic Genealogy Accreditation Board (IGGAB) was established for the purpose of developing education and training guidelines and professional standards for FIGG practitioners. The National Technology Validation and Implementation Collaborative (NTVIC) also recently released draft policies and procedures for forensic laboratory personnel to consider when implementing FIGG into their workflow. The creation of both IGGAB and the NTVIC is a positive step forward and will help to ensure that FIGG is used responsibly by establishing best practices in the field.

The continued success of FIGG depends largely on the responsible use of direct- to- consumer databases by law enforcement agencies and FIGG practitioners. Following terms of service and adhering to federal and state regulations pertaining to DNA privacy are critical to the continued availability of FIGG as an investigative tool. We can also expect that more states will follow Maryland and Utah in the passing of laws pertaining to the use of FIGG by law enforcement. This is an exciting time for cold case investigations, and, hopefully, many more families of missing loved ones and victims of violent crime will receive closure with the help of forensic investigative genetic genealogy

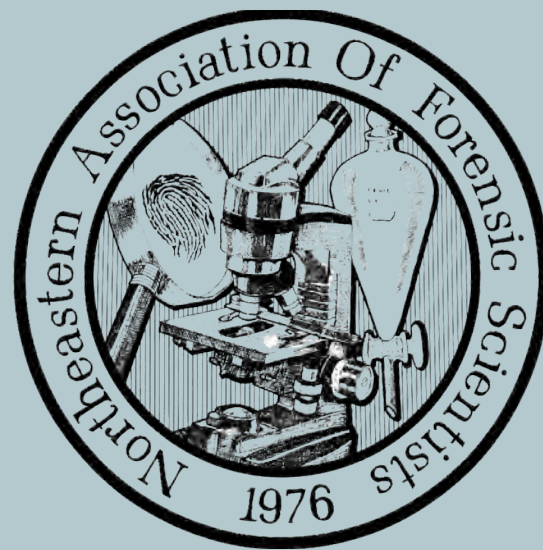
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Karen  
McDermott



**NORTHEASTERN  
ASSOCIATION OF  
FORENSIC SCIENTISTS**

# **TRAINING SCHOLARSHIP FUND**



**OPEN APPLICATION PERIOD  
JANUARY 1st to DECEMBER 31st  
OF THE CURRENT YEAR**

## **APPLICATION REQUIREMENTS**

The Northeastern Association of Forensic Scientists (NEAFS) is proud to offer its members a Training Scholarship Fund (TSF). Members in good standing are eligible to receive up to \$400 towards training, workshop or non-NEAFS meeting registration and travel expenses. Individuals will only be allowed reimbursement once per application period. Any NEAFS Annual Meeting expenses are ineligible to receive funding. Reimbursement will occur upon receipt of a certificate showing successful attendance and completion of the course along with an article summarizing the course for the NEAFS newsletter.

## **APPLICATION INSTRUCTIONS**

Applicants must submit a Pre-Approval Application prior to attending the training for which they wish to obtain funding. For additional instructions, requirements and forms visit the NEAFS website.

**<https://www.neafs.org/trainingscholarshipfund>**



# HELPING NEAFS FACILITATE IMPLEMENTING STANDARDS ON THE OSAC REGISTRY

The Organization of Scientific Area Committees for Forensic Science ([OSAC](#)) has posted over 150 standards in 22 disciplines on the [Registry](#). More than 130 national and international government, private, and university forensic science service providers (FSSPs) have submitted declaration forms identifying which standards they have either partially or fully implemented. Those FSSPs have each been awarded an OSAC Registry Standards Implementer Certificate in recognition of embracing standards implementation. Of the FSSPs who have received recognition certificates, 64 have [published news releases](#) announcing their achievement.



Despite the accelerating rate of certificates being awarded, there still exists a surprising level of hesitation on the part of some FSSPs to initiate standards implementation or to share communication with OSAC about their progress.

In response to the OSAC 2021 and 2022 standards [implementation surveys](#), we have received many comments related to the challenges FSSPs are facing in deciding whether to complete and submit an [OSAC Registry - Standards Implementation Declaration Form](#). We have learned from the surveys and from numerous members of OSAC who help write and evaluate standards that some of their colleagues back home share some common misconceptions about standards implementation.

To help the FSSPs in the NEAFS better understand and feel comfortable with the implementation process, we would like to address these common misconceptions.

Below are some of the more commonly heard misconceptions followed by actual experiences of OSAC Registry Implementers:

## **Misconception #1:**

- Some FSSPs fear that if they declare that they have only partially implemented any standards and it is revealed in discovery, their forensic science experts will be harshly cross-examined.
- **Actual Experience:**
  - 70 of the 130 current OSAC Registry Standards implementers met virtually in an OSAC outreach meeting in June 2023. We learned that none of their forensic experts has experienced cross-examination about these issues in court. It was suggested that it would be valuable for FSSPs to provide training to their scientists about their overall quality system and how to present it effectively in court.

## **Misconception #2:**

- Some FSSPs fear that as soon as they submit a declaration form, it will be out of date. If they are asked to provide a copy in response to a discovery request or FIOA, they may be criticized for standards not yet or only partially implemented on an outdated document.
- **Actual Experience:**
  - The current OSAC Registry Standards implementers also concurred during the June 2023 meeting that none of them has received criticism for implementing standards (fully or partially). Quite to the contrary, they reported that the reactions internally from their staff members and externally from prosecutors and the media, has been highly complementary and supportive. FSSPs quality systems are dynamic and undergo continuous improvement throughout the year. Most FSSPs have annual quality audits and updating their tracking records of standards implementation and their declaration forms would likely coincide nicely with the annual audits.

## **Misconception #3:**

- Some FSSPs feel they have implemented plenty of standards on the OSAC Registry, but they don't want to submit a declaration form because it will become public information. If submitting a declaration cannot be maintained as confidential by OSAC, they don't want to participate.
- **Actual Experience:**
  - Being respectful of the preferences of our OSAC collaborators is critically important to maintain relationships. OSAC has maintained confidentiality for all FSSPs that have submitted declaration forms but not authorized OSAC to publicize their names. Some of the forensic science service providers (FSSPs) do not want their identities revealed because they have good relationships with other forensic science laboratories in their jurisdictions and don't want to appear to be upstaging other FSSPs in their jurisdictions who have not yet submitted declaration forms.
  - One of the recommendations from the 70 participants in the June 2023 outreach meeting was to spread the word about how large the number of implementers has grown and their willingness to help other agencies. They recommended providing contact information to other non-implementer FSSPs for them to find mentors among the implementers willing to help their colleagues initiate the process of standards implementation. They also suggested listing on the OSAC website not only the FSSPs which have issued press releases (64) but also the other FSSPs willing to authorize OSAC to add their names to that list so other agencies can reach out to them for help.
  - In response to that suggestion, we asked the other FSSPs whose identities are, by default, still held confidential, if they would permit OSAC to add their agency names to the OSAC implementer web page. To date, 25 of the remaining FSSPs have already sent us authorization and now 89 of the 130 OSAC certificate holders have confirmed their authorization to list them on the [OSAC implementer web page](#). We hope that this

campaign will serve to inform and encourage more standards implementation. Please check to find an FSSP mentor on the [OSAC implementer web page](#) and begin the process of standards implementation.

#### **Misconception #4:**

- Some FSSPs have no objection to implementing standards but feel that they just don't have sufficient funds or resources to even begin the process of tracking standards.
- **Actual Experience:**
  - FSSPs are constantly fighting the battle of competing needs for limited resources. But in many ways, the objection to implementing standards because of the lack of resources is historically reminiscent of the objection of some FSSPs to seeking accreditation. Eventually, over 88 percent of the more than [400 governmental](#) forensic science laboratories in the US have become accredited – the overwhelming majority of those voluntarily. We have learned that the benefits of accreditation far outweigh the effort and the resources required.
  - Accredited FSSPs have already demonstrated implementation of at least one standard – ISO/IEC 17025. They are eligible to begin the process of tracking standards implementation and informing OSAC of their status. The first step is recognizing that standards implementation is a value proposition with benefits that outweigh the required effort and resources. Once the decision is made to prioritize the quality system and the FSSP is ready to begin the process of standards implementation, the organization can proceed at a pace it can most appropriately manage.

The OSAC Program Office is working in collaboration with many professional forensic science organizations to help reduce anxiety about the implementation process by creating and providing resources to help educate and facilitate implementation for FSSPs.

There is help available to NEAFS members from other FSSPs who have already been through the process and from a wide array of tools, mentors, and training available on the [OSAC website implementation section](#).

If you have any questions or comments or need help facilitating implementation of standards on the OSAC Registry in your organization, please contact Mark Stolorow in the OSAC Program Office. [mark.stolorow@nist.gov](mailto:mark.stolorow@nist.gov)





# Employment Application

Personal Information

John

**EMPLOYMENT  
OPPORTUNITIES**

**Prince George's County Police Department, Palmer Park, MD**  
**DNA Laboratory Forensic Chemist I**

The Prince George's County Police Department is looking for qualified applicants for a DNA analyst (Forensic Chemist I) position. This is entry-level professional technical forensic science work. Incumbents are assigned to the forensic DNA analysis laboratory where they perform routine methods and techniques involved in the preservation, examination, handling, and comparative analysis of items of evidence collected in criminal investigations. Incumbents are evaluated based on their ability to analyze, identify, and document evidence and offer effective case-related testimony at criminal court proceedings. Such incumbents prepare summary findings and materials for use in testifying as expert witness in criminal court proceedings. This is a professional position responsible for conducting serological and DNA analysis on physical evidence submitted by law enforcement personnel.

Link: <https://www.governmentjobs.com/careers/pgc/jobs/4208942/dna-laboratory-forensic-chemist-ip>

Closing date: October 30, 2023

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**DC Department of Forensic Sciences (DFS), Washington, DC**  
**Forensic Scientist (Forensic Chemistry)**  
**CS-1320-13, Starting Salary \$100,630**  
**Monday – Friday, 8:30am – 5:00pm**

This position is located in the Department of Forensic Sciences (DFS). The mission of the DFS is to provide high-quality, timely, accurate, and reliable forensic science services using best practices and best available technology, focusing on unbiased science and transparency, to enhance public safety and health. Employees are assigned to one of the specialty disciplines in forensic science (e.g., forensic biology, firearms and toolmark analysis, etc.). The position is responsible for conducting forensic chemistry analytical work, to include controlled dangerous substance analysis as well as surveillance testing. The work includes data analysis and interpretation of the complex composition of molecules, physical and chemical properties molecular structure and chemical reactions.

The incumbent performs forensic chemistry and surveillance analyses on physical evidence or samples; interprets test results, conducts comparisons of unknown samples to known reference standards, develops conclusions and prepares final reports/results; completes technical review of peers' work. Prepares written scientific examination reports based on laboratory results by interpreting instrumental data and spectra; maintains quality assurance/quality control of equipment and instruments that are utilized for testing and ensure they are compliant with prescribed operating and safety standards, regulations and guidelines including manufacturer's specifications on computerized scientific equipment.

Completes an advance research project and/or performs a vital role in the overall operation of the unit by independently performing a high-level task such as training and/or overseeing training of scientists, developing and validating new processes and procedures, or overseeing bio surveillance program.

To Apply: To be considered for this employment opportunity, you will be required to submit a formal application. Please visit the DC Careers website at: <https://careers.dc.gov> (reference Job ID #23553). We look forward to reviewing your application!

The closing date for this position is 10/22/23.

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**The Rhode Island Department of Health Forensic Laboratory, Providence, RI**  
**Supervising Forensic Scientist/Technical Leader for the DNA laboratory**

The Supervising Forensic Scientist, Biology will be responsible for supervision and oversight of the Forensic Biology/DNA laboratory. This position also serves as the DNA Technical Leader as defined by the FBI Quality Assurance Standards for the casework and database labs. Applicants are strongly encouraged to have completed the mandatory college courses required by the FBI Quality Assurance Standards for a Forensic DNA Technical Leader including Molecular Biology,

Genetics, Statistics and Biochemistry. The preferred applicant will also have at least three years of human forensic DNA experience. and possess a Master's Degree in a biology, chemistry or forensic science related area.

<https://www.governmentjobs.com/careers/rhodeisland/jobs/4172829/supervising-forensic-scientist-biology>

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**Department of State Police, Massachusetts-Sudbury-59 Horse Pond Road**

**Forensic Scientist I – Drug Unit (2 positions)**

**Salary: 59,650.50 - 59,650.50 Yearly**

**Minimum Entrance Requirements**

Applicants must have a Bachelors degree in the natural sciences, including Chemistry, Analytical Chemistry, Biochemistry, Biology, Forensic Science, Pharmacology or Physics and (A) must successfully complete on-the-job training to attain full competence as a forensic analyst in a designated forensic science specialization within one year of the date of hire.

To apply: [Forensic Scientist I - Drug Unit - \(23000992\)](#)

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**Montgomery County Coroner and Crime Lab, Dayton, OH**

**Forensic Toxicologist**

**Salary: commensurate with experience**

The Montgomery County Coroner's office is in Dayton, Ohio. We are currently seeking a highly motivated individual for a full-time position in the Forensic Toxicology Section. Our office serves law enforcement agencies throughout Ohio and over 40 coroner's offices in Ohio and Indiana. The annual toxicology case load is about 4,000 cases.

The employee will be trained in the analysis of drugs in biological matrices using solid-phase extraction with subsequent analysis by GC/MS and LCMSMS.

Additional duties include, but are not limited to, preparing accurate reports pertaining to analysis, providing testimony as an expert witness in a court of law, preparing solutions, and providing training when necessary. The toxicologist is required to work with hazardous chemicals and lift moderate weights with other duties assigned as necessary.

**Minimum Qualifications:**

- A Bachelor of Science degree in Forensic Science or a natural science from an accredited four-year college
- Ability to communicate effectively verbally and in writing
- Proficient with computers and software

Our office currently offers fully trained employees the option to switch to a 32-hour work week while still being paid for a 40-hour week. Remote work is also available on occasion.

Mail your curriculum vitae and college transcript(s) to: Matthew Juhascik ([juhascikm@mcOhio.org](mailto:juhascikm@mcOhio.org))

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**Suffolk County Crime Laboratory, Hauppauge, NY**

**Forensic Scientist II (Biological Sciences)**

**Salary: approx. \$86,000**

The Forensic Scientist will be responsible for the examination of physical evidence, body fluid analysis, performing DNA-STR (autosomal and Y-STR) analysis, interpretation of data with reporting, and testimony as an expert witness at criminal trials. In addition, the duties may include crime scene response.

Applicants should be a currently qualified DNA analyst capable of signing casework reports.

Minimum Qualifications: A Bachelor of Science Degree in Biology, Forensic Science or a closely related field from an accredited college or university; Coursework required by the FBI Quality Assurance Standards For Forensic DNA Testing Laboratories 2020 (Genetics, Molecular Biology, Biochemistry and Statistics);

1) At least four years of Forensic Biology casework experience including DNA-STR (autosomal and Y-STR) analysis, and a current casework signing analyst. Experience with probabilistic genotyping is a plus.

Or

2) A Master of Science Degree in Biology, Forensic Science or a closely related field from an accredited college or university may be substituted for one year of casework experience including DNA-STR (autosomal and Y-STR) analysis, and a current casework signing analyst. Experience with probabilistic genotyping is a plus.

For more information, use this link: <https://apps2.suffolkcountyny.gov/civilservice/specs/2263spe.html>

Contact by email: [karen.galindo@suffolkcountyny.gov](mailto:karen.galindo@suffolkcountyny.gov); Karen Galindo, Forensic Scientist IV, Supervisor, Biological Sciences, Suffolk County Crime Laboratory, William J. Lindsay Complex, Building 487, 725 Veterans Memorial Highway, Hauppauge, NY 11787-0099; Phone: 631 853-5585

Deadline: 12-31-2023

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### **Suffolk County Crime Laboratory, Hauppauge, NY**

#### **Forensic Scientist I (Biological Sciences)**

**Salary: approx. \$76,000**

The Forensic Scientist will be responsible for the examination of physical evidence, body fluid analysis, performing DNA-STR (autosomal and Y-STR) analysis, interpretation of data with reporting, and testimony as an expert witness at criminal trials. In addition, the duties may include crime scene response.

Applicants should be a currently qualified DNA analyst capable of signing casework reports.

Minimum Qualifications: A Bachelor of Science Degree in Biology, Forensic Science or a closely related field from an accredited college or university; Coursework required by the FBI Quality Assurance Standards For Forensic DNA Testing Laboratories 2020 (Genetics, Molecular Biology, Biochemistry and Statistics);

1) At least 2 years of Forensic Biology casework experience including DNA-STR (autosomal and Y-STR) analysis, and a current casework signing analyst. Experience with probabilistic genotyping is a plus.

Or

2) A Master of Science Degree in Biology, Forensic Science or a closely related field from an accredited college or university may be substituted for one year of casework experience including DNA-STR (autosomal and Y-STR) analysis, and a current casework signing analyst. Experience with probabilistic genotyping is a plus.

For more information, use this link: <https://apps2.suffolkcountyny.gov/civilservice/specs/2262spe.html>

Contact by email: [karen.galindo@suffolkcountyny.gov](mailto:karen.galindo@suffolkcountyny.gov); Karen Galindo, Forensic Scientist IV, Supervisor, Biological Sciences, Suffolk County Crime Laboratory, William J. Lindsay Complex, Building 487, 725 Veterans Memorial Highway, Hauppauge, NY 11787-0099; Phone: 631 853-5585

Deadline: 12-31-2023

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### **University Park, PA**

#### **Assistant/Associate Teaching Professor**

The [Forensic Science Program](#) at [The Pennsylvania State University](#) invites applications for an Assistant/Associate Teaching Professor position.

The Program seeks a dynamic and innovative individual to instruct and develop courses for undergraduate and graduate students. The position requires excellent oral and written communication skills and a willingness to develop collaborations

and networks of support within the University, with programs at other institutions, and with law enforcement and crime laboratory professionals.

Preference will be given to candidates with a Ph.D., but must have at least a M.S. in Forensic Science, Criminalistics, or other physical/natural science, and a demonstrated capacity for teaching. The ideal applicant should have experience working in a criminalistics/forensic science laboratory (private or government) with a strong foundation in the holistic approach to forensic science.

Applications must be submitted electronically and include a cover letter highlighting prior professional experience, curriculum vitae, teaching philosophy statement, and names and contact information for three to five references. Inquiries may be directed to Dr. Jason Brooks [jwb21@psu.edu](mailto:jwb21@psu.edu). Review of applications will begin immediately and continue until the position is filled.

This position is a term, 36-week appointment funded for one year from date of hire with excellent possibility of refunding. For more information or to apply please visit [https://psu.wd1.myworkdayjobs.com/PSU\\_Academic/job/Penn-State-University-Park/Assistant-Associate-Teaching-Professor-for-Forensic-Science-Program\\_REQ\\_0000045830-1](https://psu.wd1.myworkdayjobs.com/PSU_Academic/job/Penn-State-University-Park/Assistant-Associate-Teaching-Professor-for-Forensic-Science-Program_REQ_0000045830-1)

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### **Kansas City Police Department Crime Laboratory Firearms Examiner – Forensic Specialist III**

We are seeking a firearms examiner to conduct testing on various types and calibers of firearms and ammunition components to include physical and microscopic analysis in a scientific and legally accepted manner. Prepare written reports of results and render credible expert witness testimony in depositions and in a court of law.

For more information and application instructions visit [Forensic Spec III Firearms Toolmarks.7.2023.pdf \(kcpd.org\)](#)

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### **Cuyahoga County's Medical Examiner's Office Supervisor, Firearms and Toolmarks Laboratory Salary: \$89,211.20 – \$124,883.20**

#### **Summary**

The purpose of this classification is to supervise and participate in the daily operations of the Firearms and Toolmarks unit including the examination and interpretation of firearms evidence received by the unit.

#### **Distinguishing Characteristics**

This is a manager level classification. Incumbents in this class work under general direction of the Managing Laboratory Director and Quality Assurance Manager. This position oversees the operations and promotes the efficiencies of the firearms/toolmark lab unit, incorporates process improvements, and ensures that work meets time and quality objectives. The employee is responsible for ensuring proper preservation and documentation of evidence and adherence to applicable laws, protocols, and regulations. This class supervises Forensic Scientists and other assigned staff.

#### **Essential Job Functions**

Conducts examinations and comparisons of firearms, bullets, shells, casings, tool marks, and other related items; applies instrumental, physical, and/or chemical techniques in the examination of firearm and tool mark evidence; disassembles, reassembles, renders safe, and tests firearms to determine operability, safety, and accuracy; documents unique characteristics and records physical parameters using measuring projections, micrometers, etc.; performs distance determination and examination of gunshot patterns with test standards; uploads into and reviews data from NIBIN, the National Integrated Ballistic Information Network; prepares findings and issues reports based on the results of the examination; performs administrative and technical case review.

Supervises and directs the work of Forensic Scientists and other assigned staff; directs staff to ensure work completion and maintenance of standards; plans, assigns, and reviews work; provides training and instruction; evaluates employee performance; responds to employee questions, concerns, and problems; approves employee timesheets and leave requests; prepares and reviews documents related to payroll, timesheets, requests for leave and overtime; develops and monitors unit

work plans and work performance standards; monitors and provides for training needs; meets with employees individually and as a unit; recommends personnel actions including selection, promotion, transfer, discipline, or discharge. Updates and/or drafts Standard Operating Procedures; reviews procedures to ensure compliance with accreditation guidelines; conducts legal and scientific research for new trends and developments affecting firearms examination; implements and enforces quality assurance procedures; ensures that proper safety procedures are followed. Communicates with a variety of individuals and groups; oversees lectures, internships, department tours, and detective requests; testifies in court; presents lectures to students, lawyers, and law enforcement personnel. Ensures that supplies and equipment are available so that productivity is not interrupted; reviews purchase orders for technical accuracy; ensures that supplies and reagents are ordered in a timely fashion. Performs related administrative responsibilities; prepares various reports, records, and other documents; responds to emails and phone calls; attends and participates in professional group meetings, conferences, seminars, and trainings; stays abreast of new trends and information in the field; validates new procedures and implements and trains analysts on new procedures; conducts unit meetings with staff.

### **Minimum Requirements**

Bachelor's degree in natural/physical science and six (6) years of firearm/toolmark casework experience; or an equivalent combination of education, training, and experience. Successful completion of a firearm and toolmark examiner training program.

Associate's degree in accounting with three years of related experience; or any equivalent combination of training and experience as defined below:

Highest degree of education attained	Experience required
High school diploma/GED	6 years
Unrelated associate degree	4 years
Related associate degree	3 years
Unrelated bachelor's degree	3 years
Related bachelor's degree	2 years
Unrelated master's/doctoral degree	2 years
Related master's/doctoral degree	1 year

Related degree fields: business administration (all fields), public/nonprofit administration

Related work experience: any type of experience related to accounting, taxes, delinquent payments and foreclosure, banking, finances, or the transferring of debit files. Research and data analysis in a business context may be deemed relevant by the hiring managers.

### **Application Process**

This is a non-competitive, classified position. The Personnel Review Commission (PRC) will check your application to make sure you meet the minimum qualifications. If you do, the PRC will put your name on an eligibility list. To fill this opening, the PRC sends the hiring department and Human Resources (HR) a certified eligibility list. HR helps the hiring department decide who from the certified list to follow up with for interviews and then a job offer.

To be considered for this position, you must create a profile and apply on Cuyahoga County's website at [Cuyahoga County Department of Human Resources](#)

Most of our communication with candidates is through email. Regularly check the email address you gave us in your job profile. Watch your Spam folder, just in case. If we offer you a job, you must pass a drug screen and background check before the offer becomes final. Prior criminal convictions do not automatically disqualify you from employment; the County looks at criminal convictions on a case-by-case basis using the guidelines in [Chapter 306 of the County Code](#).

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### **UMass Chan Medical School, Worcester MA: Lab Analyst II Lab Analyst II**

Under the general supervision of the Manager or designee, the Lab Analyst II performs accurate chemical analysis of evidence submitted by Law Enforcement Agencies while maintaining chain of custody records.

**MAJOR RESPONSIBILITIES:**

- Maintain accurate record of chain of custody for all cases received during analysis
- Perform analytical analysis of evidence for identification and/or quantitation, records information
- Complete all the necessary paperwork as dictated by department and laboratory policy
- Performs and documents routine maintenance of equipment.
- Participates in the development of new assays, and the evaluation of new equipment.
- Communicates with other Laboratory staff and Law Enforcement Officials. Provides testimony in court, when necessary.
- Advises and aids DAL Evidence Officer on identification, classification, and handling of evidence.
- Perform other duties as assigned.

**REQUIRED QUALIFICATIONS:**

- B.S. in Chemistry or related degree (requires strong emphasis on Chemistry)
- 1 year relevant laboratory experience
- Oral and written communication skills necessary for interaction with other medical center staff as well as outside agencies
- 20/20 and color vision (corrected), good physical coordination, and ability to move and lift moderately heavy objects

PLEASE APPLY HERE: <https://careers-umms.icims.com/jobs/43699/job>

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**RI State Crime Laboratory at the University of Rhode Island (URI)  
Entry level Technician I position - Firearms and Tool Mark Examiner**

The RI State Crime Laboratory at the University of Rhode Island (URI) has an entry level Technician I position opening which is a trainee position for a Firearms and Tool Mark Examiner.

The Laboratory is using a grant to create the Technician I (Firearms and Tool Marks) position. Since it is grant funded, it is limited to the availability of grant funds, which is expected to continue for two years to complete the training of the Technician I to become a Criminalist Firearms and Tool Mark Examiner at the end of the training period.

The position is posted at the University of Rhode Island's website: <https://jobs.uri.edu/postings/11795>

Job applications must be submitted directly online only at: (<https://jobs.uri.edu>)

The search will remain open until the position has been filled. First consideration will be given to applications received by June 21, 2023. Second consideration may be given to applications received by July 7, 2023. Applications received after the second consideration date (July 7, 2023) may not be given full consideration.

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**RI State Crime Laboratory at the University of Rhode Island (URI)  
Entry level Technician I**

The RI State Crime Laboratory at the University of Rhode Island (URI) has an entry level Technician I position opening which is responsible for Evidence submissions & returns and NIBIN entries.

The position is posted at the URI jobs website: <https://jobs.uri.edu/postings/11745>

Job applications must be submitted directly online only at: <https://jobs.uri.edu>

The search will remain open until the position has been filled. First consideration will be given to applications received by June 1, 2023. Second consideration may be given to applications received by June 15, 2023. Applications received after the second consideration date (June 15, 2023) may not be given full consideration.

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## **CORE (Center for Organ Recovery and Education), West Virginia Medical Examiner Liaison**

CORE (Center for Organ Recovery and Education) is an Organ Procurement Organization that operates in Western Pennsylvania, West Virginia and New York State. The position of Medical Examiner Liaison for the Center for Organ Recovery & Education (CORE) is one of significant responsibility. They are responsible for being the point of contact at for information needed by CORE from the Medical Examiner's office in which they serve. They will have a thorough knowledge of CORE Policy and Procedures regarding eye recovery, specimen collection and eye packaging. They will perform follow-up visits and education with Funeral Homes and assist with other Funeral Home and Medical Examiner/Coroner issues as assigned. This person reports to the FD/Coroner Liaison and will take direction from the Chief Operation Officer and ultimately the President and CEO.

The Medical Examiner Liaison reports to the FD/Coroner Liaison and will take additional direction from CORE's Administrator On Call and Tissue On Call. When involved in donor activity, the Medical Examiner Liaison works under the direction of the FD/Coroner Liaison, Administrator on Call, the Tissue on Call, and works in conjunction with Donor Referral Coordinators.

Responsible for obtaining information on potential post-mortem organ, tissue and eye donors, primarily from the Medical Examiner's Office. They will make necessary arrangements to begin the donation and/or recovery process. They will need to demonstrate positive interpersonal skills along with strong communication skills. They will be responsible for data entry and transcription. They will need to have sound computer knowledge and application. They will be responsible for knowing, and working within, CORE policies and procedures. They will be responsible for observing and adhering to FDA current Good Tissue Practices and AATB / EBAA standards. They will be responsible for obtaining Autopsy Report Forms from the Medical Examiner's Office. Their additional responsibilities will include but are not limited to developing and conducting education sessions and conducting follow-ups with Funeral Homes and Medical Examiner/Coroner issues as assigned.

The Medical Examiner Liaison must be available to work daylight shifts. The shifts and schedule are determined based on the needs of the organization.

The Incumbent for the position of Medical Examiner Liaison should have some type of medical background, with at least one year of experience in a health-related field. They should hold a degree and/or certificate in one of the following areas; Autopsy Technician, Mortuary Science, or Surgical Technology, or possess skills and experience needed to meet the requirements of this position. They must have strong communication skills and good independent judgment. Strong preference is given to previous experience in an OPO setting. They must have the ability to get along with all types of individuals and should possess excellent verbal communication skills. They must have strong literary skills. They must demonstrate professional commitment and behavior, showing respect to all donors and CORE partners. They should possess experience with sterile technique. They must complete an extensive six (6)-month training period which results in a reasonable outcome. They must demonstrate true support to the donation program. They must be able to lift sixty (60) pounds. They must have a valid driver's license. They must have good manual dexterity and visual acuity.

The degree of job difficulty for the falls into themoderate to high range. Inadvertent errors or mistakes could result in the death of a transplant recipient. Mistakes and misinformation could trigger a variety of misconceptions about donation and cause serious administrative problems for CORE, all of which may negatively influence donation and working relationships with community and hospital partners and our public. This position will require that they be willing to maintain ongoing knowledge and be current with all legislative issues regarding organ and tissue donation.

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## **FDA Forensic Chemistry Center Laboratory Branch Director**

The Forensic Chemistry Center (FCC) is FDA's only laboratory dedicated to the forensic analysis of FDA regulated products. FCC's staff consists of talented analytical scientists who excel at creative thinking and problem solving. FCC contributes to FDA's mission to protect public health by performing forensic sample analysis, method development for emerging and novel problems, evaluation of new analytical technologies for regulatory analysis, and analytical response for



public health emergencies. FCC is accredited by ANAB for Forensic Testing and is in compliance with ISO/IEC 17025:2017 requirements.

The FCC has an opening for a Branch Director. The Branch Director is responsible for, among other things:

- Providing leadership, guidance, and technical direction necessary for full and effective program accomplishments and the effective utilization of available resources.
- Manages all phases of laboratory analyses assigned to the FCC branch for testing and research to develop and refine methodology used in the analysis of samples and to explore new systems of laboratory analysis.
- Planning and implementing scientific programs, criminal and regulatory analysis, and scientific research associated with the chemical, biological and microbiological examination of regulated products.
- Independently adjusts staffing levels or work procedures within the organizational unit to meet challenges presented by requests for forensic analytical services from other field offices, other FDA Centers, or outside state, federal or local law enforcement entities.
- Identifies new equipment needs and justifies the purchase of new equipment. Often develops new and innovative work methods and procedures used to produce work products.
- Oversees the development of technical data, estimates, statistics, suggestions, and other information useful to higher level managers in determining which goals and objectives to emphasize.
- Performs the administrative and personnel management functions relative to staff supervised.
- Assures that subordinates are trained and fully comply with the provisions of the safety regulations and the Laboratory Quality Assurance Program.

For additional information click [here](#).

To apply for this position at the FCC as a Branch Director, please follow this link: <https://www.usajobs.gov/job/686020200#>

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