

**August 2001 Vol. 2 #3**  
**CORRECTION**

The previous newsletter, May 2001, was mislabeled as Vol. 2 - #1; it should have been Vol. 2 - #2.

**BOARD OF DIRECTORS**

Negotiations have been going on with the IRS for 1-1/2 yrs. We are near obtaining 501(C)(3) non-profit status. The last request is to create a formal Board of Directors. This will be accomplished by appointing each member of the current Executive Board to be a member of the Board of Directors.

In addition, the Webmaster, G. Martin Lively, will be appointed to the Board. He has a distinguished career as police officer, prosecuting attorney, public defender and private attorney. He will also serve as secretary.

To facilitate executive legal documents there will be a three-member Executive Committee, solicited previously for geographical proximity when signatures are needed.

The Executive Committee will consist of the Executive Director, plus two Directors; G. Martin Lively and Peggy Triplett.

The next board meeting is scheduled for Saturday, September 29, at a hotel near Baltimore Airport, the Fairfield Inn.

Members are invited to suggest the items for discussion by the Board.

**TECHNICAL ASSISTANCE**

Telephone consultations and a package of technical assistance resource packages have been provided to the following: (Follow-up assistance as planned).

- Pittsburgh, PA Police Department

To prevent canceling the current two-year college entrance required. Instead planning for a four-year college requirement has been

recommended, as well as support for in-service officer, to complete their degrees.

- Niagara Falls, NY Police Department

To assist in implementing college requirements for entering officers as well as support for in-service officers to complete degrees, and eliminate a pre-application residency requirement.

- East Brunswick, NJ

To assist in establishing a college requirement for entering officers and facilitate in-service officers to complete degrees.

- St. Paul, MN

Assistance to Commander Bostrom, Director of Training, for his dissertation on college education and police.

**IACP CONFERENCE**

The annual conference of this International Association of Chief of Police will be in Toronto, Canada, October 27-31, 2001. PACE has rented an exhibit booth and will advertise "Free Technical Assistance" for departments desiring to upgrade college requirements in their departments. There should be approximately 12,000 chiefs and other high-ranking officials attending.

**DEPARTMENTS REVERSING COLLEGE REQUIREMENTS**

We regret to report that Largo Florida Police Department recently rescinded the requirement for a four-year degree for entering officers.

In addition, a few errors were discovered in the web page listing and these departments have been deleted because, in fact, they do not require four-year college degree for entering officers.

## **AWARDS TO DEPARTMENTS REQUIRING FOUR-YEAR DEGREES**

The process of offering a press conference at the department regarding four-year degree for officers has been completed. Most eligible departments have accepted.

It is fitting that the first press conference/and ceremony will be at the Multnomah County Sheriff's Department, Portland, Oregon, Tuesday, October 4<sup>th</sup> at 2:00 pm.

This was the first department in the nation to require a four-year degree for entering officers, as of 1995. It was so recognized that the Police reported to the President's Commission on and the Administration of Justice.

Other Law Enforcement press conferences will be listed on the PACE WebPages when confirmed.

## **OPEN LETTER TO CONGRESS**

Contacts have been made within the US Conferences of Mayors and the International City Management Association to gain support for federal funds to reimburse Officer's college tuition.

Unfortunately, the contact with the Mayor was not made in time for consideration at their recent national conference, but discussions will be held to gain support next year.

We are awaiting a response from International City Management Association. Research is being made to identify the members of Congress that sponsored the initial authorization for tuition reimbursement, as well as to coordinate support in the Congressional Committee.

Attempts to have discussions with the National Association of Police Organization and the Fraternal Order of Police have not yet been successful. Efforts will be continued.

## **LIAISON**

A successful meeting was held with Sylvester Dougherty, Executive Director, Commission Accreditation of Law Enforcement Agencies. He expressed support for the Commission to discuss college education requirements. He will discuss this informally with his Board of Directors, but he noted that this process could take extended time. He will invite a presentation by PACE at an appropriate time.

A close on-going coordination is being maintained with the International Association of Directors, Law Enforcement Standards and Training. Discussions are continuing to add questions on officer education data. To the forthcoming survey of State Standard and Training Agencies.

Discussions are continuing for working with the Association for Law Enforcement Training (ASLET) to gather survey data, to get a better picture of the education profile of new officer trainees.

The PACE Executive Director has become a member of both organizations to facilitate coordination.

The New England Institute of Law Enforcement Management conducted a conference "Criminal Justice (College) Education." Professor Thomas Svogun spoke and distributed literature about PACE.

## **WEB PAGE**

Interest and activity have been continuing to grow for the PACE WebPages, statistics for the past three months (111 days) include:

Total Successful Requests: 6,260  
Average Successful Requests: 58  
Number of Distributions Sent: 1,036

This web site is giving strong visibility to PACE.

## **POSSIBLE TUITION FUNDS**

We will periodically rerun the notice to remind personnel that extensive private tuition support is possible. In addition to reducing fees 20%, EdPlus LCC will be making semi-annual donations to PACE.

Frequently officers contact PACE seeking funds to pay college tuition. One possible source is Education Plus, L.L.C. This is a company which research public and private sources for scholarships, grants, fellowships/interns and loans as a very last resort, for a small fee, which has been recommended. It can be contacted at "EdPlusllc@aol.com, <http://www.educationplusllc.com>, telephone (703) 897-8257". There are other similar organizations that can be located on the web. Education Plus, L.L.C. will provide a link to those organizations. Officers desiring to continue to their college education are urged to seek these funds, until and unless Federal Funds are available.

## **RESEARCH**

The research committee is making progress, by Professor Thomas Svogun, Salve Regina University. The university has agreed to host the activity. A preliminary "think piece" of the roles and activities is Attachment 1. It will be discussed at the next board meeting.

Dr. Craig Campbell, Deputy Director of Professional Standard and Training for the Texas Commission on Law Enforcement Officers, Standards and Training, (TCLOSE) dissertation topic examined implications of college education trends for police. It has profound implications.

He projected the educational quality of officers to decline as those who attended college with the Federal Law Enforcement Education Program (LEEP) Program retire and are being replaced by non-college educated officers.

An abstract of his dissertation is included as Attachment 2.

## **NEW MEMBERS**

PACE welcomes these new members who have joined since the publication of the membership list.

Mr. Michael Kimble, Education Plus L.L.C.  
Commander Matt Bostrom–St. Paul MN PD  
Officer Steven D. Blasky - Charleston PD.  
Officer Tony W. Person Jr- Charleston PD.  
Private Jessica Wilson - Charleston PD  
Officer Dean Fowler - Charleston PD  
Officer Mark Browne - Charleston PD  
Special Investigator Darryl Watkins –  
Charleston PD  
Officer Matthew Plank - Charleston PD.  
Private Christopher Cotton - Charleston PD  
Officer Gilbert C. Gallegus - Charleston PD  
Det (Ret) Mr. Alfred Thomas Ingham IV  
Springfield MA PD  
Officer Patrick Edward Johnson II –  
Huntsville, Texas PD  
Sergeant Warren J. Bujol – Jefferson Parish  
Sheriff's Office, Harvey LA

**EXECUTIVE SUMMARY**  
**(Abstract) (1997)**  
**Craig Campbell, Ph.D.**

This study was developed because of a need to understand the career development activities and their impact on Texas peace officers. The study described the levels of human resource development activities of the 36 largest law enforcement agencies in Texas representing 21,065+ peace officers, 45 percent of all Texas peace officers. In addition, 23 hypotheses were tested which assessed the impact of human resources development activities on the careers of officers.

The “typical officer” as derived from looking at the background data is an Anglo male 38 years old with 12 years of experience, and who attended a basic training course of 571 hours at a local academy. He has 74 hours of college with a grade point average over 3.0 most of which was obtained pre-service, more than six years ago.

**Hypotheses Testing**

The three focuses of this research have been to determine (1), the impact of higher education on the professionalism and career of peace officers, (2) the impact of training on the professionalism and careers of peace officers, and (3) the relationship between higher education and training. Twenty-three hypotheses were put toward to more carefully focus on these three areas.

**Recommended Policy Changes**

1. A definite amount of college education should be required for entry into the profession. The standard should be a bachelor’s degree. The effective date for a Statewide mandate should be the year 2004. In the transition the following logical interim standards should be set to facilitate the smooth transition to the new standard. The following three step process should be adopted by the State statute or TCLEOSE Rule:

Effective January 1, 1995, the minimum standard should be 60 hours of college.

Effective January 1, 1999, the minimum standard should be 90 hours of college.

Effective January 1, 2004, the minimum standard should be a bachelor’s degree.

Departments should be encouraged to set higher standards or more to the bachelor’s standard faster if local conditions permit. Currently licensed personnel should be able to retain their license throughout their careers.

Fears about adverse impact appear to have little foundation. Minorities in the sample and in law enforcement have comparable levels of college with the exception of Hispanics. College standards would have less adverse impact than the current system of written entry testing. The following recommendation should make college more accessible for people wanting to enter the profession or be promoted within the profession.

2. It is interesting that younger and less experienced officers are less likely to have a college degree. The data shows that officers under 30 are less likely to be college graduates, and that officers with less than ten years of experience are less likely to have a college degree. Officers with 15 to 19 years of experience were most likely to have a college degree. This is probably the result of the demise of the Law Enforcement Assistance Agency (LEAA), and their Law Enforcement Education Program. Under Federal leadership the 1970s, there was intense interest and encouragement for officers to go to college. LEEP funds were often combined by officers with the GI Bill for those coming out of the Vietnam War to finance educational pursuits. In 1974, there were 88 colleges in Texas that offered a criminal justice or law enforcement program, the number now is approximately 45.

Unless current in-service participation in college programs increases or hiring standards concerning college minimums increases, we could be facing a less educated officer corps in the future as retirements affect the officer work force. The 21<sup>st</sup> Century calls for a more educated officer; not a less educated officer.

3. Law enforcement needs to adopt the model for its human resource activities from the professions rather than the trades. This means using qualitative studies for job analysis and validation of job requirements and educational and training needs. The legal, medical, nursing, and teaching professions do not set their standards based upon what was acceptable in the past. Law enforcement has stagnated on the high school requirements since the 1960s and before. Our society and the nature of the job are evolving over time.
4. The full-time instructional staff at police academies should be required to be college graduates. Instructors should be models for other officers to emulate.

### **Final Remarks**

There is a paradigm shift in policing. The field needs problem-solving police officers who have developed the capacity to think critically through situations they are thrust into. As Goldstein has noted, we need to raise the threshold on what we consider to be a professional. Futurist William Tafoya using the Delphi technique made the following projections about career development standards and milestones for law enforcement.

In 2025, formal education will become the standard for entry and advancement in more than 70 percent of all police agencies.

In 2050, law enforcement will achieve professional status.

The year 2050 seems outrageously far off into the future to wait for professionalism to come to the field. It is the date, in which it is predicted that we will be able to medically treat violence-proneness with bio-chemical and genetic means. We must move beyond stagnation and the status quo. It is time to take bigger steps. Law enforcement needs to make decisions and adjust its course if it is to move closer to attaining professional status. It will only come after taking bold actions that involve a certain amount of risk taking. Law enforcement leaders and political leaders should assert the needed developments for the profession to move forward into the Third Millennium.

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Authored by Dr. Craig Campbell

**THE IMPACT OF HUMAN RESOURCE DEVELOPMENT ACTIVITIES ON THE CAREER DEVELOPMENT AND PROFESSIONALISM OF TEXAS PEACE OFFICERS.**

The full study is available through the library at the University of Texas in Austin, Texas or in acrobat format viewing or downloading the website: <http://www.geocities.com/CapitolHill/Lobby/5715/esintnet.html>