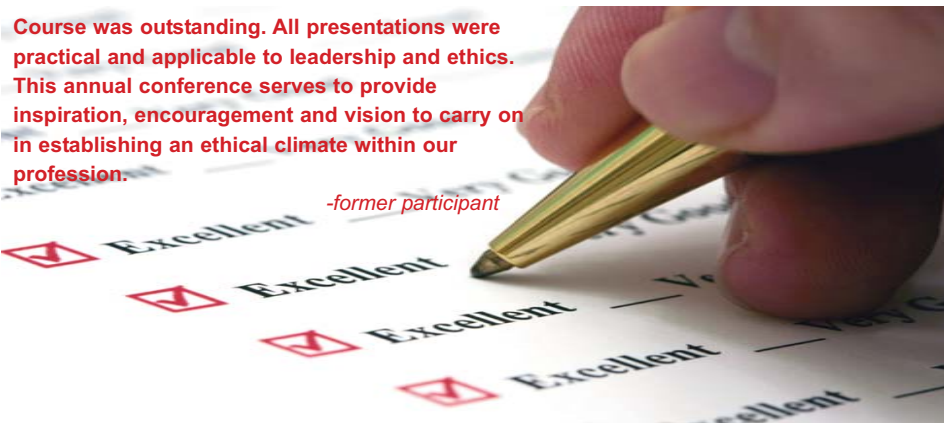


**The
PERFECT
Police Officer:
Hiring, Retaining and
Nurturing Quality Employees
March 25-27, 2009**

Course was outstanding. All presentations were practical and applicable to leadership and ethics. This annual conference serves to provide inspiration, encouragement and vision to carry on in establishing an ethical climate within our profession.

-former participant



In the ongoing quest for workplace excellence, organizations - everywhere - are competing to find, keep and develop an increasingly-scarce resource... the quality employee. This annual event will focus upon the various ways in which public safety leaders can identify and attract the right new employees; retain and nurture current personnel; and develop effective and enthusiastic workers and leaders to guide their organizations into the future.

Calling upon a distinguished faculty of law enforcement leaders, government executives and academic authorities, this conference will highlight and examine a number of current and high-profile management issues including the identification and hiring of new employees; taking full advantage of the talents of young workers; developing a strong organizational image and culture; and ensuring a healthy and nurturing workplace for all employees.

Who Should Attend

- ◆ Sworn and Civilian Public Safety Leaders
- ◆ Public Safety Trainers and Academy Managers
- ◆ Criminal Justice Researchers and Academicians
- ◆ Human Resources Professionals
- ◆ Recruitment Specialists

CONFERENCE TOPICS WILL INCLUDE:

- ◆ **BUILDING AN ORGANIZATION OF CHARACTER**
Inspector Francisco Colon, Providence Police Department, RI
- ◆ **BRANDING AND IMAGE IN POLICE AGENCIES**
Chief Gary Margolis, University of Vermont Police Department
- ◆ **THE IMPACT OF STRESS ON POLICE OFFICER PHYSICAL AND MENTAL HEALTH**
Dr. John Violanti, University of Buffalo, NY
- ◆ **WHAT GENERATION Y BRINGS TO LAW ENFORCEMENT AND HOW POLICE AGENCIES CAN BENEFIT**
Sergeant Drew Sanders, West Jordan Police Department, UT
- ◆ **“KNOWLEDGE AGE” WORKERS IN “INDUSTRIAL AGE” ORGANIZATIONS**
Dr. Alex del Carmen, University of Texas at Arlington
- ◆ **DISCOVER POLICING: MARKETING AND RECRUITING IN AN ELECTRONIC WORLD**
Chief Ronnie Bastin, Lexington Division of Police, KY
- ◆ **WHOLE PEOPLE, WHOLE ORGANIZATIONS: RECRUITING, RETAINING AND NURTURING FOR EMPLOYEE SUCCESS**
Dr. Kay Eggleston, Richland College, Dallas, TX
- ◆ **ETHICS TRAINERS ROUNDTABLE**
For graduates of the Ethics Train-the-Trainer course, this annual roundtable provides an opportunity to share and learn techniques and strategies for teaching ethics in the law enforcement community.

KEYNOTE SPEAKER



A. DeWade Langley
Director, Oklahoma State Bureau of Investigation (OSBI)

A. DeWade Langley joined the Oklahoma State Bureau of Investigation (OSBI) as a Special Agent in 1977, and three years later was promoted to Deputy Inspector. After supervising the only long term “sting operation” in this history of his agency he was appointed Inspector and, in 1990, he was promoted to Deputy Director of OSBI. In 1995, he was appointed Director.

Under his leadership, OSBI has implemented a number of revolutionary programs including the first statewide criminal intelligence unit, and the first Association of Crime Laboratory Directors (ASCLD). OSBI is the first state level law enforcement agency to become accredited through the Commission on Accreditation of Law Enforcement Agencies (CALEA).

Director Langley holds a Bachelor of Science Degree in Law Enforcement from Northwestern Oklahoma State University, a Masters of Science Degree in Natural and Applied Science, and a Doctorate of Education in Applied Educational Studies from Oklahoma State University.

FEATURED SPEAKERS



Kathryn K. Eggleston, Ph.D.
Richland College

As Executive Vice President and Chief Operating Officer at Richland College, Dallas, TX, Dr. Kay Eggleston leads Richland’s institutional effectiveness and performance excellence practices. Richland College was named a 2005 recipient of the Malcolm Baldrige National

Quality Award, the first and only community college to receive the nation’s highest distinction for performance excellence. A frequent national speaker on Richland’s Baldrige-based performance excellence practices, Dr. Eggleston was selected as the 2007 Dallas County Community College District Administrator of the Year. She holds a Ph.D. in management and administrative sciences from the University of Texas at Dallas.

Alejandro del Carmen, Ph.D.
University of Texas at Arlington



An associate professor and chair of the Department of Criminology and Criminal Justice at the University of Texas at Arlington, Dr. del Carmen earned a Ph.D. in criminology and criminal justice from Florida State University in 1997. A member of the ILEA Advisory Board, his research interests include law enforcement, racial profiling, crime prevention and corrections. Dr. del Carmen has published more than twenty-five refereed academic manuscripts in internationally recognized journals.

ETHICAL COURAGE AWARD



Officer Michelle Guerette
Providence Police Department, RI

In the spring of 2008, Providence, RI, Police Officer Michelle Guerette was preparing for an upcoming promotional examination when she learned that information about test materials and exam content might have been leaked to a potential candidate. An 11-year veteran of the force, Officer Guerette reported her concerns to Internal Affairs, resulting in the exam being postponed and different study materials being selected. Given that her agency had been badly shaken by a widespread testing scandal in the past, Providence Police Chief Dean Esserman described Officer Guerette’s actions as “moral courage.” In recognition of her exemplary demonstration of character and integrity, on March 26, 2009, the Center for Law Enforcement Ethics will present Officer Guerette with the Ethical Courage Award.

For additional information, visit www.theILEA.org

REGISTRATION - CONTEMPORARY ISSUES & ETHICS

- **ONLINE:** www.theLEA.org
- **FAX:** 972.244.3431
- **PHONE:** 972.244.3400 or 800.409.1090
8:30am-5:00pm CST
- **MAIL:** The Center for American and International Law
5201 Democracy Drive
Plano, TX USA 75024

- Tuition:** \$129 ILEA Alumni member
- \$199 ILEA member or ILEA Ethics Center Individual Member
- \$299 non-member
- \$0 ILEA Ethics Center Organizational Member representative

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Agency _____

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Cancellation Policy: Tuition, less a \$25 handling charge for each registration, will be refunded upon WRITTEN NOTICE received not later than five (5) working days prior to the program (e-mail: cburkel@cailaw.org). No refunds after this date, although substitutions of attendees for program are permitted.

Course Hours

Registration begins at 8:00am on Wednesday, March 25 with daily sessions beginning at 9:00am and ending at 4:00pm except on Friday when events will conclude at 12:00 noon. Lunch is on your own.

Conference Site

The Center for American and International Law, headquarters of the Institute for Law Enforcement Administration, 5201 Democracy Drive, Plano, TX 75024.

Hotel Accommodations

The cost of lodging is not included in the tuition. Guest rooms are available, in limited number, at the Hampton Inn Plano, 4901 Old Shepard Place, Plano, TX 75093, at a rate of \$94 per night, plus 13% occupancy tax. The Hampton Inn offers a complimentary "On the House" hot breakfast and complimentary Evening Manager's Reception (Monday through Thursday from 5:30 to 7:30pm). Complimentary shuttle service is available within a five mile radius. Complimentary wired and wireless internet access (in room and in all public areas) is also offered. Full access to Local 24 Hour Fitness Center is available. To assure room availability, contact the hotel directly at 972.519.1000 at least 2 weeks prior to the program date and advise them that you are attending the Contemporary Issues and Ethics program.

TCLEOSE Credit

Law enforcement personnel attending this course are eligible for 14 hours of Texas Commission on Law Enforcement Officer Standards and Education (TCLEOSE) credit.

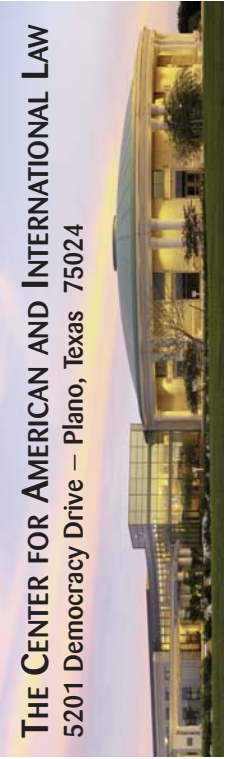
Nondiscriminatory Policy

The Center for American and International Law does not discriminate on the basis of race, color, sex, religion, sexual orientation, national origin, age, disability, veteran status or any other protected status in educational activities, scholarship programs or admissions.

ILEA Alumni Members

You are invited to join us for the annual Alumni Business Meeting and complimentary luncheon on Wednesday, March 25 at 11:30am.


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Institute for Law Enforcement Administration



The Center for American and International Law

14 HOURS OF TELEOSE CREDIT



The PERFECT Police Officer:

Hiring, Retaining and Nurturing Quality Employees

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The Center for American and International Law
Plano [Dallas], Texas

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