

NAWLEE NEWS

INSIDE THIS ISSUE:

NAWLEE BOARD OF DIRECTORS 2002-2003	2
NAWLEE AND MOTOROLA CO-SPONSOR "WOMAN LAW ENFORCEMENT EXECUTIVE OF THE YEAR" AWARD!	2
COMMITTEE REPORTS	3
CONFERENCE UPDATE	3
NAWLEE PROMOTIONS AND CHANGES	4
THE ROAD TO MENTORING	4
JOB POSTINGS	6

DON'T FORGET TO FILL OUT AND RETURN ENCLOSED CONFERENCE SURVEY FORM

SEE INSIDE FOR CONFERENCE UPDATE

NAWLEE EXECUTIVE DIRECTOR CHOSEN

As decided at the Seattle conference last year, the NAWLEE Board of Directors have established the position of Executive Director. Chief Diane Skoog (Ret) has accepted the position and is ready to hit the ground running!

The position of Executive Director is designed to address the needs of our growing organization by providing the administrative services and organizational skills needed to manage the NAWLEE organization in support of the President and Board of Directors.

The selection of Diane Skoog seems a natural progression in her professional and NAWLEE careers. Diane has served with the Carver, MA Police Department since 1977, holding a variety of positions including juvenile officer, detective, sergeant and acting Chief of Police until her appointment as Chief in July, 1990. During this time she also served as



L-R Jane Castor, Kathy Stubbing, Diane Skoog, Melanie Bevan and Mary Beth Riley, at the Seattle Conference, 2002

President of the Plymouth County Chiefs of Police and has assisted in numerous police assessment centers in the New England region. Diane remains proud of her and her son's status as the only mother and son members of NAWLEE. Erik, 31, is a K-9 officer with the Bricktown Police Department in New Jersey. Diane retired from the Carver PD September 1, 2002 and is looking forward to continuing her

work with Habitat for Humanity, working on her 3rd house project this year.

Diane is one of the earliest members of our organization. She has attended all 7 conferences and is easily recognized as the "official photographer" for NAWLEE. She maintains an annual pictorial history that can be viewed at each conference. Additionally, she has served for the past 5 years as NAWLEE (continued on page 2)

MESSAGE FROM THE PRESIDENT

Happy New Year! It is hard to believe that 2003 is already here. It seems like only a month ago that we had our Annual Conference.

The NAWLEE board and committees have been busily working. Our first Executive

Director was selected. Congratulations Diane Skoog! Please join us in celebrating our organization's growth and congratulating Diane in her new position. I am looking forward to working with Diane in helping us reach our goals for this year.

The Annual Conference in Tempe, Arizona is really moving along with Laura Forbes' leadership. It ought to be a wonderful conference. Mark your calendars now so you don't miss it. We are hoping to have a record number of (continued on page 2)

NAWLEE BOARD OF DIRECTORS 2002-2003

President Vicky Peltzer,
Chief, Univ. of Washington
Police Dept. 206-543-9331
vpeltzer@u.washington.edu

1st Vice President Cathy
Atwell, Major, Univ. of
Maryland, College Park
Dept. of Public Safety 301-
405-5728
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

Treasurer Susan Kyzer,
Exec. Dir., Comm. for
Florida Law Enforcement
Accreditation 407-275-
4171 kyzer@fdle.state.fl.us

Immediate Past President
Theresa Chambers, Chief,
United States Park Police
202-619-7350
chambers@mindspring.com

Executive Director Diane
Skoog, Chief (Ret.) Carver
PD Dmskoog@juno.com

NAWLEE AND MOTOROLA CO-SPONSOR "WOMAN LAW ENFORCEMENT EXECUTIVE OF THE YEAR" AWARD!

NAWLEE would like to announce the creation of an award that recognizes one woman law enforcement executive. NAWLEE will recognize one "Woman Law Enforcement Executive who has exhibited sustained extraordinary accomplishment." The recipient should have demonstrated leadership, creativity and support of NAWLEE goals. All nominees must be members of NAWLEE. Further information will be provided in

early March. The requirements for the awards and selection committee will be announced at that time.

MOTOROLA Corporation has agreed to provide the financial support to recognize the "Law Enforcement Executive of the Year". MOTOROLA will sponsor a reception for the award winner, and pay for the winner's conference fees and expenses to attend the NAWLEE annual conference

this August in Tempe, Arizona. MOTOROLA is going one step further and has also agreed to pay the expenses of one guest of the recipient to join them at the conference.

Give some thought now for your nominee for this exciting new award. With all of the many wonderful accomplishments of women law enforcement executives, the NAWLEE Board of Directors is looking forward to many nominations!

NAWLEE EXECUTIVE DIRECTOR CHOSEN

(continued from page 1)

Secretary, and in that capacity has also maintained all documents pertaining to the administration and management of NAWLEE. Over the years, her garage has become known as "NAWLEE Central" and is the repository of all supplies, banners, pins, letterhead and essentials needed to keep NAWLEE organized and active.

While fulfilling all the required duties and responsibilities of the Executive Director

(outlined in the Fall 2002 NAWLEE Newsletter) Diane will be able to draw upon her personal knowledge of the history and development of the organization in order to allow NAWLEE to better serve our members. Diane sees the basic function of the Executive Director as "acting as the right hand person to the President and the Board to keep things running smoothly. With a part-time Board with members spread across the coun-

try who all are busy with full time jobs, there is some 'disjointed-ness' that has developed as we've grown larger. We need to be able to move faster and we need an overseer - a coordinator to keep track of things, to keep communications going so that we can meet the needs of our members in a more timely fashion."

Congratulations Diane on this latest achievement, and best wishes for continued success!

MESSAGE FROM THE PRESIDENT

(continued from page 1)

people at the conference. For the first time, we will be having a special award to present at the conference. In addition, the Board of Directors will be having a strategic planning session prior to the conference, to discuss our long term strategies for the organization. Of course, any member is welcome to attend the planning session.

READ about all of these issues in more detail in this newsletter.

NAWLEE is getting more rec-

ognition by a variety of groups as a resource on women in policing issues, law enforcement executive issues, and identifying qualified applicants for promotional opportunities. Make sure you visit the NAWLEE website regularly for promotional opportunities that are available. Each of the departments/agencies that are posted on our website are acknowledging that the organization is a valuable resource for them. NAWLEE's website is www.nawlee.com.

Don't forget that we are also looking for success stories. If you know of a member who has been promoted or transferred, even yourself, let us know so that we can celebrate the success and let others know.

This organization's strength is on the networking, mentoring, and support of each other. Utilize that strength. If you need assistance, ideas, suggestions, or just to bend an ear, NAWLEE members are available. Check the mem-

bership list then call, email, or write to someone. If you are not sure whom to contact, ask a board member for suggestions based on your needs. We are here for you. NAWLEE has members from all sorts of law enforcement agencies and support agencies. If we don't know someone, we know where to go to look to find the right person or the agency to call that will be a resource. Reach out and feel the magic of NAWLEE!

COMMITTEE REPORTS

Bylaws Committee

The Bylaws Committee has been reviewing the bylaws and will send out their recommendations prior to the Annual Meeting, along with explanations of any proposed changes. If any of our members have any ideas, suggestions or recommendations for changes, please contact Chairwomen Electra Theodorides-Bustle at etheodor@co.sarasota.fl.us.

Membership Committee

Greetings from Florida! Hope everyone had a safe and happy New Year. To those of you who volunteered for the Membership Committee, my apologies for not reaching out to you in a more timely fashion. I could place the blame on any number of things, like: our Tampa Bay Buccaneers going to the Super Bowl (I am not holding my breath!) or the unseasonable cold weather we have been experiencing (it has neared freezing twice!), but the sad and boring truth is that work is to blame.

Now that I have thrown myself on the sword, and contacted the volunteers, let me lay out our plan. Each of you reading this newsletter is aware of the value and potential that our organization holds. It is our responsibility to let the secret out, make others aware of NAWLEE and to bring them into our association. The result will make us stronger as a whole and improve the services we are able to provide each individual. With that said, I would ask each of you to endeavor to contact at least five women who would benefit from inclusion in NAWLEE. Let them know the benefits of our organization and provide them with membership information, either through application or direction to our web site at www.nawlee.com. I know that everyone is very busy, but I would ask you to make time now to complete this task. No one is better prepared to sell our organization than its members, and, by contacting potential members directly, we can be assured that they

are receiving the word.

The Membership Committee will be contacting the executive officers of a number of agencies for the purpose of making them aware of our organization and obtaining the names of potential members. Unfortunately, the past has shown that these letters often do not make it out of the front office. We will also use a number of contact lists in an attempt to identify potential members.

The bottom line is that the most effective way to increase our organizational membership is through the efforts of our current members. So again, I ask each of you to take the time to contact at least five candidates for membership.

The goal of the Membership Committee is to increase our numbers by fifty this year. When you consider the number of law enforcement officers out there, this appears simple. When you consider the obstacles, the task seems daunting. For this reason I will offer a grand prize to the individual who attracts the most new members. That

prize will be a one-week stay in sunny Florida. Your plush accommodations will be located on the Hillsborough River in Tampa, Florida and will include your own quaint bungalow (the study), exquisitely comfortable appointments (pullout couch), elegant water front dining (the kitchen) and a staff to attend to your every need (me). You will have exclusive use of a stunning 21" vessel (my boat) and a variety of personal watercraft that can be used to travel to the Gulf of Mexico. Available activities include: lounging by the pool, boating, fishing, sightseeing, night life (not at our house), fine dining (see previous), movies (Monsters, Inc.) and a host of others. If it is entertainment that you are looking for, there will be two four year olds with a bottomless amount of energy.

Based on the listed prize, I know the competition will be steep, so get an early start, and remember - the sky is the limit!

CONFERENCE UPDATE!



The Top Ten reasons you will want to attend this conference:

10. A couple of days away from your desk and your phone!
9. Affordable hotel accommodations (\$79.00 a night) at a very nice hotel in Downtown Tempe (Visit their website at Missionpalms.com).
8. Gaining useful information during speaker sessions and workshops, then using breaks to develop a quick Arizona suntan!
7. Being rejuvenated by presentations that inspire and motivate - you will not want to miss Friday afternoon's presentation on Women at Ground Zero - Stories of Courage and Compassion!
6. The networking, information sharing, and camaraderie with Woman leaders from all over the Country. This year's theme is "Our Day in the Sun - Learning, Leading, Mentoring."

(continued on page 5)

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

NAWLEE PROMOTIONS and CHANGES

Retired

Chief Mary Rabadeau - from the New Jersey Transit Police Department

Chief Jan Goder - from the University of Wisconsin at Whitewater, WI after 31 years

Captain Dianna Sievers - from the Illinois State Police

Promotions:

From Lieutenant to Chief:

Christine M. Ziemba - Cheektowage Police Department, Cheektowage, NY

From Sergeant to Captain:

Michele Miuccio - Boca Raton Police Department, Boca Raton, FL

From Captain to Deputy Chief:

Rebecca Hackney - Arlington County Police Department, Arlington, VA

From Captain to Major:

Electra Theodorides-Bustle - Sarasota County Sheriff's Office, Sarasota, FL

Agency Change:

Chief Anne Glavin - from MIT Director of Public Safety to California State University Police Department at Northridge, CA

THE ROAD TO MENTORING

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



Mentoring has always existed informally within organizations. Generally, a more senior member of an organization develops a relationship with a less experienced member. The purpose of the relationship has traditionally involved developing the skills and opportunities of the less experienced person both interpersonally and in management, leadership, organizational politics and career growth.

The relationship can last for years if the mentoring pair is compatible and see personal and organizational benefits from it. According to the New Shorter Oxford English Dictionary, the term "mentor" comes from Greek mythology. Mentor was the name of the guide and advisor of Odysseus' son, Telemachus. The term was likely chosen as a base meaning "remember, think, counsel".

In the years since leadership has grown in importance and organizations have sought to capitalize on the success of informal mentoring relationships by formalizing the process. These formal mentoring processes have provided a broader opportunity for more individuals to become involved in the mentoring process. Formal processes also provide a venue in which more people are likely to find mentors and more people are comfortable offering to mentor.

NAWLEE committed itself to creating a mentoring program for the benefit of its members, and a committee was tasked to make that process

happen August 2001. From the beginning we knew the fact that in a national organization the process would become even more challenging. In our annual conferences in 2001 and 2002 we took the time to implement this program within our association. My thanks to April Kranda for the skills she shared with us in developing this model. My personal thanks to Assistant Chief Julie Williams for the guidance and support she has provided to me in my helping create these programs.

The few pairings that we began with in 2001-02 were enhanced at the conference in Seattle in 2002. We were able to get together as an advisory team and conduct an actual pairings meeting in person. We utilized the questionnaires to pair the mentors or protégés and were able to join about a dozen new pairs. Our next step was connecting those pairs before the evening dinner/entertainment on Saturday evening.

We then stood back and watched the excitement happen. Mentor and protégés sharing stories on the ferry to dinner, at the dinner table and on the ride home. We saw new friendships being forged and the ability to grow occur. There were new women managers with more experienced managers sharing experiences and life stories. The energy was exciting to watch.

I was able to spend time with both my mentor and protégé on this trip. On my first day there, my protégé and I found each other for lunch. We got to know each other and formalized where we wanted to go from there. We were able to grab moments in that weekend to explore what this relationship means, and I hope she was able to take away from that experience as much as I did.

I also got to share that energy when I spent some one-on-one time with my mentor. On our Friday free time we took a walk on the pier, looked out over the water and shared our life stories. She is an experienced leader in her organization and I am trying to get there in my own organization. Our conversation was about how to lead, how to survive, how to grow, how to challenge ourselves to not be static and what the landmines along the way look like. We have similar life stories, backgrounds and goals. That commonality was exciting. I would not have taken that step to be as open as I was had I not felt there was a comfort level in knowing that she was my mentor. I even got to teach both my mentor and protégé what mentoring was in our training session for mentors held that weekend.

In those conversations and over the remaining time, we mutually shared our thoughts and I felt like I was able to be both a mentor and protégé in each of those connections. It is a dynamic way of helping and being helped. It is friendships forged in a few days or hours that I still think about today. It impacted me personally because by running the program in my own department I have not had (continued on page 5)

THE ROAD TO MENTORING

(continued from page 4)

the ability to have a mentor. I live more than a thousand miles away from my protégé and mentor, yet still feel connected on a daily basis. Now our method of conversing is through email and the phone, but I know we will get another one-on-one opportunity to spend time together.

That is the heart of mentoring that we as women need to do more of in our lives. We need to find a formalized way to make those connections and

to find those persons that can help us grow and provide support. The NAWLEE mentoring program is a dynamic way to do that we.. I applaud this association for the foresight to see what we needed to do in this next step of our existence.

I encourage you to join this process. You can reach either Lianne Tuomey or me at the contact information below to join us in this program. It has life changing moments that I

hope all of you can share.

Lt. Penny Fischer, Mentor Program Coordinator

Fischer@dpps.msu.edu

(517)432-6366

Captain Lianne Tuomey, Advisory Team Coordinator

Ltuomey@dps.state.vt.us

(802)656-2027 Admin

(802)656-8444 Direct Office

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**

CONFERENCE UPDATE!

(continued from page 3)

5. Becoming a more valuable member of your organization through the professional development gained in workshops and the ideas developed during issue round-table sessions with other woman leaders in the field.
4. The chance to mentor or be mentored by other NAWLEE members who will provide support, an ear, guidance, and friendship throughout the year.
3. Engaging receptions and a Saturday night social event that promises great food and great fun for NAWLEE Conference participants and their guests.
2. Witnessing Motorola's First Annual "Women Law Enforcement Executive of the Year Award" presentation to a deserving NAWLEE member (look for nomination information elsewhere in the newsletter).
1. Experiencing.....The Magic of **NAWLEE!**

Mark your calendars now for this year's conference. The dates are Thursday 7-31-03 to Sunday 8-3-03. This is a very warm time of year in Arizona, so the dress code is COOL and CASUAL.

Hotel Information - The Tempe Mission Palms Hotel is just off Mill Avenue in the heart of downtown Tempe. This location affords attendees:

- 170 shops and restaurants within walking distance of the Hotel
- Karsten & Rolling Hills Golf Courses five minutes away
- Town Lake and Tempe Butte for hiking, walking, jogging, boating
- Variety of night life activities for all tastes and budgets
- 10 minute drive to Downtown Scottsdale or Downtown Phoenix

- Free Shuttle service to and from Phoenix Sky Harbor International Airport (10 mins away).

The Conference room rate is \$79.00 per night. Please mention you are with the NAWLEE conference when you make your reservation. For Hotel Reservations call 1-800-547-8705.

General Conference Information - The conference planning committee is already hard at work to develop an informative and enjoyable conference experience. Although the main conference won't begin until Friday morning 8-1-03, there will be optional activities on Thursday afternoon. We are planning for a pre-conference Mentoring Workshop to be available on Thursday 7-31-03. There will also be an opportunity that afternoon to engage in round table discussions on issues of mutual interest prior to the annual welcome reception.

A more detailed conference schedule with workshop topics and conference activities will be available in the near future. Watch the NAWLEE website at www.NAWLEE.com for updates and registration forms. We will also be sending information to you via email, so please make sure Diane Skoog has your current email address.

To assist in conference planning, we would like to have you take a few minutes to complete the enclosed pre-conference survey. Return instructions are at the bottom of the form. For more information on this year's conference you may contact Sgt. Fran Dalgard at 480-350-8986, email Fran_Dalgard@Tempe.gov or Shelly Ryan at 480-350-8820, email Shelly_Ryan@Tempe.gov.

If you are only able to attend one conference this year, this will be the one you won't want to miss. We are looking forward to seeing you in Tempe!

THE 8TH ANNUAL NAWLEE CONFERENCE - July 31-August 3, 2003 - Tempe, Arizona



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

JOB POSTINGS

Associate Director

The University of Arkansas at Fayetteville seeks an Associate Director, who will assist the Director in establishing policy and procedure standards and administer their implementation, and oversee operations of the police services and support services division. This position is charged with the responsibility of helping to set goals for the department, staying abreast of legal procedures, and commitment to diversity, service, and excellence. Minimal qualifications: Formal education equivalent to a bachelor's degree (a master's degree is preferred); ten years of progressively more responsible experience in law enforcement or related area, including at least five years in a supervisory capacity. UAPD is accredited through the Commission on Accreditation for Law Enforcement Agencies. Salary Range: \$60,000. Interested persons are requested to forward resume via mail or email (larrys@uark.edu) to Lawrence Slamons, Director of University Police, 155 S. Razorback Road, Fayetteville, AR 72701 by **February 10, 2003**.

Captain

The University of Arkansas at Fayetteville seeks a Captain, who will report to the Associate Director to help establish policy and procedure standards and administer their implementation, and oversee operations of either the police or support services. This position is charged with the responsibility of helping to set goals for the department, staying abreast of legal procedures, and commitment to diversity, service, and excellence. Minimal qualifications: Formal education equivalent to a bachelor's degree (a master's degree is preferred); six years of progressively more responsible experience in law enforcement or related area, including three years in a supervisory capacity. UAPD is accredited through the Commission on Accreditation for Law Enforcement Agencies. Salary Range: \$50,000. Interested persons are requested to forward resume via mail or email (larrys@uark.edu) to Lawrence Slamons, Director of University Police, 155 S. Razorback Road, Fayetteville, AR 72701 by **February 10, 2003**.