

November 2004
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ADDRESS CHANGE

Please note the address change for PACE to:

12506 N. Valley Court
Oak Hill VA 20171

Tel. (703) 476-9677
FAX – Same (phone before fax)

E-mail and web – unchanged

It is regretted that this November Newsletter is late but could not be avoided because of the move.

BOARD MEETING

**MINUTES OF THE PACE BOARD
MEETING, OCT. 2, 2004**

The PACE Board convened at 11:00a October 2, 2004 at the Fairfield Inn, BWI airport as scheduled.

Members present: Triiplett, Hopkins, Svogun and Mayo. (50% quorum)
Members Absent: Lively (sick wife)
Tafoya (Schedule conflict)
Greenberg (Schedule Conflict)
Coons (military duty)
Also Absent Director of Development Mike Kimble (ill)

1. Administrative remarks - agenda was discussed including travel vouchers - duplicate folio of background papers will be mailed to absent members.
2. Minutes of the prior meeting had been approved as no comments were received after they were sent to the Board members.
3. Honorary co-chairman. Repeated requests to the office of Gerald Lynch, John Jay College for a decision on serving as an honorary co-chairman of PACE Board brought only delays. Since he is no longer President of John Jay College, this matter is considered closed. There were discussions of who might be appropriate from academia. (Chief Mary Anne Viverette,

3rd VP IACP serves as the police representative). Suggestions included (1) Jeremy Travis - new President of John Jay, or Shelly Greenberg, chairman of the Johns Hopkins Graduate program for police leadership. NOTE: After the meeting I gave additional thought resulting in one more candidate (3) Dr. Price Foster, VP Univ of Louisville (which includes the Southern Police Institute and he was the director of the LEAA LEEP program . (Results will be on new PACE Stationery)

4. Institutional Membership. Discussed with no final decisions on a sliding scale of dues for various types and sizes of organizations.
5. Free Membership. Per Board Approval, this will be pushed at the IACP Conference with hand-outs to chiefs. LEN will continue to give courtesy advertising on space-available basis. Paid advertising is subject to receipt of new funds. Peggy Triplett arranged for a meeting at the Police Foundation with Hubert Willimas and Bill Matthews of the COPS Consortium to discuss funding of PACE per budget memo. The focus was on the COPS project report "Hiring in a Spirit of Service" by Dr. Ellen Schrivner. PACE noted that we have strategies for accomplishing this type of hiring - suitable for COPS funding. Police Foundation would administer the grant for PACE because of PACE limited financial status. Meeting went well and decision is pending.

6. IACP Conference in Los Angeles, Nov. 2004. There are no non-profit booths this year. (Regular booths cost over \$2,000.) Hubert Williams of Police Foundation was requested to allow PACE to stand at the Police Foundation booth to hand out literature and place the TV drawing box.. Decision is pending. If not, another organization will be sought. The same survey used at Philadelphia last year will be used and again a 19" color TV drawing is used to encourage chiefs to fill out the survey. (In Philadelphia over 100 chiefs completed the survey with over 100 requesting free technical assistance.

7. GEICO Insurance Foundation. repeated follow-ups for a decision on PACE funding have brought no responses. This matter is closed.

8. COPS Conference. COPS annual national conference was in Washington DC in June. Over

1,000 PACE sheets were distributed. A Keynote speech by Marc Morial, President of the Urban League contained many references to concepts consistent with PACE policies. After the speech, Mayo introduced PACE to him and proposed cooperation. He appeared eager to join with PACE. A confirming letter was sent, but no response. A follow up letter will be sent. (Hopefully this will also provide a contact into NAACP)

9. Major City Chiefs. Don Hopkins suggested a contact with Major City Chiefs. He agreed to set up a meeting with the Executive Director.

10. National Association of Women Law Enforcement Executives (NAWLEE). At their national conference in Arlington, VA, PACE was tentatively scheduled for a presentation., but was not finalized. Proposed remarks were sent to NAWLEE headquarters for publishing in newsletter or any other use. A meeting with NAWLEE president Chief Vicky Pelzer will be attempted at the IACP Conference in LA. (Peggy Triplett wrote a paper on women in police - send a copy for PACE files)

11. CALEA. CALEA has no standard or reference to college degrees for officers. Dr. Dennis Bowman (PACE member) is on the CALEA advisory board for personnel standards. He will propose a standard on the importance of college degrees for officers at the November advisory board meeting.

12. PERF. At the PERF Conference last spring several speeches referenced the need for changing police culture, but now how or to what end. Mayo suggested to Chief Theron Bowman of Arlington, Texas of a co-authored article on how and to what end for changing police culture. He has agreed and assigned his PIO to assist. The goal will be publication in the IACP POLICE CHIEF.

13. IACP Panel. Mayo has written a summary of the panel on college degrees for officers for publication in the POLICE CHIEF, at the request of the IACP Publisher. It should appear in a near future edition of the magazine. (The heading will include a reference to the full text of the panel at the PACE web site.)

14. Louisville Police. The Louisville Police have started a requirement for 2 years of college for new officers (or military service, regretfully) . A COURIER JOURNAL reported interviewed Mayo and PACE got 3 paragraphs of reference

in the resulting article.

15. Johns Hopkins University/Howard County MD. The chief at Howard County Police, Wayne Livesay is interested in starting a BA degree requirement for all new officers. He is also president of the Maryland Chiefs Association which is interested in monitoring this process. Several of his officers are in the Johns Hopkins graduate program for police leadership which has a class project to research and recommend on this subject. Mayo was invited to lecture to this class and will follow up with direct TA to the Department. Attempt will be made to meet with the Chief at IACP LA.

16. New Jersey. Two inquiries from New Jersey (Office of AG and State PBA) re college degrees for officers may offer new opportunities for breaking the State Civil Service Rule forbidding cities to use college education as a criteria for selection. Mayo to follow up.

17. Encyclopedia of Law Enforcement. Mayo was commissioned to write an article on LEAA for the encyclopedia which will be published soon. The by-line will reference PACE.

18. Neighborhood Driven Policing. Police Futures International authors have written an extensive article on "Neighborhood Driven Policing". Mayo was asked to review and his comments will be published with the article - again with PACE as a by-line.

19. Membership. Suggestion from Sgt. Porter of the Los Angeles Sheriff's Department for increasing membership were discussed. However all suggestions require additional funds and therefore cannot be considered at this time.

20. Tom Svogun mentioned that colleges are reconsidering distance/computer learning for quality. There may be a cut-back on some programs. Discussion centered on the level of discussion required; e.g. math (little discussion) v. social science (much discussion).

21. Dallas Police. The Dallas Police Department has a history of major problems. A reporter for the Dallas Morning News sent PACE a series of article and asked for comment. Three pages of comments were furnished. Shortly thereafter, it was learned that David Kunkle was the new police chief. He was formerly police chief in Arlington Texas, before Theron Bowman and was responsible for much of the

professionalization of that department. As a courtesy, a congratulations letter was sent with a copy of the submission to the newspaper. Later Chief Kunkle phoned and stated that he agreed 100% with all of my comments and he intended to build Dallas Police into a department equal to Arlington. O offered PACE assistance. We agreed to meet at IACP

22. PACE will have a presence at the ACJS/Police Section in Chicago in March 2005.

23. Mike Kimble was ill and did not attend. He will finalize a business plan and funding plan soon and it will be furnished to the Board for comment.

24. Website Revision . Due to an oversight , the memo below from Martin Lively concerning revision of the web site was not discussed. It is his intention to return to his original design in place of the more sophisticated and complicated design required by the MicroPortals software . Please comment directly to him.

25. Next meeting - March 2005 - to be scheduled

ACTION ITEMS

1. Board comment on Dr. Price Foster to be honorary co-chair of PACE Board.
2. Mayo to send new adv to LEN re Free Membership.
3. Mayo to confirm Police Foundation booth at IACP Conference or find another.
4. Mayo - follow-up letter to National Urban league
5. Mayo - meet with NAWLEE president Chief Pelzer at IACP - LA.
6. Mayo - meet with Howard Co Police Chief Wayne Livesay at IACP - LA.
7. Mayo - follow up with New Jersey inquiries re college standards.
8. Mayo to make final arrangement and staff booth at IACP _LA
9. Mayo to meet Chief Kunkle at IACP - LA.
10. Hopkins - set up meeting with Ex Dir of Major City Chiefs.
11. Triplett - send copy of paper on women in police to PACE files.
12. Triplett to follow up re PF/COPS funding for the PACE free membership program.
13. Board members to comment on web design to Marty Lively.

IACP Conference

PACE had an exhibit area at the IACP Conference in Los Angeles, November 13-15. The Police Foundation provided an area for PACE at their booth which saved PACE a lot of money and is greatly appreciated. At this booth, the same survey questionnaire used at the Philadelphia Conference was handed out to police officials with the incentive of a TV drawing for completing the survey. The winner of the drawing was Deputy Chief Eric Buske of the Omaha, Nebraska Police. Literature announcing the new PACE membership "Free with donations requested" was also distributed.

The results of the survey include:

298 Surveys completed.

80 Requested PACE Technical Assistance to implement BA requirements. (100 requested TA in Philadelphia). TA at this time is limited to documents and telephone consultation because of lack of funds for travel.

11 Listed that their department requires BA degrees – not previously known to PACE. Departments included:

Amhurst Police, MA; Rutgers Univ Police, New Brunswick, NJ; Shaler Township, Police, PA; Georgia Bureau of Investigation, Decatur, GA; Bluffington Police, Indiana; Cook County State's Attorney Office – Chicago, IL; Milford Police, Nebraska; Vallejo Police, CA; Mt. Lebanon Police, PA; and Clayton Police, MO. Bethel Park, PA; So. Barrington Police, IL. (Others indicated a BA degree requirement but follow-up revealed this not the case.)

For these departments, benefits listed included; ability, intelligence, maturity, knowledge, professionalism, easy to train, attitude.

Contacts

Chief's David Kunkle of Dallas, TX and Wayne Levesay of Howard County, MD renewed their request to work closely with PACE for college standards and other improvements. NAWLEE President Chief Vicky Peltzer notified that she would not be at the IACP Conference. Liaison with NEWLEE will be established later.

Discussions were held with representatives of several police management training organizations or possible presentations by PACE, including; Southern Police Institute and Center for American and International LAW (formerly Southwester Law Enforcement Institute).

Enroute to Los Angeles IACP, on the plane, met Ms. Tracy Henke, Deputy Associate Attorney General whose responsibilities include oversight for Office of Justice Programs and COPS. She expressed interest in the PACE mission and suggested a future meeting to discuss how the Justice Department could further support college degree programs for police.

G. MARTIN LIVELY RESIGNS

It is with great regret that PACE received a letter of resignation from Marty Lively, both as member of the Board of Directors and as Webmaster. Marty has provided invaluable services to PACE since the organization but his wife's illness now requires more of his attention. He will be greatly missed. There are no present plans to fill his Board seat. (For webmaster services – see below).

NEW WEBMASTER

With the departure of Marty Lively, PACE was fortunate to find a company which will both host and manage the web for a very reasonable cost. Meetings have been held

with Robert Fritz of Platinum Online Co. who will be the new webmaster. He is in the process of accomplishing some refinements for the PACE web which should be completed by January 1, 2005. The PACE web URL address will remain the same www.police-association.org.

WEB STATISTICS

The PACE web continues to attract a lot of interest. For the past 3 months there were 1,865 visits to the site with 4,899 pages reviewed.

ORGANIZATION PRESENTATION

The Johns Hopkins University Graduate School operates a Center for Public Safety Leadership which awards M.A. degrees. This semester they are devoted to studying the issues of BA degree requirements. There are several students in the class from Howard County Police. PACE was requested to give a presentation to this class which included extensive literature handouts. Chief Livesay of Howard County Police is using this as a resource for implementing a BA degree requirement for his department. (See above IACP Conference contact with Chief Livesay). Chief Livesay is also the current president of the Maryland Association of Chiefs of Police which is watching the Howard County Police activities for possible guidance for statewide application.

RESEARCH ASSISTANCE

Research assistance was provided to those writing papers on the subject of college degrees for police, including; Patrick Coggins of West Texas A&M, and Chris Fontenot of a law school.

PACE member Tom Dempsey of University of Illinois inquired for the Springfield Police Department on the impact of degree

requirements on minority recruitment; reply included no negative impact based on the experience of several departments.

The Academy of Criminal Justice Sciences has proposed standards for accreditation of college programs. Although not directly related to degree requirements for police, PACE made suggestions for enhancements. These will be discussed at the Chicago 2005 ACJS meeting which will give PACE visibility.

TECHNICAL ASSISTANCE

Just as this Newsletter was finalized, a request was received from the Connecticut State Police. The new Commissioner wants to establish degree standards. Maximum possible support will be provided.

(Also see requests at IACP Conference)

PRESS INQUIRIES

Inquiry was received from the Albuquerque Tribune concerning a proposal by the Mayor to remove educational standards (AA degree) to hasten the hiring of 200 new officers. PACE replied that the sudden accelerated hiring of officers because of political pressures has resulted in disasters in several cities including Washington, DC and Miami, Florida. Some unqualified applicants slip through and later cause major problems with wrongful acts. It was also suggested that the optimum solution for current police problems (robberies in this case) is rarely more officers – usually a very expensive process with little benefit).

The Orange County Register (CA), asked for comments on proposed “objective” statistics for comparing police departments. Reply noted that many of the proposed items for evaluation are subject to manipulation by police departments which invalidates their “objectivity”.

ACCREDITATION STANDARDS

PACE member Dennis Bowman serves on the Standards Committee of the Commission on Accreditation of Law Enforcement Agencies (CALEA). At the November meeting he proposed a standard for college degrees for police officers. This was referred to the personnel committee for further consideration. PACE has offered to be of any assistance with resource documents and/or presentations.

FUNDING SUPPORT

The PACE Director of Development, Mike Kimble is recovering from severe back problems. He hopes to active again shortly. We wish him speedy recovery. He has identified some possible funding sources.

Through a mutual friend, PACE has been recommend to the executive director of the Eisenhower Foundation for Prevention of Violence. Follow-up will be made for any possible funding support.

Through the efforts of Peggy Triplett there was a meeting at the Police Foundation with a representative of the COPS Office for possible funds for PACE. Another meeting has been requested which will be held shortly. (When there is a meeting with Deputy Associate Attorney General Tracy Henke this will be raised.)

FREE MEMBERSHIPS

The new policy of free memberships – with donations requested in now in effect for 2005. It is requested that all members continue to make donations as they have in the past (or more if possible). The new membership form is attached. Please make copies and distribute to all of your qualified colleagues.

NEWSLETTER NOTE:

Substantial funds can be saved if the Newsletter is read on the web and/or e-mailed to you. Please notify PACE on your preference to receive the Newsletter by mail or on line, including your e-mail address.

SEASONS GREETINGS

PACE wishes the best of happy holidays to all members, their families and colleagues.