

NAWLEE NEWS

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ANNUAL ELECTIONS

The election of NAWLEE officers will be held in Tempe, Arizona during this year's annual business meeting.

The offices up for election are President, 1st Vice President, 2nd Vice President, Treasurer and Secretary.

For eligibility requirements please see Article III in our bylaws. A current copy of the bylaws is posted on our web site.

SEE INSIDE FOR MORE CONFERENCE NEWS!

SPOTLIGHT BOARD MEMBER

LIANNE TUOMEY, MSW
CAPTAIN, University of Vermont Police
Burlington, VT

2nd V.P. –NAWLEE

Lianne Tuomey has been policing in Burlington, Vermont for the past 21 years. A transplant from upstate New York, she made the short hop across Lake Champlain and in 1982 joined Burlington PD as a patrol officer. For the next 18 years she served the town while advancing through the ranks of Sergeant (1985) and Lieutenant (1997).

In 2000, Lianne seized the opportunity to transfer over to the University of Vermont PD, also located in Burlington, as the only Captain on the de-

partment. For the past 3 years she has served as the Operations Officer, in charge of all patrol responsibilities, Crime Prevention Programs, the Detective unit, Special Operations, Task Forces and training.

Lianne is also very involved with the training of police officers, teaching several blocks of instruction at the Police Academy. She is an instructor for Critical Incident Stress Management; Crisis Negotiations, Patrol Procedures; and is also a Firearms Instructor for the State. In this capacity she is a member of the State's Use of Force Committee. She has consulted in areas of workplace violence, organizational development and defusing conflict. She is a Myers-Briggs instructor and has guest lectured at the state and national level



in areas of Critical Incident Stress Management. Lianne sees herself as a lifelong student. "I learn something every day as long as I am paying attention. I hope I model this for the officers I work with. I really think there are so many opportunities missed with the challenges that policing pre-

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Our conference is fast approaching. Don't forget to register and make your hotel and transportation reservations. There are some great airline rates right now, so don't miss out. We are going to learn a lot and have a great time in Tempe. If you can make it early, the Board of Directors would really like you

MESSAGE FROM THE PRESIDENT

CHIEF VICKY PELTZER

to join our strategic planning session on Thursday, July 31 (see more information below). Or, if you want to be a mentor, the mentoring training is a great way to start the confer-

ence. Our mentoring program always gets great reviews. We are also excited that Chief Maryanne Vivrette, also the upcoming IACP 2nd Vice President, will

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NAWLEE BOARD OF DIRECTORS 2002-2003

President Vicky Peltzer,
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Immediate Past President
Theresa Chambers, Chief,
United States Park Police
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Executive Director Diane
Skoog, Chief (Ret.) Carver
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CAPTAIN LIANNE TUOMEY (continued from page 1)

sents to us to make a difference, to lead, to follow, to grow and to be of service."

To get away from all these responsibilities, Lianne has many hobbies—particularly tooling around on her 1983 Knighthawk 550 motorcycle. Scuba diving, bicycling, running and canoeing round out her outdoor activities. When Lianne isn't being challenged by her first love of being a police officer and sharing that passion through her teaching and mentoring opportunities, she attends to her newly established small business, "KLR Connections", a residential and small business multi-media data wiring company to fill in the rest of her time.

Lianne has worked many interesting cases over the past 21 years. Her two most memorable cases involved the successful 6 hour hostage negotiation

with a homicidal/suicidal women who was holding 5 children and 6 adults hostage at gun point, and solving a hate crime against a campus group by using her skills as a Statement Analyst/crime scene profiler, and consulting with FBI profilers. When asked what she would like people to know about her, Lianne's response was "I really love working in policing—my heart is to be of service." Her professional goals are to continue to teach new recruits about contemporary policing, and to continue to grow in her policing skills, knowledge, and impact on policing. At age 42, she sees becoming a Chief of Police on the "long-term horizon".

Lianne has been an active member of NAWLEE since 1997 and is currently serving as our 2nd Vice President and Chair of the Mentoring Committee. She will

be seeking re-election at the annual conference.

Surprisingly—Lianne says she has never had the benefit off a mentor, and that is why she is now so passionate about the NAWLEE mentoring program. The women that she admires most is noted poet Maya Angelou. Maya "exudes a women connected spiritually to the world—yet in a very practical way. She displays so much wisdom". Ms. Angelou recently spoke at the University of Vermont. After her talk, while on the way out, she stopped and thanked the police for their services and reminded them "be tough minded but tender hearted. I like to think that is how people see me." Maybe Lianne has had a mentor, after all!

MESSAGE FROM THE PRESIDENT

(continued from page 1)

be able to join us at the conference.

I was in Washington D.C. for a Human Resource conference for law enforcement and I met two people who knew someone who was a member of NAWLEE. That brought great joy to me because that meant that even though these two people

were not NAWLEE members, they knew about NAWLEE and what the organization was about, and they knew some members. Wow! That said a lot for NAWLEE.

As your president for the last year, I have received phone calls and emails from across the country inquiring about women in executive positions, trends

for women, equipment issues, recruitment issues, and promotional opportunity issues. As an organization, our opinions, thoughts, and efforts are important to others. Although the organization has grown tremendously since its' inception, and what vision our founding members had, we are still growing. It is time for us to look at where we have been and where we see ourselves going, and start strategically working to obtain those goals. So, as

part of the annual conference, we are having a professional facilitator help us with strategic planning. The Board is excited about having this opportunity and wants your input. I sure hope you can make it.

There have been many people who have been working behind the scenes over the last year who deserve some recognition. Our new execu

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MEET OUR WEBMASTER!

Those of you who like to keep on top of things have probably noticed some significant improvements in the NAWLEE website (www.nawlee.com) over the past year. Since April of 2002, Geoffrey Campbell has been working on the layout and design, as well as the overall management of the site. He has diligently worked on making it more user friendly, up to date and visually appealing to our members, as well as visitors in search of more information about NAWLEE.

Geoffrey was lured to us by former NAWLEE president, Chief Theresa Chambers. Geoffrey's is currently a senior at North Carolina Central University in Durham, NC where he majors in Criminal Justice. He will be graduating in December. Computers have been his hobby for the past 5 years, and in addition to his studies and Webmaster chores, has his own website design site

(www.interintense.com).

Geoffrey currently holds the position as president of the Durham PD Explorers Post #357. This program introduces those interested in a career in law enforcement to topics such as motor vehicle stops and patrol procedures; interviews and interrogations; report writing and other basic functions of police work. Geoffrey oversees the 15 member program, and is hopeful of one day securing a position on the Durham PD.

Geoffrey is single and 20 years old—which is probably why he has the energy to pursue other activities—his favorite being competition speedball. This is a revved-up version of paintball. He enjoys this more sports-oriented version because it is done in close quarters and is a good training aid to

find tune shooting skills.

Being Webmaster is an easy job, say Geoffrey. Though he didn't design the original layout, he likes it and will continue to fine tune it for us. He advised us to keep our eyes open for 2 new segments that will be starting soon—"SPOTLIGHT" and "A VIEW FROM THE TOP". More on these, later. Geoffrey can be reached at : info@nawlee.com if you have any questions, comments, or to just drop a line to say HI!



EXECUTIVE DIRECTOR'S MEMO

With the conference less than a month away, the Board and I are winding things up for yet another successful NAWLEE year! This has been the busiest year yet for us as you could tell from your mail box.

NAWLEE continues to grow in numbers and stature. Our services, advice and input are sought not only by our members but from the outside community as well.

I am looking forward to giving a complete report of the year's activities at our annual business meeting.

FINAL CONFERENCE NEWS!

ASST. CHIEF LAURA FORBES, TEMPE, AZ

The 8th Annual Conference is quickly approaching and things are heating up (yes, the pun is intended!). Make sure you are a part of the learning, leading, and mentoring that will be happening in Tempe, Arizona from Thursday 7-31-03 through noon on 8-3-03. If you have not yet submitted your registration form, we are eagerly awaiting your reservation. Remember that there are some great discounts available for airfare through America West Airlines and we just arranged a 10% rental car discount through Thrifty Car Rental. Use Code number 6585 when booking with America West, and Code number 500222 when booking with Thrifty.

Presentations and Workshop Update:

Thursday - Our very own Capt. Lianne Tuomey and Lt. Penny Fischer will be presenting a four-hour mentoring workshop from 12:30 to 4:20. We will follow that session with an icebreaker discussion on current



events or issues for anyone interested.

NOTE: The NAWLEE Board will also be holding a strategic planning session to discuss the future of NAWLEE from 12:00 to 4:00. Everyone is welcome to attend.

Friday's general sessions will feature two great presentations:

Christine Muldoon, a dynamic communication consultant, will present "*The Persuasive Communicator, Setting the P.A.C.E.*" This session will demonstrate that somewhere between being pushy and being a push-over is the fine art of being persuasive in a positive way.

The presentation called *Women at Ground Zero, Stories of Courage & Compassion* will highlight the efforts of several women present at ground zero and offer a glimpse into the devastation, and lessons learned from people who were there.

Saturday's workshop choices include:

1. Keeping Balanced - Avoiding the Pitfalls of Stress -

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NAWLEE PROMOTIONS and CHANGES

Agency Changes:

From Chief to Chief:

Linda Stump—from Purdue University Police Dept., IN to University of Florida Police Dept., Gainesville, FL.

(effective July 14, 2003)

Promotions:

From Assistant Chief to Chief:

Lisa Barbin—Wellesley College Police Dept., Wellesley, MA

From Captain to Assistant Chief:

Julie Williams—Lansing Police Dept., Lansing, MI

From Major to Commander:

Diane Clarke—Brevard County Sheriff's Office, Titusville, FL

MEMBERSHIP MESSAGE!

It is not too late to win that wonderful vacation in sunny Florida! Membership is climbing, but we still need everyone's help. Please make personal contact with any female executives that you may have knowledge of. If you know of none, then contact adjacent agencies and inquire about executives they may have. If you look hard enough, we can be found! I have constructed a recruitment letter that I will be glad to forward to those in need. Don't forget to direct people to our website.

As I have said before, personal contact and 'word of mouth' have been most beneficial to date. Again—I ask you to take the time now to make some contacts! Looking forward to seeing everyone in Tempe!

jane.castor@tampagov.net

PRESIDENT'S MESSAGE

(CONTINUED FROM PAGE 2)

utive Director, Diane Skoog, hit the ground running. With her help and our webmaster Geoffrey Campbell, the NAWLEE webpage has a new look with many additional links and updates, including job openings, the conference, member highlights, updated membership lists and more. The newsletter is also being posted on our website for the first time. Diane sends out our mass mailings, answers emails, sends out new member packets, answers media inquiries, works on future conference sites and hosts, and of course, takes care of the Board members. Thank you Diane and Geoffrey.

Under Cathy Atwell's leadership as 1st Vice President, Chief Susan Riseling, chair of the Legislative Organizational Liaison committee, has contacted the IACP 6th Vice President candidates regarding their answers to questions of interest for our membership. You can find their responses on NAWLEE's website. In addition, Chief Riseling updates our Board of Director list with key law enforcement associations and maintains and develops relationships with those associations and other appropriate elected and appointed officials. Cathy Atwell also keeps our newsletter on task. Kathy Stefani, our chair for the publications committee and editor of the newsletter, has added some new features to the newsletter including highlighting a member, new member list and promotions updates, and more. Kathy Stefani has been terrific in getting out the newsletter as we promised at the last annual conference. Thank you to Cathy, Susan and Kathy.



Under 2nd Vice President Lianne Tuomey, the Membership committee, led by Jane Caster, has worked hard in trying to establish new members. The committee has been actively recruiting new members. At the last count, we had 386 members. Great work! Lianne also oversees the Professional Development committee, which is chaired by Susan Rockett. As most of you know, Lianne is one of the key instructors for the mentoring program, which is a huge success. This year, the Professional Development committee also took on the task of the first NAWLEE/Motorola Woman Law Enforcement Executive of the Year award. With many other people involved, the selection criteria was set and distributed. A special thanks needs to go to Motorola for coming up with the idea and helping make it happen. Jackie Wasni, from Motorola, has been a key person to make this happen. Motorola has been such a supporter of NAWLEE over the years. Thanks to all of you.

Susan Kyzer, our Treasurer, is what keeps the organization together. Her sound

wisdom and advice make her shine. She willingly keeps up the financial records, comes up with great ideas, knows the proper ways of handling issues, and is always willing to review documents for accuracy. She also serves on the Organizational Structure committee. Thank you Susan.

Speaking of the Organizational Structure committee, Electra Theodorides-Bustle serves as chair. Electra has taken on the task of updating our by-laws, reviews legal documents, and serves as the Association's Parliamentarian. Electra's committee has put together a proposal for succession of presidents to be discussed at the strategic planning session. She has done a terrific job of helping the organization. Thanks Electra.

There are many other committee members who have dedicated a lot of time and effort to help out the organization. It would take up too much room to list all of you, but we know who you are. Thank you for helping make this such a successful year for NAWLEE and our membership.

Lastly, I wanted to mention about the trip to South Africa in November. The Ambassador People to People program asked me, as your President, to lead a delegation of law enforcement executives to South Africa. I hope that you will consider joining me on this exciting, once in a lifetime adventure. It will be a great learning experience. If you have not received the mailing, let me know and I will make sure you get the information.

I look forward to seeing all of you in Tempe.

A PARTNERSHIP IS FORGED!

NAWLEE & MOTOROLA announce the Woman Law Enforcement Executive of the Year Award!

It all started in Seattle at the 2002 NAWLEE conference. A conversation between some members evolved into the partnership between NAWLEE and Motorola to recognize the contributions of our members to the profession of law enforcement – hence, “The Woman Law Enforcement Executive of the Year” was born.

Deputy Chief Laura Forbes (Tempe AZ) and Jackie Wazni (Motorola Corp.) forged this idea and presented it to the executive board back in August of 2002. Under the E-board’s direction and in concert with Motorola, the Training and Development Committee was tasked with developing the selection criteria, nomination format, soliciting the nominations, evaluating the nominations, and making the recommendation of the recipient to the President. (Kudos to committee Co-Chair Commander Susan Rockett (Calumet Park, IL) for all of her work pulling together an outline of criteria, developing the nomination packets and collecting and distributing the nominations to the selection team -- which was no small task!)

**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**

Seven amazing women were nominated for this year’s award. The nomination criterion was quite lofty, but not difficult for our NAWLEE members to demonstrate; as evidenced by the quality of the nominations. The criteria that were considered:

NAWLEE History and Participation

Leading Change: Shows creativity, initiative, flexibility, and innovation to produce results that are important to the service community. Indicate unusual vision in leading organizations or projects that have been successful.

Leading People: Demonstrates success in building and maintaining a law enforcement/police work force that is diverse, well trained, highly motivated, and productive. Indicate how the nominee managed the capabilities of employees and other people to build a shared vision, aligned support for the vision, and motivated and encouraged people to work together to achieve significant results.

Results Driven: Exceptional record of achieving important program or organizational results. Indicate measurable, observable, special achievements and/or contributions to improving the quality of law enforcement.

Business Acumen: Has managed the organization’s human, financial, material, and information resources in a manner that instilled the utmost public trust and advanced the organization’s mission. Indicate specific business decisions and innovations that assisted in achieving or enhancing a departmental goal.

Building Coalitions and Communication: Exhibited an unusual level of cooperation, and effort with others, whether within the organization, community, or other agencies. Indicate the specific actions that made this possible.

Justification Statement: Other general information about the nominee beyond the other selection criteria.

The selection team was comprised of the Co-Chairs of the Training and Development Committee; Commander Susan Rockett, and Captain Michele Peralta (Arlington Co, VA), Motorola representative Jackie Wasni, and NAWLEE Second VP Captain Lianne Tuomey (University of Vermont). To say that the selection team didn’t have a tough decision to make would be an understatement. All the nominees displayed extraordinary expertise, initiative, vision, and leadership in exemplary ways. It is an honor to serve with such remarkable women and to have had the opportunity to learn from them. Continued on page 6

WELCOME NEW MEMBERS THIS YEAR!

Detective Domenica Antimi - University of Missouri – Columbia Police Department, Columbia, MO

Officer Loreann Grimes - Arlington County Police Department, Arlington, VA

Chief Lynne E. Johnson - Palo Alto Police Department, Palo Alto, CA

Trooper Katherine Klemp - New Jersey State Police, Toms River, NJ

Deputy Chief Madonna

Minarich - Bexar County Sheriff’s Office, San Antonio, TX

Officer Jennifer Nickisch - Arlington County Police Department, Arlington, VA.

Lieutenant Arlene J. Ol-

cheski - New Jersey State Police, Toms River, NJ

Captain Deborah N. Oliver - Mississippi County Sheriff’s Department, Cape Girardeau, MO

Commander Susan L. Parra - Phoenix Police Department, Phoenix, AZ

Lieutenant Keely M. Weaver - Florida Highway Patrol, Tampa, FL



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We're on the Web:
www.nawlee.com

CONFERENCE (continued from page 3)

Dr. Sarah Hallett, Police Psychologist

2. Homeland Security - Ideas for a comprehensive response plan - Asst. Chief Dee Taylor of the Scottsdale Police Department
3. Using the Media to your Advantage - Former Phoenix PIO and current Consultant Jeanine L'Ecuyer
4. Missing/Abducted Children - Model Policies & Procedures - Stephen Steidel of the National Center for Missing & Exploited Children
5. Leadership Skills - The Value and the Versatility - Ms. Jackie Wasni of Motorola
6. Excelling in Promotional Processes - Mrs. Valerie Hernandez, HR Director for the City of Tempe

Sunday's Activities :

Sunday morning we will host a panel discussion featuring

pants. We will conclude with a conference critique and planning for next year.

The Social Events:

Thursday 7-31-03 - Participants will be greeted with a warm welcome reception in the Cloister Room at the Mission Palms Hotel. Hors d'oeuvres and cocktails will be served from 6:00pm to 7:30pm. This is a great time to re-connect with peers from across the country. A hospitality room will also be open until 10:00 pm.

Friday 8-1-03, 5:30pm to 7:30pm - Motorola is hosting a reception in honor of the Women Executive of the Year. The reception will be held at The Bamboo Club, just a half-block from the Hotel in Downtown Tempe. A variety of delicious Asian appetizers and cocktails, soft drinks, iced-tea, or water will be served. The hospitality suite will again be open until 10:00.

Saturday 8-2-03 5:30pm to 10:00pm - The infamous "buses" will be loading at 5:30 pm to transport us to a private NAWLEE Conference party at

The Corona Ranch. The Ranch is located in the shadows of South Mountain in Phoenix and is about 20 minutes from the Hotel. The Ranch is owned and operated by the Corona family and they promise us a great time. The dress code is definitely CASUAL as we are planning for a fun filled night to include a barbecue, live music, interactive games, and a casino night (complete with prizes and raffles!).

All social events are included in the conference registration fee. Guests may accompany participants for an additional, but reasonable, fee. So, if you were procrastinating, this information should convince you to make your travel plans now. Additional information is available through a link off the NAWLEE website at www.nawlee.com, or by going directly to the conference website at www.tempe.gov/police/nawlee/home.htm. You may also call Shelly Ryan at 480-350-8820.

SEE YOU SOON - The Conference Committee.

AWARD (continued from page 5)

The first NAWLEE/Motorola Woman Law Enforcement Executive of the Year will be presented on Friday August 1st, 2003 at our conference luncheon. All of these amazing women will be recognized and showcased for their contributions to law enforcement at this year's conference. Friday evening Motorola will be hosting a reception in honor of all the nominees, which will give us a wonderful opportunity to meet and network.

We hope you will join us for this occasion and rest of the conference in Tempe, AZ July 31-August 3. Let's come together to celebrate, network, learn, and keep the "Magic of NAWLEE" alive and growing strong.