

NAWLEE

April 2010

Our mission is to serve and further the interests of women executives and those who aspire to be executives in law enforcement.



NATIONAL ASSOCIATION OF WOMEN LAW ENFORCEMENT EXECUTIVES



At this printing, we are nine months into the term of the present 2010 NAWLEE board term. It has been a time full of changes and innovations. The Board has thoughtfully sought to move into the next generation

of technology by updating our website, adding a Facebook page, and trying to use all that is available to promote the cause and service of our organization. We hope that the changes, updates and new things prove to be beneficial and helpful to our members. It is the belief of the Board that when you are through changing, you are through (Bruce Barton).

This period has seen NAWLEE continue a lot of wonderful traditions. For instance, we were represented on the dais at the IACP Conference in Denver. We participated in the hometown presentation of the Woman Law Enforcement Executive of the Year Chief Jane Castor. We were invited to the TCIP Convention in Philadelphia. And, we, also, started some new opportunities when we were a part of an executive forum sponsored by the Department of Justice held in Washington DC and attended by chiefs from across the country. NAWLEE was, also,

featured at the Illinois Law Enforcement Training and Standard Board Executive Summit in Peoria Illinois in March. And we were asked to attend a conference regarding the Police Training Officer program in Louisville Kentucky. These were just some of the official obligations of the NAWLEE Board members. I am sure that each of us has been a presence for the organization in some respect or occasion.

The impact and influence of NAWLEE continues to grow and our word is spread further and further. It is wonderful to see the breadth and depth of NAWLEE's reach in just 15 short years. In just a very few months, we will be joining together for the 15th conference of women law enforcement executives. In New Jersey, we will greet our old friends as if it had not been a whole year that had passed since we last saw one another. We will welcome new comers and establish ties that will sustain us until the next meeting.

NAWLEE is clearly ready for the next generation of women in law enforcement agendas through future educational experiences, up to date information from Facebook, communications in our newsletter, even through tweets. Enjoy the newsletter. See you in New Jersey.

-Susan Rockett
President

Message From President Susan Rockett

Executive Director's Report

By Chief Diane Skoog, Ret.



By now you've probably all had a chance to see that the formats of our web page and newsletter have been changed.

We had to say good bye to Kerri Plaza who had been our web master for many years.

I, for one, will miss working with her. She was my go to person when I wanted to make a change, addition or I came up with a new feature for the web page. There was nothing she couldn't construct from the wacky ideas I threw at her.

Thanks for hanging in there with us this long Kerri, and we wish you the best of luck in your new endeavor.

The design change on our web page and newsletter is in keeping with the Board's vote to change our logo several months ago. It has

been a slow process as there were so many areas and issues that needed to be addressed. We ask for your patience as we put the whole package together and iron out all the bugs.

NAWLEE's new web address is now www.nawlee.org. Should you have any problems you can always call NAWLEE central at (781) 789 – 9500.

I was privileged to host a luncheon for local NAWLEE members near me in March. Please see the report on that in this issue.

This is a busy time for NAWLEE. We are closing in on the August conference, the NAWLEE/Motorola Woman Law Enforcement Executive of the Year Award nominations are open and we are seeking NAWLEE members to run for the 2nd Vice President and Treasurer positions. Please contact any Board member if you have questions about any of these projects.

New NAWLEE Website: WWW.NAWLEE.ORG

NAWLEE is excited to announce the launch of our new website and new web address. Many of you are used to visiting the website by going to WWW.NAWLEE.COM. The new address is WWW.NAWLEE.ORG. Please be sure to bookmark the new address.

In March 2008, the board decided to explore new alternatives to the current website to take advantage of emerging technology. Idol Designs, LLC was the company chosen to redesign the website. Managing Partner, Tania Pendarakis, has had many years experience in law enforcement which translated into knowing what look and feel would be appropriate for a new NAWLEE website. Idol Designs is a female owned company which was founded by a former law enforcement officer. What a perfect match!

After having a conversation with Tania, she immediately voiced her excitement at taking on the task of giving NAWLEE a new look. Her recommendations for improvement included changing the web address to reflect that NAWLEE was a non-profit organization, setting up a PayPal Standard Business Account for the ease of membership renewals, utilizing a forum to communicate with each other, reorganizing, consolidating and eliminating unnecessary information, and making the website look professional and streamlined.

Idol Designs has worked closely with the NAWLEE Board each step of the design phase and the hard work has paid off. We are very excited to unveil the new look of NAWLEE.



Michigan v Fisher: What Standard Should Apply for Exigent Circumstances related to the Fourth Amendment?

By Margaret A. Fischer, J.D.

On December 7, 2009, the United States Supreme Court in *Michigan v Fisher* delivered a per curiam decision to reinforce that when there is an objectively reasonable belief that medical assistance may be needed or persons were in danger, the police may enter a house without waiting to obtain a search warrant. In a per curiam decision, the author of the decision is not named and a majority of the Justices agree with the opinion. The opinion is relatively brief because the Court feels the decision really stands on already articulated precedent. The exigent exception to the need to obtain a search warrant is often called the “emergency exception” in common vernacular. Detailed information of what leads an officer to believe there are exigent circumstances is vital to being successful using this exception.

In this case, Justice Stevens and Justice Sotomayor dissented in the opinion and may give us a glimpse of this newly structured Supreme Court. The dissenting Justices argued that the trial court had a chance to review the witnesses in person at an evidentiary hearing and dismissed the charges. Those Justices would defer to the first-hand review of the believability of the witnesses to show that exigency did not exist. In the words of Justice Stevens, “We ought not usurp the role of the fact finder when faced with a close question of the reasonableness of an officer’s actions,” 558 U.S. ____ (2009).

In the facts of this case, Officer Goolsby and his partner responded to a disturbance at a residence.

When they arrived, they found a pickup in the driveway with its front-end smashed and blood on its hood; damaged fence posts; three broken house windows; and saw Fisher inside the house screaming and throwing things. The officers knocked and Fisher refused to answer, but they could see a cut on his hand. Officer Goolsby asked Fisher if he needed medical aid and Fisher responded with profanities indicating Goolsby needed to get a search warrant. At that time, Officer Goolsby pushed the front door open to enter and was met by Fisher pointing a long gun at him. Goolsby immediately withdrew and it was several hours before the matter was resolved. Fisher was charged with assault with a deadly weapon and possession of a firearm during the commission of a felony. Fisher argued at the trial court that there was no need for an exigent entry into his residence because the police did not even summon aid for him when they returned to resolve the matter later.

The Court found from previous cases that exigent circumstances exist when there is an objectively reasonable belief that medical assistance was needed or persons were in danger. In this case, the Justices did not require hindsight that analyzed the actions of the officer entering the residence based on that officer’s subjective beliefs at the time. Even if that officer did not believe there was a life threatening injury to Fisher, the test is whether a reasonable person would feel medical assistance was needed or that someone else may be in danger. On the facts presented, the Court felt that burden was met and sent the case back to the trial court to resolve the issue.

Police officers continue to struggle with how these rules may be applied to their own cases. This Court makes clear that the actions of the officer will be judged by a “reasonable person” standard based on the facts of the case. Documenting the detail of how the facts led an objectively reasonable person to act is critical to ensuring that your own actions will meet this burden. As with all opinions, you should consult with your local prosecuting official to examine your current police practices related to the exigent exception to the need for a search warrant.

Honoring Fallen Officers:

The Missouri Law Enforcement Funeral Assistance Team

BY CPL. SCOTT BARTHELMASS
 OVERLAND, MO. POLICE DEPARTMENT

When a police officer dies in the line of duty, shouldn't the individuals and the badge they wear receive the proper respect? If the officers and their grieving families were to be forgotten, that would only make the hurt more painful. Unfortunately, many police agencies do not have the resources to undertake large-scale official funerals.

Since the state of Missouri was established in 1821, it has suffered more than 620 line-of-duty deaths, many of them in recent years. When two policemen were murdered in the suburban St. Louis community of Kirkwood on February 7, 2008, a group of officers came together to begin creating the Missouri Law Enforcement Funeral Assistance Team. Over the last year, these officers have devoted hundreds of hours to research and planning this new organization. They have assembled a Missouri-specific law enforcement funeral guide, have put in place a structure to establish funeral response teams, and have developed training criteria for volunteers who will assist police departments and officers' families through the aftermath of a line-of-duty death.

The Missouri Law Enforcement Funeral Assistance Team responds only when the agency that sustained the loss requests help. The team serves in a behind-the-scenes capacity, offering suggestions based on the needs of the department and the fallen officer's family. This includes providing personal support as well as help with logistics and planning for a funeral. The team utilizes the incident command system and prepares incident action plans. A key strength of the team is its professionalism tied in with a genuine dedication to properly honoring a fallen officer.

The Assistance Team also can assist the fallen officer's family in obtaining the benefits they are due. This effort is led by members of the Missouri Chapter of Concerns of Police Survivors (COPS) who have been trained in completing the Public Safety Officer Benefits application process. The Team will also help plan and carry out services for active-duty officers who pass away while off duty, and for retired officers.



Team managers are organizing several statewide subgroups. These include a motor officers group to assist with providing funeral procession escorts, a mounted honor guard, and a chaplain group to provide spiritual support for the fallen officer's family and agency. A statewide pipe and drum corps and an honor guard group have been formed to assist in honoring fallen comrades.

In time, our plans include deployment of trailers equipped with items to assist in carrying out appropriate memorial services, including casket flags, military service flags, honor guard supplies, mobile public address systems, mourning bands, and so on. We have developed a comprehensive list of supplies that might be needed for any type of service, and we are undertaking efforts to raise the

Honoring Fallen Officers (continued)

estimated cost of \$17,500 for such a fully equipped trailer.

Initial steps have been undertaken to establish a response team in the Kansas City area, with personnel from the Gladstone Department of Public Safety leading such efforts. We hope to have this response team ready by mid-2009. Our long-term goal is to have four or five response teams with equipment trailers across the state.

To train those who are interested in participating on the response teams, the Missouri Funeral Assistance Team anticipates hosting a training cadre from a similar program in Indiana in the next few months. Indiana's team, one of a small number of statewide teams, is well recognized for its efforts to train personnel in carrying out law enforcement funeral services. Our team plans on hosting training classes to help officers with death notifications, and to help individuals learn how to play the bagpipes. Efforts are also under way to host an honor guard academy.

Our team received its first request for assistance from the University City Police Department, following the murder of Sgt. Michael King on October 31. The Missouri Law Enforcement Funeral Assistance Team, along with an existing Fire Service team in Missouri, helped plan and carry out the funeral services. The Missouri Fire Service Funeral Assistance Team was established in 2005, and, unfortunately, has been involved in planning

funerals for numerous line-of-duty deaths across the state.

At Sergeant King's funeral, the police and fire teams worked side by side, with law enforcement officers taking the lead and fire service personnel serving as mentors. This was a valuable learning experience and was helpful in ensuring that all the necessary arrangements were made and needs met. Personnel from the Brentwood, Clayton, Crestwood, Eureka, Maplewood and Overland Police Departments represented the Missouri Law Enforcement Funeral Assistance Team.



"Planning funerals of this magnitude is an incredible task," wrote Susan King, widow of Sergeant King. "After being part of one, I am still overwhelmed by the sheer size and logistics involved. And yet I am amazed at how flawlessly everything worked together and was

absolutely perfect...a fitting tribute to my husband. Needless to say, I was very distraught at the time and they took care of everything down to the last detail. The members of the team that I worked with were kind and compassionate; they brought me comfort during that difficult time. I cannot thank them enough for all the time and effort they put into honoring my husband."

Kelly McGee, a member of the University City Police Department and a liaison to the fallen officer's family, recently wrote, "I cannot thank you enough for helping us through this tragedy. We are dealing with a nightmare; however, you guys really came through for us and we truly appreciate you. It helped me to stay busy during this time and to be a part of

honoring my friend, but it had its moments of being overwhelming. When those moments hit me, you and the other team members really helped pull everything together.”

In February 2009, the funeral team assisted the Vinita Park Police Department with funeral arrangements after Chief Michael Webb lost his battle with cancer. Just weeks later, the Jennings Police Department lost Det. Sgt. David Joyce, who suffered a fatal heart attack. That agency handled the funeral arrangements after obtaining planning documents from our team.

Our team has already received the endorsement of the Missouri Sheriffs’ Association, the Missouri Deputy Sheriffs’ Association, the Missouri Peace Officers Association, the Missouri Chapter of Concerns of Police Survivors (COPS), the Missouri Police Chiefs Association, the Missouri State Lodge of the Fraternal Order of Police, the Missouri-Illinois Railroad Police Association, and the Gateway Chapter of Mothers Against Drunk Driving (MADD), and the National Reserve Law Officers Association. The team has also directed support to other worthy causes

including the Barwick/Newton Fund, the National Law Enforcement Officers Memorial Fund, and Concerns of Police Survivors. Members of the team have been invited to



speak at the 2010 National Law Enforcement Expo. We are hopeful that other statewide or regional teams will develop across the country, creating a network of organizations to assist with officer funerals.

For additional information, see the Missouri Law Enforcement Funeral Assistance Team’s Web site at www.mopolicefuneral.org.

San Mateo police chief to be first woman president of state chiefs association

Bay City News Service

The California Police Chiefs Association will install its first female president on Wednesday, when San Mateo Police Chief Susan E. Manheimer will take the helm of the organization's executive board.

Manheimer has served on the board of directors of the 338-member organization since 2002 and was elected third vice president in 2007, according to Cal Chiefs.

She will be installed as president at the group's annual training symposium at the Fairmont Hotel in San Jose.



Manheimer has been San Mateo's police chief since 2000 and spent 16 years with the San Francisco Police Department before that.

She has a Bachelor of Arts in business management from Saint Mary's College in Moraga and a masters in educational leadership from San Diego State University.

The chiefs association was founded in 1966, and its membership represents municipal districts containing 78 percent of the state's residents.

GUESS WHAT NAWLEE MEMBERS WERE SPREADING THE MAGIC IN PEORIA?

Commander, Sha'ron Harris

On March 30, and 31, 2010 in Peoria, Illinois, members: President/Chief, Susan Rockett, Nawlee Woman of the Year, Chief, Jane Castor, 2nd Vice President, Lieutenant, Dawn Layman, Member, Chief, Debra Boyd, and Member, Commander, Sha'ron A. Harris, attended a two day conference for Women in Law Enforcement. The conference was sponsored by the Illinois Law Enforcement Training and Standards Board Executive Institute, who promotes professionalism in policing.



Chief Castor was the guest keynote speaker where she shared her many career accomplishments, experiences, and support to women in law enforcement. Chief Castor discussed her desire, determination, and dedication to reducing crime in Tampa, Florida. By doing so, she shared how she developed and executed her department's Focus on Four Crime Reduction Plan, which changed the way officer's police in the City of Tampa which resulted into a safer city. Chief Castor is the driving force behind the department's 50% reduction in crime for the past six years.

President/Chief Rockett was a representative at the conference for NAWLEE. Chief Rockett discussed the importance of support groups for women in law enforcement. Chief Rockett

discussed how women in law enforcement are definitely needed in every aspect of the profession from patrol to Chief. Chief Rockett opened a lot of minds and eyes as to the importance of women in

law enforcement being supportive to one another, and NAWLEE has definitely broken that glass ceiling.

Chief Boyd and Lt. Layman were representatives on the panel board, where they conducted workshops at the conference. Chief Boyd provided strategies and

tips on work and life balances in law enforcement. Lt. Layman provided supportive information by informing women of the importance of a mentor. While doing so, they both shared their experiences in law enforcement, and how NAWLEE helped them in these areas and provides support in these areas.

Congratulations to President/ Chief Rockett, NAWLEE Woman of the Year, Chief Castor, and Members, Chief Boyd, and Lt. Layman you have represented our organization proudly, professionally, and exceptionally. You are the true example of what NAWLEE symbolizes by spreading the magic, breaking the ceiling, and most important setting the example of women in law enforcement.

Department reaches a milestone in female leadership

With the recent promotion of a fifth female sergeant, the Boulder Police Department is pleased to announce it now has more commissioned female supervisors than any time in its history.

The milestone was reached last month when Officer Kristi Peterson was promoted to the position of sergeant. Peterson joins four other female sergeants – Katie McEldowney, Melissa Kampf, Lauri Wegscheider, Janet Aguirre – and Cmdr. Kim Stewart in leadership roles. On Watch III, the overnight shift, three of the four supervising sergeants are women.

The Boulder Police Department first hired women in police positions in 1951. According to published materials from that year, however, they performed dual responsibilities. The first two recruits were listed as police woman/records clerk and police woman/clerk typist.

In 2001, the National Center for Women and Policing estimated that women accounted for less than 13 percent of all law enforcement officers in the United States. The Boulder Police Department far surpasses that. The department now has one of the highest percentages of female officers in the country. Out of 171 commissioned officers, 42 of them – or 24 percent – are women.

“Many law enforcement agencies across the county still struggle to recruit women. We are fortunate here in Boulder to have so many highly qualified female officers – with so many of them in supervisory positions,” said Police Chief Mark Beckner. “We know that we can provide a higher level of public safety when we more closely mirror the community we serve. We are proud of all of our officers, but today, we celebrate and thank the women who have helped us reach this important goal.”





A Mommy Track in Policing?

By Professor Cara Rabe-Hemp, PhD
Illinois State University

In 1989, Felice Schwartz coined the term “mommy track” to describe two divergent paths to leadership: a fast one for those who are childless and a slower one where mothers pause or stay in middle-level management while raising their children. Does the mommy track exist in policing? To determine how motherhood influences progression through the ranks, Professor Cara Rabe-Hemp analyzed the career trajectories of women police executives at four important steps: Sergeant, Lieutenant, Captain, and Chief. She found that women with children took an average three years longer to make Lieutenant than those without children. Differences in the careers trajectories did not appear early in officers’ careers but in the middle management positions (after about seven years on), as suggested previously.



Why the delay?

One explanation is that family and child-care issues play a large role in women’s decisions to pass up promotional opportunities. Due to civil service systems, union influences, and police tradition, officers bid for shifts based on seniority within rank. Promotion could mean the loss of a traditional 9-to-5 schedule creating difficulties with child care. Many recent studies have suggested that large contingencies of

eligible officers are forgoing promotional opportunities. Familial responsibilities may be related. The generation of parent employees now in their twenties, dubbed the “Millennials” is spending considerably more time with their children than previous generations.

Another explanation for the delay is that motherhood is perceived as a lack of commitment to their department and profession. Being a mom may impact an officer’s perceived work ethic. Stereotypes associated with competency and commitment of mothers may lead to lessened employer career investments as well as advancement opportunity. In Rabe-Hemp’s study, officers’ narratives suggested female executives worked hard to overcome the

concerns that motherhood would diminish their competency to lead. One Police Chief summed it up by saying, “After I came back I did not miss a beat. I needed to make up for lost time”.

What does this shift mean for police departments?

Is the mommy track robbing policing of well-qualified leaders? Women’s family situations continue to present unique obstacles to their progression in policing. The most commonly cited reason for women leaving policing is familial responsibilities. Although such

obstacles do not stem from the workplace, police departments may need to consider family-friendly inducements such as maternity/paternity leave, flex time, and in-house day care options to stay competitive with the private sector. To maintain the potential for enduring change in the field of policing, departments must find ways to support parenthood without compromising police operations and without unfairly burdening co-workers.

WANTED: Associate Member At Large

Tamara Kowalski, who has served as the Associate Member At Large on the NAWLEE Board has been promoted to Lieutenant at the University of Wisconsin-Madison Police Department. As lieutenant, her role will be overseeing various human resources and administrative functions. We congratulate her on her success. She served a full two year term from 2007-2009. At the conference in 2009, she was elected to a second term.

While we are celebrating her success, it also means

that she can no longer fill the Associate Member At Large



on the board. The NAWLEE by-laws state, "Member-at-Large: If the position of Member-at-Large becomes

vacant for any reason, the President may appoint an Associate member to the position with the advice and consent of the remaining Board of Directors for the remainder of the term." If you are an associate member in good standing, have attended at least two national conferences, and are interested in being considered for appointment to fill this vacancy, please contact President Susan Rockett at srockett201@hotmail.com. Please contact her by June, 12, 2010.

NAWLEE Executive Board Position Openings

Susan Kyzer, Nominating Committee Chair

As you anticipate the next annual conference celebrating 15 years of excellence in New Jersey, the Search Committee asks you to consider running for an executive board position. Positions are open every year on the NAWLEE executive board and what better way of supporting the organization than running for a leadership position! The following positions are open this year for the 2010 elections:

2nd Vice President – will serve one year as 2nd VP, the following year as 1st VP and in 2012 as President

Treasurer – serving a two-year term

Eligibility for the 2nd VP and Treasurer positions includes:

Active Executive member for two years; and

Membership is current, active, and with dues paid;

Has attended a minimum of two annual conferences; and

Demonstrates knowledge of the duties and responsibilities of the Executive Board.

If you are interested in running for any of the positions above please contact Susan Kyzer, Nominating/Search Committee Chairperson at 850-617-3033 or by email:

www.susankyzer@flhsmv.gov prior to the day of the election so that you may be considered as a nominee and your name placed on the ballot.

Serving in a leadership role is both rewarding and challenging and a great way to give back to an organization that supports you!



Women: Sworn & working

By Carole Moore

When I was a rookie patrol officer, I was assigned to a platoon working for a long-time sergeant who absolutely did not believe women belonged in law enforcement. He made my life a working hell and took every opportunity to publicly express his scorn. I remember on at least one occasion, he instructed dispatch to surreptitiously send a male officer on a call on my beat in order to undermine and embarrass me. I was new to the job and had no idea how to handle the man's abuse and harassment.

In retrospect, I now know I should have gone to the chief of police — a man who truly had an open door policy and believed every woman and every minority he hired stood shoulder to shoulder with every white male on the department. But I didn't, because part of the unwritten code back then was that you sucked it up and didn't complain — and I hated my job. Every. Single. Minute. Of. It.

It wasn't until I transferred away from this guy and worked for first line supervisors who judged each officer on his or her own merit that I started loving the career. Now, years later, the women who paved the way for me and others in law enforcement are hitting retirement age: They deserve a big thank you for opening the doors the rest of us walked through.

Women have gone from crossing guards and juvenile officers to command positions. They lead entry teams, solve brutal homicides, track terrorists and are every bit as good at what they do as their male counterparts. In fact, many have risen to the tops of their professions. Female chiefs have helmed important law enforcement agencies, from Washington, D.C., to Tampa, Fla., and they occupy positions of authority in state and federal agencies ranging from the FBI to NCIS to ATF. My good friend Chief Donna Waters has guided the officers of the Raleigh-Durham Airport Police for years with a steady hand and a sense of fairness that has instilled a true sense of loyalty in her officers. Donna and I worked together decades ago — the same chief gave both of us our starts.

And, even more encouragingly, the acceptance of female officers has spread to other

Want to attract more qualified women applicants? Put your best female officers out there as examples. Women, like men, respond to good role models. It's that simple.

parts of the world as well, including places where women are traditionally prohibited from tackling careers considered part of the All-Male Club, like in the Middle East.

Although countries like Israel have long treated women with equality, others have not been so democratic. That is why a recent story I found on the City of Abu Dhabi's efforts to recruit larger numbers of women to its police force — and its success — is heartening.

A recent effort by police in that country, the United Arab Emirates, found large numbers of female applicants. In fact, the report says that the number of female applicants has doubled. Sounds like the Abu Dhabi force is on the right track, even if women are not given the same types of duties as the men. It is a beginning.

Here, of course, the evolution of women into law enforcement has evolved from the secretarial pool to heading up large agencies — a remarkable amount of change in a relatively short time. The real challenge still looms ahead: How do you, as a police executive, retain good female officers over the long run?

The key, in my opinion, is to make it clear that men like the sergeant for whom I worked won't be tolerated, to offer women someone they can go to if they have a coworker or supervisor who treats them like second-class citizens and to listen when they speak. Sometimes what they're saying — and what you're hearing — may be two different things.

Want to attract more qualified women applicants? Put your best female officers out there as examples. Women, like men, respond to good role models. It's that simple.

A 12-year veteran of police work, Carole Moore has served and has extensive training in many law enforcement disciplines. She welcomes comments at carolemoore_biz@yahoo.com.

NAWLEE Mentoring Program

Lt. Dawn Layman
Lenexa Police Department
NAWLEE 2nd Vice President



As the NAWLEE Mentor Program Chair, I strongly encourage all members to become involved in the NAWLEE Mentoring Program either as a Mentor, Protégé or Both. You will find participation in the

NAWLEE Mentoring Program a special experience which is part of the 'NAWLEE Magic'. Nothing can quite match the satisfaction you get from sharing your experiences to assist others. Mentors can provide specific information regarding important issues facing the profession, promotional preparation, personal rewards as well as sources of frustration. Having a Mentor/Protégé relationship outside your organization affords you the opportunity to experience new ideas, programs and to receive feedback from an impartial and non-evaluative source.

We are in the process of reconfiguring and rebuilding the NAWLEE Mentoring Program with the goal of a future web based program and database. Currently, we have several members who desire to be mentored. However, we are closing in on a point where

we have more protégés than we have available mentors. If you have filled out the NAWLEE Mentoring Questionnaire since the last conference you need not do so again.

If you currently are a mentor and/or protégé within the NAWLEE program we are asking that you respond to dlayman@ci.lenexa.ks.us with your current pairing and role. In addition, if you are not currently active in the program I am asking that you strongly consider becoming a mentor and/or protégé. The NAWLEE Mentoring questionnaire can be found at www.nawlee.org.

"We cannot hold a torch to light another's path without brightening our own."

NAWLEE is on Facebook and Twitter!



Harvard University Police Host Luncheon

Diane Skoog - Executive Director



In March I was pleased to host a luncheon for some of our local NAWLEE members here in Massachusetts.

Deputy Chief Linda McCaul of the Harvard University Police Department was again generous to offer the Harvard Faculty Club for our get together as she had done several years ago.

Remembering what a gracious hostess Deputy Chief McCaul was and the absolutely delicious food prepared by the Faculty Club chefs I was quick to accept!

Several of us arrived early and we got a tour of the Harvard University Police Department and got to meet Chief Francis "Bud" Riley.

Chief Riley is very supportive of women in law enforcement. He was so pleased to have NAWLEE in the house that he surprised us all and picked up our entire lunch check.

The NAWLEE members in our group represented 8 different agencies here in Massachusetts. It was a great opportunity for us to get together, make new friends, touch base with old friends, network and mentor.

On behalf of myself and the NAWLEE Board of Directors, I would like to thank Deputy Chief McCaul for providing NAWLEE with a terrific meeting place and making all the arrangements.

And, I would like to thank Chief Riley for his generosity and the continued support he has shown NAWLEE over the years.

You make a living by what you get. You make a life by what you give.

- Churchill



2010 NAWLEE Conference

CELEBRATING 15 YEARS OF EXCELLENCE

Welcome to New Jersey!!



As conference hosts of the 2010 NAWLEE Conference, Sheriff Leo McGuire and I want to invite you all to attend as we celebrate NAWLEE'S 15 YEARS OF EXCELLENCE.

The conference will be held at the Hasbrouck Heights/Meadowlands Hilton located in Bergen County, N.J. The Hilton offers elegant amenities as well as spectacular views of the New York City Skyline. It is located only minutes away from New York City, Bergen County's plentiful shopping malls, restaurants and attractions.

We promise an extraordinary schedule of training and meaningful networking opportunities that will leave you inspired and motivated.

Sheriff Leo McGuire and Undersheriff Sharon McDonald look forward to seeing you in Bergen County, N.J. this coming August 4th – 8th!

**15TH ANNUAL
NAWLEE
CONFERENCE
AUGUST 4 - 8, 2010
Hasbrouck Heights,
New Jersey**





Welcome to NAWLEE!

New Members

NEW MEMBERS:

- Corrections Officer Laura Amari** - Bergen County Sheriff's Office, Sparta, NJ
- Chief Superintendent Alice Audu** - Nigeria Police Force, Lagos, Nigeria
- Lieutenant Karen Baker** - Will County Sheriff's Office, Joliet, IL
- Pattie D. Banas, Director** - Sussex Management Associates, Lemont, IL
- Assistant Commissioner Akon Benard** - Nigeria Police Force, Lagos, Nigeria
- Robert Berkowitz, President** - Prendo Forensics, Guilderland, NY
- Officer Diana Bramley** - Voorhees Township Police Department, W. Berlin, NJ
- Master Sergeant Tamara L. Crew** - Oklahoma City Police Department, Oklahoma City, OK
- Sergeant Cris Cunningham** - Oklahoma City Police Department, Oklahoma City, OK
- Sergeant Rhonda DiFranco** - Sarasota County Sheriff's Office, North Port, FL
- Lieutenant Teresa Donovan Troudt** - OHSU-University Police Department, Portland, OR
- Deputy Superintendent Deborah Friedl** - Lowell Police Department, Lowell, MA
- Captain Karen A. Johnson** - Baltimore County Police Department, Towson, MD
- Lieutenant Sandy M. Laney** - Columbia Police Department, Columbia, SC
- Ellen L. Petty, Director** - Law Enforcement Training Advisory Commission, Springfield, IL
- Assistant Professor Cara Rabe-Hemp** - Illinois State University, Normal, IL
- Captain Sonia Quinones** - Hallandale Beach Police Department, Hallandale Beach, FL
- Supervisory Customs Officer (Ret.) Lillie Sears** - Customs & Border Protection, East Orange, NJ
- Officer Jennifer L. Taylor** - Bunkie Police Department, Cottonport, LA
- Chief Rachel Weiser** - Carrizozo Police Department, Carrizozo, NM
- Officer Roni Wildoner** - Bergen County Sheriff's Department, Ramsey, NJ



If you would like to make a submission to the July NAWLEE newsletter, please send contributions to KristenZiman@mac.com by July 1, 2010 for consideration.