

NAWLEE NEWS

~ *Inspiring Criminal
Justice
Professionals Today*

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SPOTLIGHT:

Chief Mary Ann Viverette IACP's First Female President

Congratulations to Chief Mary Ann Viverette of the Gaithersburg, Maryland Police Department as she begins her year as president of the International Chiefs of Police Association.

within the United States as the IACP will have 5 – 6 board meetings and then as president, she will be invited to speak at other meetings around the country. In addition, Mary Ann will

Many NAWLEE members were in attendance in Miami, Florida in September to see Mary Ann sworn in as the IACP's first female president. This will be the 8th year of a 9 year process – one year to campaign for the office, 6 years serving the ascending vice presidents positions, one year as the reigning president and then the last year as the immediate past president. What a commitment!

Right after returning from Miami, Mary Ann was off and running as she prepared for a trip to Brazil for the IACP's South American Leadership conference. Later this year she will go to South Africa and Bulgaria. And those are just the international trips. She will travel more



CHIEF SUSAN RISELING NAMED IACP VICE PRESIDENT-AT-LARGE



NAWLEE founding member, past president, Lioness Award recipient and current Chief of the University of Wisconsin Police Department in Madison was successful in her bid for the position of IACP Vice President-at-Large with her election at the Miami IACP Conference in September.

making the election a near certainty; however, Sue chose to view it as a contest right up to the end. She committed to attending as many state and organizational meetings as she could and made innumerable contacts with Chiefs around the U.S. and the world to show that she was serious about doing the work of the IACP representing all law enforcement executives regardless of their

Sue's original opponent for this position dropped out early

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NAWLEE BOARD OF DIRECTORS 2005-2006

President Susan Kyzer, Bureau Chief, Florida Department of Law Enforcement, Tallahassee, FL, 850-410-7359

susankyzer@fdle.state.fl.us

1st Vice President Laura Forbes, Assistant Chief, Tempe Police Dept. 480-350-8311

Laura_Forbes@tempe.gov

2nd Vice President Lianne Tuomey, Captain, Univ. of Vermont Dept. of Police Services 802-656-2027

Lianne.tuomey@dps.state.vt.us

Secretary Michelle Nuneville, Captain, Arlington County Police Dept., 703-228-4080

mnuneville@co.arlington.va.us

Treasurer Penny Fischer, Lieutenant, Michigan State Univ. Police Dept., 517-789-9500

FISCHER@dpps.msu.edu

Immediate Past President

Vicky Stormo, Chief, Univ. of Washington Police Dept. 206-543-0521

vpeltzer@u.washington.edu

Executive Director Diane Skoog, Chief (Ret.) Carver PD 781-789-9500

Dmskoog@juno.com

International Association of Chiefs of Police President

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IACP VP-at-Large Susan Riseling and IACP President Mary Ann Viverette

serve 13 months as president instead of the usual 12 because of the way the conference dates were set up.

As the figurehead and main spokesperson for the IACP, Mary Ann, along with IACP Executive Director Dan Rosenblatt, set the agenda on current issues for the IACP for the upcoming year. She also receives 50 - 75 e-mails a day asking for the IACP's opinion on particular issues - and that's in addition to her regular duties as a chief of police.

One of the items at the top of Mary Ann's agenda is the issues of women in law en-

forcement. She gathered an ad hoc committee to meet on this a few months ago and hopes to have her panel on diversity in law enforcement become an institution at the IACP. We will have more on this in future newsletters as the committee develops their strategy and goals.

NAWLEE wishes Chief Viverette a successful and productive year as president of the IACP!

~ Leadership
in
Action

Chief Susan Riseling

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venue. Serving the last year of former Toronto Chief Fantino's three-year term as VP-at-large in 2005-2006 will give Chief Riseling even more insight into the IACP as she prepares for another election.

The real race has now begun for a full three-year term of her own with the election to be held in Boston in October 2006. An opponent has announced his candidacy so Sue will be counting on the support of NAWLEE to continue as it did for

this year. It may not be an easy battle but Sue plans to maintain her same commitment to the principles she has espoused as NAWLEE President, as the Wisconsin Chiefs President, and now as the IACP Vice-president. She will again be traveling the country to meet many of you and others to impart her message of preparedness, cooperation, and inclusiveness.

Donations to the new campaign, limited to a maximum of \$200 per person, may be made out to NAWLEE, 3504 Lake Lynda Drive, Suite 380, Orlando, FL 32817.



Chief Susan Riseling with her campaign staff, Assistant Chiefs Dale Burke (left) and Jerald Jansen (right)

EXECUTIVE DIRECTOR'S MEMO

CHIEF DIANE SKOOG (RET.)

I hope this finds everyone recovered from a safe and happy holiday season. The holidays are a quiet time for NAWLEE and believe me; we need this time to recover from our conference and the IACP and to gear up for our annual mid year strategy meeting.

We were very busy at this year's International Chiefs of Police Conference. NAWLEE held a reception to honor Chief Mary Ann Viverette's swearing in as the first female president of the IACP and Chief Susan Riseling's swearing in as the IACP 6th Vice President at Large. This reception was very well attended and we got a chance to network with people from all over the

world. The actual swearing in ceremony was very emotional for all of Mary Ann's and Sue's supporters

President Kyzer was invited again this year to sit on the dais at one of the opening ceremonies at the IACP. This is an honor for the National Association of Women Law Enforcement Executives.

Our meeting at the IACP was very successful. It was well attended; we met some talented people in law enforcement and signed up a few new members. We also attended many other meetings in an effort to get NAWLEE's name around.



The first week in January will find the Board in Schaumburg for our mid year meeting and we will be scoping out the site of the 2006 conference sponsored by Motorola.

Congratulations to President Kyzer on her promotion to Bureau Chief at the Florida Department of Law Enforcement! Of course, this required her to move from one end of the state to the other but she tells us she is looking forward to the challenge.

But the best part is, her sister Peg Gant, applied for Susan's old position and got it! This is just another example of these two having parallel careers. To find out the story behind the story, go to our web page and read the archived article in the Spotlight segment on the Gant sisters!

More IACP 2005 Conference Photos



Chief Susan Riseling, Chief Walt McNeil, and Bureau Chief Susan Kyzer



NAWLEE President Susan Kyzer with Emmet Stormo and Past President Vicki Stormo



Chief Mary Ann Viverette with Chief (Ret. FBI) Bobbi Wallace



IACP President Mary Ann Viverette with NAWLEE President Susan Kyzer, US Attorney General Alberto Gonzales and Chief Joseph Carter

PROMOTIONS, CHANGES AND NEW MEMBERS

Promotions:

Laura Fahnestock - from Lieutenant to Captain of the Rocky Mount Police Department, Rocky Mount, NC

Susan Kyzer - from Executive Director to Bureau Chief of the Florida Department of Law Enforcement, Tallahassee, FL

Kimberly Lettner - from Lieutenant to Captain of the Virginia State Police, Cumberland, VA

Karen Roberts - from Trooper First Class to Sergeant of the Louisiana State Police, Baton Rouge, LA

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An Arresting Officer's Subjective State of Mind is Irrelevant to Probable Cause

By Margaret A. Fischer, J.D.



The United States Supreme Court decided on December 13, 2004 in Devenpeck v Alford that an arresting officer's state of mind is not relevant to the actual circumstances providing probable cause to arrest. The Court upheld a principle that Whren v United States decided concerning probable cause and denied the principle in Washington State Laws relative to requiring that the probable cause must be "closely related" to the conduct that the officer bases the arrest decision on. The Court condemned this "closely related" requirement saying that it would not eliminate sham arrests but merely cause the police to either list all possible offenses or not to provide reasons for arrest at all.

In this case, the arresting officer observed Mr. Alford stopped behind a disabled motorist on the highway. Mr. Alford had some "wig-wag" headlights displayed and was rendering assistance to the motorist, who assumed he was a police officer by his statements and actions. When Officer Haner from the Washington State Patrol turned around on the highway to check out this situation, Mr. Alford quickly left and was later contacted.

In the roadside interview with Mr. Alford he denied any actions of impersonating a police officer and was allegedly less than honest in his responses to some questions. In the course of the interview, Officer Haner and Sergeant Devenpeck noted a tape recorder recording their conversations as they spoke to Mr. Alford. At that point, they determined he was violating the State of Washington Privacy Act. Mr. Alford believed that the act was not enforceable and the officers attempted to confirm that fact. Based on their belief that the act was proper and he was violating it, they placed him under arrest for that offense.

The officers discussed this case with their prosecutor when they left the scene and were advised that Mr. Alford could be charged with violating the Privacy Act and obstructing a public servant for his actions. The officers stated it was their policy not to "stack charges" on defendants so they decided to keep the Privacy Act charges and also cited him for his flashing headlights. The State trial court dismissed the charges and he sought suit against the officers for unlawful arrest and imprisonment. This case analyzed the probable cause requirement under the Fourth and Fourteenth Amendments.

The Supreme Court looked at all of these facts and concluded that the officers had met the Fourth Amendment standard for probable cause to believe that a crime had been or was being committed. Whether or not probable cause exists depends on the reasonable conclusion drawn from the facts known to the arresting officer at the time of the arrest. The Court further concluded that an arresting officer's state of mind (except for the facts that he knows) is irrelevant for the existence or absence of probable cause.

The officer's subjective reason for the arrest, in this case the privacy issues did not preclude that there was probable cause to believe that Mr. Alford had violated laws concerning false impersonation of a police officer or obstructing an investigation. Merely because the police chose not to stack charges on the defendant does not mean that those objective facts were not present to allow them to do so at the scene. This decision helps to reinforce that officers should pursue investigation into all avenues of criminal behavior even though they decide not to have charges sought on all crimes present.

The Court continues to interpret the Fourth Amendment on the principle that subjective states of mind are not the framework for our constitutional decisions, but they should be founded on firmly held, objectively reasonable grounds when we make arrest decisions for probable cause. Because the lower courts did not analyze whether there was a legal basis for any other charges, the Supreme Court sent this case back to them to decide that question with a proper constitutional foundation to determine its results.



Recruiting Women Officers

By Donna Milgram

The following excerpts are reprinted with permission from Donna Milgram from the "Recruiting Women Officers Fact Sheet" from the National Institute for Women in Trades, Technology, and Science. Visit www.iwitts.com for additional information.

The Albuquerque and Tucson Police Departments increased the number of female and minority recruits in the Academy using the strategies below. The results speak for themselves:

Tucson Police Department: Increased the number of female recruits from 10% to 29% in two classes. Minorities were 47% of the first class. 450 women attended the first career fair.

Albuquerque Police Department: Increased the number of female recruits from 10% to 25% in two classes. 6 out of 9 women in one class were Latina. The top physical education performer for one class was female.

How to greatly increase the pool of qualified female applicants:

Assess your Department's current recruitment practices

Develop a strategic marketing plan

Host a women and policing career fair

Obtain free positive media coverage for the career fair and the police department

Develop flyers, posters and brochures with female officers featured

Short-term Strategies :

Women in Policing Career Fair

Career Fairs for women by employers have been a very successful strategy for recruiting women into traditionally male occupations and have resulted in a stronger applicant pool. An orientation could consist of a panel of female role models, information about the job (i.e. schedules, duties, career ladders), information about the training academy and its paramilitary nature, a presentation on what it is like to work in a male-dominated occupation, information about the application process, information about physical conditioning, and information on women and policing organizations. The orientation enables the employer to communicate that women are welcome and sought after while providing women with a realistic picture of what the job is like. Career orientations are usually no more than two or three hours and should be held on a weekend or evening so that women already employed will have the opportunity to attend. A media and publicity campaign should be done to recruit women to the career fair.

Free media coverage that features female officers is the number one strategy for effective recruitment of women into traditionally male jobs.

Paid advertisements in the newspaper – advertise under headings that women are likely to search in such as secretary.

Development and mailing/posting of brochures/flyers/posters to a targeted recruitment list of women.

The Web as a Recruitment Tool. Increasingly, departments are using the Internet to recruit candidates to policing. The Internet offers an inexpensive way to reach thousands of potential applicants around the country. It serves as a primary venue for many twenty-somethings who are job-hunting, enables departments to provide in depth information about the department and the recruitment and selection process, and generates acutely needed tech-savvy applicants. The California Highway Patrol found that the Internet is the number one way that its applicants learn of job openings.

Long-term Strategies:

Police departments may want to approach two and four-year colleges with criminal justice programs in their communities and develop a collaborative goal of recruiting women students. Departments can also offer internships for students,

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Strategies For Successful Recruiting

By Chief Vicki Stormo

From small to large departments, many police agencies are challenged with finding qualified candidates. But even more challenging, is recruiting and retaining women and minorities. This is not anything new, but there are strategies that will work to bring in good candidates and keep them once they are there.

Many police departments do not have the staff, time, nor budget for aggressive recruitment strategies for police candidates. Departments who do not implement aggressive recruitment, though, will find that they have difficulty in maintaining a department that is comparable to the make up of their community.

The Albuquerque Police Department was faced with a dwindling number of female applicants. The chief at the time, now Past IACP President Joseph M. Polisar and current Chief at the Garden Grove Police Department in California, knew that something had to be done. With the decrease in female applicants, 8%, there would be long term effects on the department. If you don't have applicants coming in the door, you will not find as many successful candidates, and there would be long term impacts for promotions of women and minorities in the years to come because you have fewer numbers for promotional opportunities.

I was tasked, as the lieutenant for Recruitment and Selection, with finding recruitment strategies that worked and was fortunate to work with Donna Milgram, at the Institute for Women in Trades, Technology, and Sciences (IWITTS) on a federal grant.

The first step was to look at current practices. We looked at the hiring process and did an adverse impact study to see where we were losing applicants in the selection process based on race and gender. We discovered that we had issues in the oral board, psychological and physical agility testing. A disproportionate number of applicants were being screened out in the three phases. As a result, we set up a pre-test for the physical agility and then would advise the applicants on how they could improve to successfully pass the test. Awareness of the problem in the psychological and oral boards was critical to those involved in those phases.

The State of Washington was also faced with a similar issue a few years ago when the State changed the physical agility requirements. Women could not pass a jump and reach test during the physical agility. As a result, no females were in the academy classes. The chiefs were not happy. The relationship with the State run academy suffered. As a result, the State had to throw out the jump and reach test because it was disproportionately screening out women and some minorities.

The next step was looking at our recruitment program. Many departments just wait for applicants to walk in the door. In today's competitive environment, this does not work. Albuquerque changed to an active recruitment program. We advertised in the papers, on billboards, and on City buses. We placed flyers where women could see them at gyms, community centers, grocery stores. We had women officers talk on radio talk shows, on public access channels, and had the media do ride-alongs and write stories about women at APD. All of this at no cost to the department. We found that job fairs are not successful in finding the right candidates. However, we had a career fair for women at the police academy and talked about the testing process and what it was like to be involved in this career from a panel of women from different sections of the department, including women of rank. It was a huge success and we signed up 60 women to test that day. We changed our recruitment brochure to show pictures of women and minorities. The brochures were designed to reflect that women were welcome in the department. We placed these brochures in every police vehicle and encouraged the officers to talk to those who they met that showed an interest. We gave incentives (16 hours of

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Hey Dude, it's a Wicked Job! Marketing Tips for Recruiting and Retaining Generation Y

By Sgt. Kim Charrier

It seems like just yesterday we were talking about the generational differences between Generation Xers and the Baby Boomers. Generation Xers were questioning authority and had a sense of entitlement. Now they are pushing 40 and are moving into supervisory positions. Generation Y has been characterized as Generation X on steroids. Three times more Gen Yers are entering the workforce than their predecessors. Therefore, talking their language, knowing what motivates them, and learning their concerns will help law enforcement agencies create more effective recruitment campaigns and retention of young officers.

Demographics

This generation is called Generation Next, the Millennial Generation, Echo Boomers or Generation Y. Born between 1980 and 2000, they are techno savvy digital kids embracing iPod, TiVo, Blogging, broadband, and other technologies that allow unprecedented access to the global world. Yes, folks, Dorothy is not just limited to Kansas anymore. Just entering that twenty-something age, these young adults are looking for careers that are challenging and innovative.

In his book *Growing Up Digital* psychologist Don Tapscott coined the term "Net Generation" for the group, pointing at the significance of being the first to grow up immersed in a digital and in an internet-driven world. Think about it, this generation may never subscribe to a LAN-line service provider. They love text messaging options in their cell phones, and if it is not wireless technology, it is old school.

Characteristically, Generation Y members are generally very tolerant toward multiculturalism and internationalism. More Gen Yers are of multi-racial backgrounds, with one out of three members considering themselves non-Caucasian. They are significantly less likely to identify with a particular faith, race, or social circle than Xers or Baby Boomers. They are more tolerant of same-sex marriages and vote more as independents, exhibiting more moderate political views than other generations.

Unfortunately, recreational drug use is more prevalent. The rave culture introduced Ecstasy among high school and college-aged members of Generation Y. Antidepressants, prescription medication and other behavior-altering drugs, such as Ritalin, have made Gen Yers the most medicated generation in history.

Marketing Tips

The marketers that capture Gen Yers' attention do so by bringing their message to the places where these young adults congregate, by advertising on the Internet, and cable TV or hooking up with them at their local Starbucks Coffee house. Private corporations target them by sending out teams to shopping malls, food outlets or Community Colleges.

Another important medium is direct mailings. The United States Postal Service conducted a mail study in 2005. Some key findings noted that direct mailings play an important role in Gen Yers' lives. Seventy-five percent of the respondents rated direct mail as valuable and 68% of Generation Y will read retail advertising mail. But if direct mailings are too expensive, try Blogging.

Generation Y is responsible for over half of the Blog readers. In develop-



Recruiting

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comp time) to the officers who successfully recruited a candidate who started the academy. We found that the street officers were our best recruiters.

We looked at the police academy (Albuquerque had their own academy) and discovered that many of the women were being dropped due to injuries, because of the physical agility program. The physical agility program during the academy was changed to reduce the injuries, which also worked to reduce the overall injuries for the men as well. As a result of the program changes, the officers were graduating more physically fit than previous classes.

We looked at our retention issues to include our selection for specialty positions, promotional process, child-care, family leave and pregnancy policy. Positive changes were made especially in the area of family and pregnancy leave (perhaps a good article for another newsletter). We looked at our sexual harassment complaints and policy and trained supervisors on what to do and not do. The top down message from the Chief of Police was critical to making this all work. We looked at the equipment and uniforms. This included having cup sizes for bullet proof vests, handguns with different sizes for smaller and larger hands, and finding vendors who carried female uniforms and shoes. Again, most of these changes had a positive impact on the men as well.

As a result of the changes, the Albuquerque Police Department was able to change the number of female applicants from 8% to 25%.

What can your department do to increase the number of women and minorities:

- Look at the numbers – do an adverse impact study on every step of your selection process
- Do a self evaluation – IWITTS has an excellent tool www.iwitts.com
- How are you recruiting? Even more importantly, are you doing active recruitment?
- What message are you sending – look at your recruitment brochure – are you reflecting that women and minorities are welcome
- Look at your retention rates – do they differ between gender and race?
- Top down message – look at your sexual harassment policy and what behavior is tolerated or not tolerated
- What are your childcare, family leave and pregnancy policies
- Does your department provide or have access to appropriate equipment and uniforms for women?

With active and specific recruitment strategies and positive department policies, agencies are in a better position to reflect the makeup of the communities they serve. In the long run, departments will be able to retain women and minorities, giving them opportunities in the future to have a larger pool of applicants for promotional opportunities and movement of women and minorities into different ranks of the department.

Recruiting Generation Y

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ing Blogs, it is noted that Generation Y responds to humor, irony, and the unvarnished truth. Sites should be interactive, such as a trivia quiz about policing or short clips of positive police/community interactions. Chat it up with them and provide articles on the Blog. Talk about career mapping, mentoring, and provide links to other helpful websites that assist women and minorities interested in joining the profession.

Finally, think in terms of mobile marketing. Take the marketing to Generation Y digitally through SMS (Short Message Services). Use SMS text messaging to find or interact with potential candidates. Another option is advertising jobs on websites such as monster.com.

According to the Northwestern Mutual Life Insurance Company's 1998 survey of college freshmen, most expect to have careers and are already thinking about home ownership. At 18 years of age, they have five-year plans. They are already looking at how they will balance their work/family commitments. A 401K plan has become increasingly more important to them as the future for pension plans is questionable.

Try Lifestyle Marketing by shaping promotional materials around the interests, attitudes and opinions of the potential candidates. There are untapped resources within your agencies. Polling newly hired officers to learn what they found attractive about the job can be helpful in establishing a lifestyle marketing campaign. Generation Y wants to be challenged and likes excitement. Where else besides law enforcement can they find a variety of jobs, the ability and flexibility to transfer often throughout their career, along with new adventures and the broadening of cultural experiences?

In the police culture the majority of its constituents often define the default culture in an institution. Thus, to broaden access to your department, simply broaden the organizational culture. Market diversity of thought, leadership, skill sets and style, and background. Initiatives that focus on inclusion of all members of the department reflect the demographics of the citizens served. Gen Yers will notice if members of the executive staff promote diversity at all levels.

Ultimately, Gen Yers are good at multi-tasking and like their information quick and to the point. Having grown up with the internet, they tend to have short attention spans and absorb information in short chunks. They are not afraid to question authority. Expect them to be in conflict with tattoo and piercing policies and question why they cannot wear flip-flops to training.

Retention

The following are some aspects to consider in managing and motivating Generation Y:

- Let them know that what they do, matters

- Tell them the truth

- Explain the "why" of what you are asking them to do and tell them what is in it for them

- Learn their language – communicate in their terms

- Make the workplace fun

- Model the way – do not expect something of them you will not do or will not deliver yourself

- Managers, make work challenging to take advantage of their high-achievement mentality

- Build relationships with them by getting to know them

Executive leadership can make adjustments within the organization with minimal expense that can make a difference in recruitment and retention.

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Generation Y

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1. Promote a continuous learning environment directly tied to business needs and design by capitalizing on their altruistic attitudes related to community policing, crime prevention and victim services.
2. Expect Boomers and Xers to be frustrated by Generation Y's total disinterest in sucking up and bluntly telling their bosses exactly what they think of a situation. Thus, learning from others (mentoring) is a key component in refining Gen Yers from the time they are recruited and throughout their career and promotional opportunities.
3. Develop the employee early, immersing them in the core values and leadership competencies. This is the key to personal and organizational success. Leadership transition programs can fast track today's employees while working as a recruitment tool for new applicants.

Keep these young people involved in departmental projects and encourage them to join professional organizations. Foster forums that facilitate networking because peer support has a significant impact on persistence in policing.

The good news is that this generation's career choices and behavior are driven by the quest for meaningful roles in work that help others. Bruce Tulgan and Carolyn Martin, authors of "Managing Generation Y", state that Gen Yers want to be "paid volunteers, joining an organization because they really want to do something significant." They exhibit an altruistic attitude that is concerned about the environment, poverty and community problems. There is no better way to make a difference than pursuing a career in law enforcement while assisting in making neighborhoods safe? Generation Y can be an asset for the community-based policing organization and overall customer service delivery.

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thereby strengthening their connection to the police department. Some high schools have developed "police academies" that teach all subjects through the lens of law enforcement. The Sacramento, California, Police Department has used this model successfully as a pipeline for recruiting more females and minorities.

Department programs such as police aides, police reserves, police explorers, or the citizen police academy are all potential recruitment grounds. The Albuquerque Police Department actively recruited women officers for its police cadet program, and several female participants in this program were eventually accepted into the training academy.



Committee Chatter

News from NAWLEE Committees

Mentoring:

Committee Chair: Karen Herchenroder

Well the pairing process is well underway! We are finalizing the matches and will be contacting the mentors shortly to ensure they are aware of their roles. After the mentors have been contacted, the protégée will be contacted by the mentor. If you have not signed up for the mentoring program, you still can! Just go to the NAWLEE website and sign up on the LEMONLINE (Law Enforcement Mentoring on line). We will be checking for new comers on a quarterly basis. We know that everyone is busy, but in order for this to be successful, we encourage each of you to sign up, especially Captains and above. We all have experience whether limited or not that may be helpful to another. At the very least we can all network and be a

resource for each other. I hope each of you a happy and safe holiday season.

Newsletter:

Committee Chair: Karen Soley

Articles for the next newsletter are due March 10, 2006. Articles and photographs are welcomed from members. The goal of the newsletter is to provide useful information and news of NAWLEE activities to all members of NAWLEE. If you have suggestions for issues you would like to see covered, please contact me. Please send articles, photos or suggestions to kssoley@wisc.edu.



CELEBRATING TEN YEARS
of magic, mentoring, and motivation
— nawlee 2006 —



2005-2006 NAWLEE Board: (L-R) Susan Kyzer, Diane Skoog, Vicki Stormo, Michelle Nuneville, Laura Forbes, Lianne Tuomey, and Penny Fischer

Join us for the 10th Annual NAWLEE Conference

August 8-13, 2006

Renaissance Schaumburg Hotel and Conference Center
1551 Thoreau Drive
Schaumburg, IL

As in the past, the conference will continue to offer you new ideas, strategies and networking opportunities to expand your horizons personally and professionally. In addition we will be honoring the original founding members of NAWLEE.

Come help us celebrate!

Visit www.nawlee.com for updates about the program and workshops.

Authors Wanted:

We are looking for police officers who have authored books of any kind, who would like to participate in a book signing and discussion at the 2006 NAWLEE conference in Chicago (Schaumburg). If you are an author, an aspiring author, or happen to know an officer who wrote a book, please, let me know. We would like to invite them to share with us in Schaumburg.

Maybe you are a better reader than a writer, so plan to browse the works of those authors who are in attendance at NAWLEE 2006.

Contact me (Susan Rockett) at: srockett201@hotmail.com or 708 385 4131.

See you there!



Author Dr. Dorothy Schulz displays her books, Breaking the Brass Ceiling and From Social Worker to Crime Fighter, at the 2005 NAWLEE conference.



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**We're on the Web:
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Promotions

Ann Wellens - from Lieutenant to Chief of the South Milwaukee Police Department, South Milwaukee, WI

Agency Changes:

Peg Gant - from Program Manager at CALEA to Executive Director of Florida Department of Law Enforcement, Orlando, FL

Gayle Moore - from Director of Security at MGM Studios to Director of Security at the Vintage Club, Indian Wells, CA

Linda Wrasman - retired Chief from the New Mexico State Police to Chief of the Sandia Pueblo Tribal Police in Albuquerque, NM

CONGRATULATIONS!

New Members:

Lieutenant Danielle Bradshaw-Lee - Maryland Transportation Authority Police, Annapolis, MD

Major Donna Dailey - Maryland Transportation Authority Police, Baltimore, MD

Officer Roseann Munizza - Arlington County Police Department, Fairfax, VA

Division Chief Diane Paull - Miami-Dade Police Department, Doral, FL

Chief Sheila Rae Ritter - Panola College Police Department, Carthage, TX

Chief Arlene M. Sabo - State University of New York at Plattsburgh Police Dept., Plattsburgh, NY

Executive Director/General Counsel Gail M. Simonton - National Association of Security Companies, Alexandria, VA

Special Assistant to the Chief & Community Relations Officer Christina Villalobos - California State University Northridge Police Dept., Northridge, CA

WELCOME!

HELP US KEEP IN TOUCH WITH YOU

Please forward any name, address, rank and agency changes to :

**Executive Director,
Diane Skoog at
dmskoog@juno.com**