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November 2003

BOARD MEETING

The PACE Board held its regular semi-annual meeting on October 18, 2003 at the Fairfield Inn, BWI Airport, convening at 11:00a.

Members Present: Jeffrey Coons, Don Hopkins, Tom Svogan, and Lou Mayo.

Members Absent: Reuben Greenberg, Peggy Triplett, Marty Lively and Bill Tafoya. (Charles Hawkins is on military duty in Afganistan.

The minutes of the last Board meeting were approved.

EVENTS OF PRIOR SIX MONTHS

1. Four press conferences were held recognizing departments requiring BA degrees for all entering officers; Lakewood and Arvada Colorado, Naperville, IL, Illinois State Police and Gaston County, NC.

2. Press inquiry/lengthy telephone interview with the Pittsburgh Tribune regarding budget shortfall requiring the Pittsburgh Police to cut 5%. They have only 10% civilians, in comparison with national average of over 20% and some departments over 40%. I suggested that converting from sworn to civilian wherever appropriate should save much more than 5%, including professional, technical, operational and administrative positions. (I seize every opportunity for press inquiries even though not pertaining to college degrees to give as much visibility and credibility to PACE as possible)

3. Funding. As a former Secret Service Agent, sent letters to 50 retired Agents who are now directors of security for major national/multinational organizations describing PACE and requesting donations from their corporations. No funds were received and also not even answers. Our contract with Rising Fund Capital to raise funds for PACE reported that they have identified 3 foundations which

are receptive to receiving grant applications from PACE (Mott, Ford and Stern). Applications are being prepared for each at \$135,000.00 requested. Decisions should be received in 2-3 months. If only one of these is approved, PACE can implement much of its business plan.

4. Legislation. Jeff Coons reported that the legislation for mandating AA degrees for Rhode Island Police did not pass because of some concern for adverse minority impact. The sponsor will re-introduce next session. Arrangements will be made for those legislators voting no to be contacted by representatives of Black police/organizations in advance to show them that degree requirements actually enhance the number of qualified Black applicants.

5. Recruitment. Recent article in Criminal Justice Education reported that an increasing percentage of students in predominantly Black Colleges are majoring in criminal justice – fertile ground for police recruiting. (After the Board meeting contacted by Dr. Dennis Bowman, a member of the CALEA standards sub-committee on personnel. He will suggest a college degree standard for new officers to this sub-committee. If successful, it will take one year for the standard to be official.)

6. At the Excelsior College Advisory Board meeting, met Steven Edwards, senior Law Enforcement Policy Analyst for BJA who is monitoring this project. He and I have similar backgrounds and similar philosophies on needs for improving policing. We agreed to stay in touch and in fact met for lunch when we returned to the Washington DC area.

7. Research assistance was provided to officers working on Masters' Degrees on college educated officers, from police departments in Dallas, Texas, Fresno, CA and also a student at NC Technical college. Tuition funding advice was provided to the N. Olmsted, Ohio Police Department.

8. Visibility/Credibility. PACE is cited extensively in a newly text book, POLICING WITHIN A PROFESSIONAL FRAMEWORK by Michael E. Cavanaugh. Also PACE signed a requested release for citation in a future book by Neal Trautman of the National Institute of Ethics.

9. Major City Chiefs. When Lou Mayo was at the Excelsior College Advisory Meeting in Austin, Texas, met with Chief Stan Knee, an old acquaintance, who is a member of the Major City Chiefs' organization. He was asked to present to the organization the possibility of a PACE support resolution, similar to the PERF resolution, particularly they are all PERF members. Afterwards, he was mailed PACE information. (Decision has not been received)

10. Cruise meeting. Registration has been a disaster, even though over 10,000 fliers have been distributed a police national conferences, Law Enforcement News has run ads frequently (over 5,000 readers) and an ad has run on Police One web which as about 200,000 "hits" per month. However, the cruise/meeting will take place for those attending. (Another 1,000 fliers were distributed at the IACP Conference which may yield some more attendees.) Plans are considered to put a survey on the PACE web to try to learn why only few are going on the cruise/meeting.

11. Invited speech. The new Alpha Phi Sigma (national honorary criminal justice fraternity) chapter at Pfeiffer University (Charlotte NC) invited Lou Mayo to speak at the investiture of the new chapter and members on September 1. The speech was an overview of the evolution of policing during the past 50 years with both successes and remaining problems.

12. IACP Conference, Philadelphia. The request for a non-profit exhibit booth was turned down because of a shortage of space. ASLET agreed to let PACE "piggy back" on their booth. A survey protocol was developed to ascertain desire for TA for college degree standards. A survey will be conducted to find

departments desiring free technical assistance for college degree requirements – with an incentive to complete for a drawing for a 19' color TV. Survey results will be tabulated for Newsletter) (Also a reporter from ABC TV Nightline stopped at the booth and expressed interest in PACE – follow up will be made)

13. Chief Mary Ann Viverett, vice-president of IACP announced a panel discussion of "Education and Discipline in Law Enforcement", with speakers; Dr. Scott Cunningham – deputy chief Tampa, FL, Dr. Theron Bowman – chief, Arlington, TX, Dr. Robert Friedman of Georgia State University and PACE Director Mayo.

14. BJS Report, "Police 1990-2000" report a 3x increase in BA degree requirements from 1.6% to 4.8% and a 2x increase in AA requirements from 4.6% to 9.2%. We are progressing in the right direction, but slowly.

15. Lunch. At the working lunch there was a general discussion of inadequateness in ethics training but also the limitations of training impact on ethics.

16. Sergey Chapkey demonstrated the new web Portal his company designed for PACE. This will give PACE a more professional impact on those who view the web, as well as many new capabilities. (All members are recommended to review).

17. The Board approved inviting 2 Honorary Co-Chairs to add prestige/status; Chief Mary Ann Viverette – Vice-President of IACP (Police) and Dr. Gerald Lynch of John Jay College (Education). (Chief Viverett has accepted – Dr. Lynch is to be contacted). They will have no duties except to lend their prominent names.

NEXT SIX MONTHS

1. Continue normal press conferences, liaison, and technical assistance.

2. Direct implementation of cruise meeting plans.
3. Follow up on appointments for honorary co-chairs. Appropriate certificates are planned.
4. Follow up on press inquiry from ABC TV Nightline.
5. Follow up with technical assistance to Pittsburgh Police re budget.
6. Follow up with Rising Sun Capital re grant applications.
7. If grant received, review business plan in accordance with available funds and present results to the board by e-mail for comment.
8. Assist Jeff Coons in providing information to Rhode Island Legislators in preparation for re-introduction of bill requiring AA degrees for new officers.
9. Complete publication of "Successful Recruiting of College degreed Officers".
10. Maintain liaison with Steven Edwards of BJA.
11. Continue efforts to establish liaison with NAACP re policy on college standards for police officers.
12. Follow up with Dr. Bowman re CALEA standard for college degrees for officers.
13. Follow up with Chief Stan Knee re liaison with Major City Chiefs' Org.
14. Tabulate results of surveys at IACP Conference and follow up as appropriate; e-mails to all who participated with thanks and results, initiate TA to all who requested, and update web with newly found departments requiring BA degrees for entering officers.
15. Prepare article for POLICE CHIEF magazine.

The next Board meeting will be in April 2004.

The meeting adjourned at 2:30p

SUBSEQUENT ACTIVITIES AFTER BOARD MEETING

IACP CONFERENCE – PHILADELPHIA

The panel on requiring college degrees was well attended. The room was about 75% full – about 150-200 chiefs in spite of an 8:00a schedule. At the exhibit booth, 379 chiefs filled out the survey and it was found that 54 listed BA degree requirements, including 6 not previously known by PACE; Uppermerland PA, Pueblo CO, University Park TX, Peters Township PA, Burlington Co Prosecutor NJ, Whitefish Bay WI, Florence KY and Santa Fe Community College FL. (PACE members are requested to notify PACE of any known BA departments not on the web list.) The 19" color TV was won by Chief Ed Dennis of West Dundee, IL. Of most importance, 57 of the chiefs requested free technical assistance to establish BA degree requirements. In the survey, the primary reason for not requiring BA degrees was recruitment problems. Letters have been sent to all departments requesting technical help.

OTHER NEW DEPARTMENTS

We have recently learned of two other Departments which require BA degrees for new officers; Wheaton IL and Jacksonville, FL (with minor exceptions for AA).

LIAISON

Dr. Dennis Bowman of Western Illinois University phoned PACE to request research information. He noted that he is on the personnel standards sub-committee for Commission on Accreditation of Law Enforcement. He will sponsor a new standard for BA degree requirements. If favorably considered it will take a year to become official.

PRESS

Following IACP contact, PACE information has been sent to ABC Nightline reporter Richard Esposito. Hopefully this will result in some PACE visibility.

HONORARY CO-CHAIR

Letter of invitation has been sent to Dr. Gerald Lynch at John Jay College. We are awaiting a response.

CRUISE MEETING

Inspite of low registration, the cruise meeting will take place and workbooks have been prepared.

WEB

All members are requested to go to the web survey to ascertain why there were so few who signed up for the cruise meeting. This will enable better planning for future meetings. Also please review the entire new portal design which give PACE more professional visibility. It continues to be a popular web with 10,352 "hits" during the prior quarter.

FUNDING

The funding source contractor has reported that they are about ready to submit 3 grant applications to various foundations and they are search for other potential sources of funds.

DUES

Some members still have not paid the 2003 dues. You are requested to submit the below form with your dues.

HAPPY HOLIDAYS

All of PACE members and families are wished a very wonderful holiday season and a happy new year.