

## **BOARD MEETING**

The PACE Executive Board met on Saturday, September 29 at the Fairfield Inn, Baltimore-Washington Airport. The highlights of the meeting included:

- Introduction of G. Martin Lively as a new board member. He has been serving as the PACE webmaster. His extensive background includes a police officer, prosecuting attorney and defense attorney.
- Notice that IRS has finally granted PACE formal 502©(3) non-profit status. This required that the PACE Executive Board be formally installed as the PACE Board of Directors, which was done.
- Warning to police departments of widespread fraudulent degrees issued instantly by diploma mills for a fee (including Ph.D.). This is widely advertised on the web with frequent e-mail advertisements.
- Pro-bono technical assistance program was described to include information packets, telephone consultations, chief to chief linkages and, where practical, on-site visits. Recent TA activity included Pittsburgh, PA, Niagara Falls, NY, East Brunswick, NJ and St. Paul, MN.
- Schedule for Press Conference awards – see below.
- Lou Mayo provided copies and brief overview of his article “25 Years of

Policing,; Successes and Failures” which was printed in the July issue of Police Forum by the ACJS Police Section.

Successes included; improved quality of police management, community policing and protection of people from police abuse through legal accountability of police departments for civil rights violations. Failures included; lack of adoption of commissions’ recommendations and research findings, over-emphasis on physical science and technology in place of quality personnel for improving police and Federal policy to “assist” law enforcement is frequently destructive on a long-term basis.

- Tom Svogun discussed a recent web-roundtable discussion by chiefs on recruitment, led by the Tulsa Chief. Low number of applicants was the main reason for failure to increase educational standards. Discussion included the several departments requiring BA degrees which have no recruitment problems.
- Jeff Coons pointed out that a degree requirement often results in a much smaller pool of applicants but a much better pool with fewer rejects.
- Martin Lively inquired what statistics chiefs dropping college requirements had to justify their actions.
- Lou Mayo mentioned that frequently a college degree requirement increases applicants with degrees, especially

- minorities, who feel that applying for a job not requiring a degree is beneath them. He also referenced an article, "Police Recruiting in a Booming Economy" by Dr. Larry Hoover in the July Police Forum which emphasized that police had to change many of their bad management practices which make police work unattractive, to attract higher caliber personnel.
- Peggy Triplett expressed an opinion that class more than race was a factor in middle-class families not encouraging their children with degrees to choose a police career. She asked for details on the Journal of California Law Enforcement article on the relationship of college education and police complaints. She pointed out that NAACP and Urban League should have some statistics.
- Lou Mayo noted that grant funds from Price Waterhouse Coopers Endowment for the Business of government may be suitable for PACE. Tom Svogun agreed to inquire and noted that he would need additional funds to make the research committee successful. Peggy Triplett noted a large COPs budget and agreed to inquire if a grant to PACE (or Salve Regina University for the research committee) was feasible.
- There was a major discussion by Jeff Coons of the Rhode Island Governor's Select Commission on Improving Police, that there was an opportunity for PACE to make a 20 minute presentation. See details below.
- Peggy Triplett agree to approach NAACP and National Black Police Association for discussions on college degree requirements. She thought these organizations could be favorable to four-year degree requirements.
- Lou Mayo will publicize to college criminal justice chairmen that officers enrolled in college (with at least 2-years completed) can have free PACE membership.
- A possible national PACE meeting will be discussed at the next Board meeting in March 2002.

#### **RHODE ISLAND GOVERNOR'S COMMISSION MEETING**

The Governor's Commission on Improving Police invited PACE to make a 20-minute presentation on October 16<sup>th</sup> in Providence RI. This was arranged by Tom Svogun and Jeff Coons who stated that there was some opposition to college degree requirements but PACE had nothing to loose by appearing. Lou Mayo spoke for the allocated 20 minutes but the Commission continued for over an hour with questions and discussion. Afterwards, the chairman expressed the opinion that it would have been unfortunate for the Commission to issue a report without the PACE input, and appointed a sub-committee to work with PACE on the college degree requirements. Afterwards, a member of the Commission approached Lou Mayo and stated that she had been opposed to college degree

requirements but the PACE presentation had “turned her around 180 degrees.”

PACE facilitated a presentation by Chief Greenberg of Charleston, SC at a later date.

It appears that the PACE presentation was very successful, against odds, and there may be a potential for Rhode Island to be the first state with a four-year degree requirement for officers, even though such accomplishment will require a lot of time and effort.

### **PRESS CONFERENCES AND AWARDS**

Lou Mayo is covering the nation with a series of press conferences and award certificates to departments requiring college degree for officers. The goals are to recognize and reinforce the policy and stimulate surrounding departments to consider this policy. Generally these press conferences are well covered by both newspaper and television news media.

On September 4<sup>th</sup>, the first of the nationwide series of press conferences was held at Multnomah County Sheriff’s Department (Portland), Oregon. This first was most appropriate since this was the first department in the nation to have this requirement. It was instituted in 1966 by then Sheriff Donald Clark, who was present at the press conference. PACE presented a special certificate to Sheriff Clark in recognition for his national leadership by being the first to require college degrees for officers.

On November 6<sup>th</sup>, a press conference/award was held at the Owosso, Michigan Police Department.

On November 7<sup>th</sup>, a press conference/award was held at the Michigan State University Police Department. This is the only known university police to require college degrees for officers. At this conference a special certificate was presented to Dr. David Carter of the Michigan State faculty for his outstanding contribution to research and publication on the subject of college degrees for police.

On November 20<sup>th</sup>, press conferences/awards were held at the Richland County (Columbia), SC Sheriff’s Department and the Charleston, SC Police Department. At Charleston, the award was part of the Department’s annual review of officers and presentation of awards and citations. The result was a high visibility event for all.

The following press conferences/awards are scheduled for the near future:

#### New Jersey Departments

- Dec 3, Leonia and Bergen County Prosecutor
  - Dec 4, Montvale and Dover
  - Dec 5, Cherry Hill
- (Also a meeting with NJ Attorney General’s Office re: renewing college degree requirements for NJ State Police)
- Dec 6, Cherry Hill and Haddon

#### Other Departments

- Dec 11, Langland Co Sheriff (Antigo) Wisc.
  - Dec 12, Burnsville, Minn.
- (Also a meeting with the Minn. POST re: their success in implementing a statewide two-year degree requirement).

- Dec 13, North Dakota Highway Patrol
- Dec 14, Washington State Fish and Game Enforcement.

Efforts will be made to complete the other department's early next year.

### **IACP CONFERENCE**

At the IACP Conference in Toronto, Canada, October 27-30, PACE rented an exhibit booth. Approximately 1200 PACE brochures were distributed which emphasized the pro-bono technical assistance to departments wishing to implement college degree requirements. Attendance was about 20% less than at San Diego last year.

### **ADDITIONAL DEPARTMENTS REQUIRING COLLEGE DEGREES**

At the IACP Conference information was received of additional departments requiring four-year degrees: Ohio, Strongsville, Cleveland Heights, Middleburg Heights; Appleton, Wisconsin and Boulder, Colorado. Members are encouraged to add other eligible departments not listed, as this list is still probably incomplete.

### **ORGANIZATION LIASION**

#### **IADLEST**

At the IACP Conference there was an IADLEST meeting. Lou Mayo expressed appreciation for continued IADLEST cooperation. The open letter to the Congress for federal funds for tuition reimbursement for officers was distributed. Each state

director was requested to distribute the letter to all member departments in their state and to encourage department heads to express their opinions on the subject to their members of Congress. Continued effort is being made to include some college education profiles in the next IADLEST survey.

### **COMMISSION ON ACCREDITATION OF LAW ENFORCEMENT AGENCIES**

A brief meeting was held with Executive Director Sylvester Daughtry to renew PACE interest in having college education standards addressed by CALEA.

### **PRESS INQUIRIES**

Press inquiry was received from the Dallas Morning News for story on college degree requirements.

### **TECHNICAL ASSISTANCE**

Technical assistance for research was supplied to the St. Louis, MO Police Department.

Technical assistance for implementing college degree requirements was provided to the Jupiter Public Safety Department, Florida.

### **DUES**

2002 dues of \$25.00 should be mailed to PACE as soon as convenient.

**NEWSLETTER SUBMISSIONS**

Members are encouraged to submit to the Newsletter any of their publications (or those of others) they believe to be of interest to PACE members.

**HOLIDAY GREETINGS**

I wish all PACE members and their families a joyous holiday season.

A handwritten signature in black ink that reads "Louis A. Mayo". The signature is written in a cursive style with a large, sweeping initial "L".