

# NAWLEE NEWS

## CELEBRATING OUR OWN ACHIEVEMENTS!

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**It's not too early to start planning for the 8<sup>th</sup> Annual NAWLEE Conference in Tempe, Arizona from July 31, 2003 to August 3, 2003!!!**

### CAPTAIN GENNY MAY, LOUISIANA STATE POLICE

Our organization is made up of over 375 intelligent, successful and dedicated women who have mastered the management and leadership skills of balancing careers and families and life in general. We often look at it as just "getting the job done" without stepping back to appreciate the extent of the sacrifices made on many levels to achieve these goals. I recently had the opportunity to speak with one such woman, who we would like to highlight in this edition of the newsletter.

Captain Genny May, Louisiana State Police, is an officer with 28 years experience (3 years of which were with the Jefferson Parish Sheriff's Office). She is a single mom with a young, teenage daughter named Alex. On top of this, she is an Intelligence

Specialist Master Chief in the U.S. Navy Reserve, and a graduate of the FBI Academy.

Capt. May's current assignment is as Commander of the General Gaming Section. This section addresses the suitability of those coming into gaming, including licensing, background checks and video poker. She has a well-rounded background, having spent 5 years patrolling the New Orleans area; 13 years in the Investigations Section; served as the Executive Officer in the Gaming Section; and then headed the Operational Development Section working on Legislative issues, policy and procedures, budget and safety education.

For the past year, though, the Captain has been on leave from her department and been serving in a slightly different capacity. The day after 9-11, she received a call from Washington, D.C. asking if she would accept a special assignment to the Pentagon to work on a new

project—a military and law enforcement sharing hook-up. She would be addressing issues such as expanding Law Enforcement Only sensitive information into a more "need to know" type of categorization, and improving lines of communication between the two entities to assist in the war on terrorists in this country. The assignment would be difficult—long hours, leaving her job—but, more importantly—leaving her daughter. Who would care for her? Without family in the area to fall back on for help, her options were limited. But a daughter of another State Police Captain, Amy Futch, stepped up and offered to take care of Alex while Genny was away. Amy said to her, "I'm not in the military—but this could be my way of contributing."

With that settled, and with the approval of the LA SP, Genny headed to a 7 month assignment at the Pentagon

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## MESSAGE FROM THE PRESIDENT

Here it is spring already. Warm weather is approaching. Spring fever is in the air. I can already feel the warmth and sunshine for Tempe in August. Before you know it, the annual conference will be here. The Annual Conference committee in Tempe has got

a great agenda lined up for us with a guarantee of a good time and a great opportunity to network. They already have their own website with how to register. Don't forget to make your reservations and register soon. There are a lot of good deals on air fare.

All of the members should have received in the mail the nomination for the first Woman Law Enforcement Executive of the Year Award. Please take this opportunity to nominate those women who have contributed so

(continued on page 2)

**SEE INSIDE  
FOR  
CONFERENCE  
UPDATE**

## NAWLEE BOARD OF DIRECTORS 2002-2003

**President** Vicky Peltzer,  
Chief, Univ. of Washington  
Police Dept. 206-543-9331  
[vpeltzer@u.washington.edu](mailto:vpeltzer@u.washington.edu)

**1st Vice President** Cathy  
Atwell, Major, Univ. of  
Maryland, College Park  
Dept. of Public Safety 301-  
405-0538  
[catwell@umpd.umd.edu](mailto:catwell@umpd.umd.edu)

**2nd Vice President** Lianne  
Tuomey, Captain, Univ. of  
Vermont Dept. of Police  
Services 802-656-3473  
[ltuomey@dps.state.vt.us](mailto:ltuomey@dps.state.vt.us)

**Treasurer** Susan Kyzer,  
Exec. Dir., Comm. for  
Florida Law Enforcement  
Accreditation 407-275-  
4171 [kyzer@fdle.state.fl.us](mailto:kyzer@fdle.state.fl.us)

**Immediate Past President**  
Theresa Chambers, Chief,  
United States Park Police  
202-619-7350  
[chambers@mindspring.com](mailto:chambers@mindspring.com)

**Executive Director** Diane  
Skoog, Chief (Ret.) Carver  
PD [Dmskoog@juno.com](mailto:Dmskoog@juno.com)

## CAPTAIN GENNY MAY, U.S. NAVY RESERVES (continued from page 1)

followed by 5 months at the  
Defense Intelligence Agency.

Genny says it was a long  
year. She only got to come  
home twice in that time, and  
had her daughter up to Wash-  
ington for a few weeks during  
the summer. It was hard try-  
ing to run a household long  
distance. If the plumbing  
broke down all arrange-  
ments had to be made by  
phone. But to try to help  
out over the phone only  
made the separation even  
more difficult. But Genny  
kept reminding herself—"I  
went because of my  
daughter—I had to help  
ensure her safety in this

world." Amy and Alex had  
several issues they had to  
work through—Amy having  
never had a teenager and  
Alex being a teenager!

Genny and her daughter  
made it through the stress  
of this assignment and  
Genny is now back to her  
post at the Gaming Sec-  
tion. As one of only 33  
women on the LA SP, a  
department of 1,024 offi-  
cers, and as the highest  
ranking woman on her de-  
partment, she is well  
versed in many issues  
challenging women in law  
enforcement: the difficul-

ties of long-term, live-in  
training academies, the  
need for mentoring pro-  
grams and the challenges of  
recruiting and retaining  
women in policing.

Genny has been back  
since December, and things  
should be a little easier now.  
One of her two trips home  
from Washington was to  
attend her own graduation  
from Louisiana State Univer-  
sity where she completed  
her Masters in Public Ad-  
ministration last May.

What will you do now with  
all this free time?

## CANDIDATE ENDORSEMENT

The National Association of Women Law Enforcement Executives is considering endorsing a candidate for this year's 6th Vice President of the International Association of Chiefs of Police. We wanted to get to know each candidate to see how he stood on women's issues in policing.

Legislative Organizational Liaison Committee Chair Chief Susan Reisling sent a questionnaire to both candidates for their responses.

Both candidates have replied and their responses will be posted on the web page under the Members Only section within the next two weeks.

## MESSAGE FROM THE PRESIDENT

(continued from page 1)

much over the years to ad-  
vance women in law enforce-  
ment, have been innovative  
and creative in problem solv-  
ing and supported the  
NAWLEE goals through leader-  
ship, mentoring, advocating  
and advising. This is just  
such an outstanding apprecia-  
tion for our membership.  
Many thanks go out to the  
awards committee whom  
have worked so hard to put  
this all together and espe-  
cially Motorola for bringing up  
the idea and sponsoring it.  
The recipient will receive the

award at the annual confer-  
ence in Tempe.

The NAWLEE organization  
has really grown at an incredi-  
ble rate since it's inception 8  
years ago. We just added the  
Executive Director position  
this year, allowing the organi-  
zation to address issues that  
the volunteer Board of Direc-  
tors and committee chairs  
have had limited time to do.  
Diane Skoog has jumped into  
her new role with much gusto.  
We have realized that it is  
time as an organization to do

some strategic planning. So,  
on July 31 in Tempe, the  
Board of Directors and any  
members who wish to join us,  
will be having a strategic  
planning session with a facili-  
tator to discuss where we  
have been and where we will  
be going over the next few  
years. Please feel welcome  
to join and plot out the direc-  
tion of our organization.

The mentoring program  
has continued to be very  
popular and successful. The  
annual conference will in-

clude a training session on the  
Afternoon of July 31. Please  
see the enclosed article in this  
newsletter for more information  
or the conference information  
for more details.

Just to let you know what  
your Board has been doing for  
you, the Board of Directors and  
committee chairs have regular  
conference calls to discuss  
current, ongoing, and new is-  
sues. As you can imagine, it is  
quite a feat to get all these very  
busy and important women  
(continued on page 4)

## EXECUTIVE DIRECTOR'S REPORT

My first four months as your Executive Director has been extremely busy. After serving four years as NAWLEE's secretary, it has been an exciting adventure to expand my duties in this capacity. I found the transition from secretary to Executive Director smooth but challenging.

If you've been to our web site recently, you may have noticed that it has been updated and several new features have been added. NAWLEE member, Prof. Dorothy Schulz has been very helpful with suggestions and shortly, she and I will both be adding two new segments on our web. Prof. Schulz will be profiling a CEO of a law enforcement agency and reporting her interview to you on the "View From the Top" segment.

I will be looking for NAWLEE members who have unique or interesting job func-

tions and will be highlighting them in the "Spotlight" segment of the newsletter.

We have always posted job opportunities so that our members can be aware of what opportunities are out there. But in the past several months, NAWLEE has been approached by agencies anxious to attract women candidates in their quest for the best person for the job. Watch our [Employment](#) section if you are interested in a career move!

We have now included a page on our Mentoring Program run by Second V.P. Captain Lianne Tuomey and Lt. Penny Fischer. The number one issue identified by our members as being most important to them was having a mentor. Mentoring has been the key issue identified as being responsible for an agency being able to retain it's women employees, and I

think NAWLEE is ahead of other organizations with its formal mentoring program.

Our experienced and available assessors list has been updated and made available for those interested in this option.

I have been corresponding with the current conference host, Asst. Chief Laura Forbes to assist with the typical housekeeping issues of any conference. I am also corresponding with next year's hosts, the Arlington County Police Department, Arlington, VA. They are way ahead of schedule in the planning of the 2004 conference and are eager to show us all a wonderful experience in Virginia. And, at this writing, we are in discussion with a possible host for the 2005 conference.

Having an Executive Director to oversee communications between the Board, our membership and the public has increased our efficiency.

Some of the results of having an overseer have been a 66% increase in member-

ship over last year at this time, and a 40% increase in the amount of mail in and out of our organization. Items on the web page are posted in a timely manner and kept up to date as never before. We are averaging 20 e-mail inquiries a month and in the past 3 months, our web site has logged over 28,000 hits!

In mid April I was fortunate to hold a "NAWLEE Night" at NAWLEE Central in Carver! A few of NAWLEE's founders and earliest members were in town attending an IACP meeting and then they spent the night at NAWLEE Central before traveling home. I invited local NAWLEE members to also come and join us for a lobster dinner. We had good eats and lots of fun. It was great to sit back and watch the informal mentoring and career counseling going on and of course, the sharing of experiences always brings a lot of laughs! I encourage each of you to do this in your own area.

(See NAWLEE Night pictures on page 5)

## CONFERENCE UPDATE!

### CONFERENCE PACKETS MAILED

All members should have received their Tempe, AZ conference information and registration packets by now. It is just around the corner from 7-31 to 8-3-03. Leave time for those job approvals to get to the right desk!

Friday's lineup should be "riveting". We have a dynamic keynote speaker to teach us about Persuasive Communications, and in the afternoon we'll experience the chaos, heroism and lessons learned from Women who were at Ground Zero. We'll also see who is awarded the first annual Woman Law Enforcement Executive of the Year and toast her at a reception in her honor that evening.

Saturday is devoted to training workshops.



Topics include: Keeping Balanced—Avoiding Pitfalls of Stress; Homeland Security—Ideas for a Comprehensive Response; Using the Media to Your Advantage; Missing/Abducted Children—Model Policies/Procedures; Leadership Skills—The Value and the Versatility; and, Excelling in

The Promotional Processes.

Saturday night is reserved for good food and fun. Everyone should keep in mind that it is pretty warm in Arizona in the summer, so the dress code is cool, casual and comfortable. Be prepared to have a great time...Southwestern style!!

Conference info and registration forms are available at [www.nawlee.com](http://www.nawlee.com) and [www.tempe.gov/police/nawlee/home.htm](http://www.tempe.gov/police/nawlee/home.htm). Flight discounts are available through America West Airlines (see registration form for details) and reserve your room at Mission Palms early. The 8th Annual Conference Committee is looking forward to seeing all NAWLEE members in The Valley of the Sun very Soon!

## NAWLEE PROMOTIONS

and  
CHANGESAgency Changes:From Chief to Chief:

**Colleen Wilson** - from Monroe, WA P.D. to Chief at Sumner Police Department, Sumner, WA

**Eileen Bisson** - from Washington State Criminal Justice Training Commission to Chief at Pierce County Corrections in Tacoma, WA

From Lieutenant to Chief:

**Janeith Glenn-Davis** - from Lieutenant at Oakland, CA P.D. to Chief at California State University - Hayward, Hayward, CA

From Deputy Chief to Senior Director:

**Teala Brewer** - from Protective Services Police to The American Red Cross, Office of the General Counsel, Washington, DC

Promotions:From Lieutenant to Captain:

**Sandy Cortez** - Fremont Police Department, Fremont, CA

From Captain to Assistant Chief:

**Bonita Stanton** - California Highway Patrol – first black woman to have reached this rank in her agency

From Deputy Assistant Director to Assistant Director:

**Christina Ash** - Georgia Bureau of Investigations, Decatur, GA

From Sergeant to Lieutenant:

**Dianna L. Marshall** - Rice University Police Dept., Houston, Texas

From Lieutenant to Captain of Investigations:

**Captain Kim Castellano** - Douglas County Sheriff's Office, Castle Rock, CO

From Lieutenant to Commander:

**Suzanne Jansky** - Illinois State Patrol, Pontiac, IL

## MENTORING IN TEMPE, ARIZONA

**Lt. Penny Fisher,**  
Mentor Program Coordinator  
Michigan State University  
Department of Police  
And NAWLEE



The annual conference being held in Tempe from July 31-August 3, 2003 will allow us another opportunity to provide some valuable mentor training to our membership. We will be meeting in the hometown of my mentor so I hope to be able to soak up some more help from Assistant Chief Laura Forbes in those few days. I strongly encourage all of the membership to seek out this pre-conference workshop on Thursday, July 31st, from 12:30 pm to 4:20pm.

Captain Lianne Tuomey serves as the Mentor Advisory Team Coordinator. We will team teach this training to enhance your mentoring, communication, and interpersonal skills. Once you have completed this training you will be eligible to become a mentor for NAWLEE and have direct impact on those around you by sharing your experiences and knowledge. On almost a weekly basis I receive emails and calls from

women (and men) across the country in desperate need of mentoring. It is our responsibility to bring up our next generation of women leaders with the skill sets that they need to not only survive, but THRIVE.

The mentoring workshop will explore how we communicate, ways to do better listening, resources that are available, signs to look for in someone that is struggling, and how to help those above and below you succeed, to name just a few of the topics covered. This experience is exciting to be a part of and will energize you for the conference that follows. By putting this training in the beginning, we can then use the time to pair up some protégés so that during the remainder of the conference you can network and share.

I will also be happy to meet with any of you that need some incentive or direction to

set up mentoring programs in your own departments. Mentoring for law enforcement is a vital tool that not enough organizations capitalize on. It lets you find ways to bring out the best skills in each individual officer and to recruit future employees.

One of the main pitfalls of mentoring is making the time needed for the relationship. This is a ready made way to provide the time needed to focus on sharing and learning about each other. I encourage you to take this time for yourself and join us for the workshop. The extra cost is minimal when compared to the training and coaching you will receive. I hope to see all of you there!

Any questions, contact us at:

**Lt. Penny Fischer, Mentor Program Coordinator**

[Fischer@dpps.msu.edu](mailto:Fischer@dpps.msu.edu)

(517)432-6366

**Captain Lianne Tuomey, Advisory Team Coordinator**

[ltuomey@dps.state.vt.us](mailto:ltuomey@dps.state.vt.us)

(802)656-2027 Admin

(802)656-8444 Direct Office

## MESSAGE FROM THE PRESIDENT

(continued from page 2)

together at one time from coast to coast. The conference calls are very valuable in getting feedback on what the committees are working on and any decisions that the Board needs to approve. Some samples of issues that are discussed include:

Website information: NAWLEE conference booths; Legislative Issues; Mentoring programs; Annual conference; By-Laws; Elections; Membership drives; IACP issues; Newsletters; Communications with membership; Representation on committees outside of

NAWLEE; special awards and recognition; and the NAWLEE brochure.

Your Board and chairpersons have been working really hard to meet our goals and objectives for this year.





L to R: Mary Ann Viverette, Alana Ennis, Flo Creed, Sue Riseling, Donna Taylor Mooers and Mary Lyons.

### 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](mailto:dmskoog@juno.com)**



L to R: Sue Riseling, Diane Skoog, Mary Ann Viverette, Flo Creed, Kathy Stefani, Donna Taylor Mooers and Alana Ennis.

Office, Castle Rock, CO

**Chief F. J. Clauser** - Barrington Hills Police Department, Barrington Hills, IL

**Lieutenant Patricia Cooke** - Pinellas County Sheriff's Office, Largo, FL

**Assistant Chief Robert Daniels** - Boca Raton Police Department, Boca Raton, FL

**Lieutenant Joan Christine Dias**— Tampa Police Department, Tampa, FL

**Sergeant Marie Dryer** - Arizona Peace Officers Standards & Training Board, Phoenix, AZ

**Lieutenant Gail L. Everts** - Menomonee Police Department, Menomonee, WI

**Captain Anne Fitzsimmons** - City of White Plains Police Department, White Plains, NY

**Edward Flynn, Secretary of Public Safety** - Executive Office of Public Safety, Boston, MA

## WELCOME NEW MEMBERS THIS YEAR!

**Lieutenant Sophia Teague** - Tampa Police Department, Tampa, FL

**Sergeant Melissa Bartholomew** - Riverside Police Department, Riverside, CA

**Sergeant Julie Cardinal** - Palm Beach County Sheriff's Office, West Palm Beach, FL

**Captain Elvia Williams** - Eugene Police Department, Eugene, OR

**Senior Director Teala Brewer** - American Red Cross, Washington, DC

**Lieutenant Kim Castellano** - Douglas County Sheriff's

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3 Dunham Street  
Carver, Mass. 02330

Phone: 781-789-9500  
Fax: 508-866-6936  
Email: info@nawlee.com

We're on the Web:  
[www.nawlee.com](http://www.nawlee.com)

## WELCOME NEW MEMBERS THIS YEAR!

**Chief Janeith Glenn-Davis** - California State University – Hayward, Hayward, CA

**Lieutenant Linda A. Harmsen** - Arlington County Police Department, Arlington, VA

**Sergeant Jacqueline Ann Hill** - Port of Seattle Police Department, Seattle, WA

**Lieutenant Kerry Holsten** - Warwick Police Department, Warwick, RI

**Sergeant Lisa Hunter-Sellers** - Florida Highway Patrol, Tallahassee, FL

**Management Analyst Lisa L. Kogel** - Peoria Police Department, Peoria, AZ

**Lieutenant Kimberly Lettner** - Virginia State Police, Richmond, VA

**Dr. Gary Margolis** – Chief of Po-

**Dr. Gary Margolis—Chief of Police**—University of Vermont Police Department, Burlington, VT.

**Trooper Louise Lavelle McInerney**—Massachusetts State Police, Framingham, MA

**Chief Paula Meara**—Springfield Police Department, Springfield, MA

**Chief Edward Merrick**—Plainville Police Department, Plainville, MA

**Sergeant Tracey M. Miller**—Phoenix Police Department, Phoenix, AZ

**Lieutenant Antoinette Moore**—Arlington Police Department, Arlington, VA

**Lieutenant Laurel Norris** - Arizona Department of Public Safety, Phoenix, AZ

**Captain Katherine Perez** - Hartford Police Department, Hartford, CT

**Captain Linda S. Perkins** - Florida Highway Patrol, Orlando, FL

**Lieutenant Jill Ramsten** - Tampa Police Department, Tampa, FL

**Lieutenant Rox-Anne Robison** - University of Missouri – Columbia Police Department, Columbia, MI

**Police Communications Bureau Manager Vicky Scott** - Peoria Police Department, Peoria, IL

**Captain Charlotte A. Stephens** - Horry County Police Department, Conway, SC

**Commander Kimberly Stewart** - Boulder Police Department, Boulder, CO

**Sergeant Shelia Tajima-Shadle** - Fremont Police Department, Fremont, CA

**Lieutenant Sophia Teague**—Tampa Police Department, Tampa, FL

**Captain Elvia Williams**—Eugene Police Department, Eugene, OR

**Captain Tonya Woodson**—Arlington Police Department, Arlington, VA

**Captain Sharon Wright**—Cherokee Nation, Tahlequah, OK

**WELCOME ABOARD!**