

Preliminary St. Louis Conference Schedule

Thursday, June 17, 2010

3:00 p.m. – 6:00 p.m. **Board of Directors Meeting**
Mills Studio 3

Friday, June 18, 2010

8:00 a.m. **Golf Tournament**
Forest Park Golf Course

8:00 a.m. -4:00 p.m. **Exhibitor Registration**
Grand Ballroom Foyer

9:00 a.m. - Noon **Board of Directors Meeting**
Mills Studio 3

2:00 p.m.-5:30 p.m. **Delegate Registration/Information**
Regency Registration Counter

3:00 p.m. – 4:00 p.m. **New Member Orientation**
Sterling Studio 6

4:00 p.m.-5:00 p.m. **Minority Members Meeting**
Mills Studio 3

5:30 p.m.-7:30 p.m. **Exhibit Hall Opening/Reception**
Grand Ballroom

7:30 p.m. **Dinner On Own**

Saturday, June 19, 2010

8:00 a.m.-6:00 p.m. **Registration/Information**
Regency Registration Counter

8:00 a.m.-8:30 a.m. **Coffee/Refreshments**
Regency Ballroom Foyer

8:30 a.m.-10:15 a.m.

Opening General Session
Regency Ballroom C&D

President's Remarks
President Marlon Lynch

Awards Presentation

10:30 a.m.- 2:30 p.m.

Exhibit Hall Open/Lunch
Grand Ballroom

3:00 p.m. – 4:30 p.m.

Workshops
A. Industry Challenge – Dolores Stafford
Regency A

Outsourcing and Consolidation

This session is a round-table discussion focusing on current issues surrounding outsourcing, consolidation and collaboration opportunities that are designed to maximize public safety and security resources in the face of shrinking budgets and increased demand for keeping our campuses safer. The discussion will focus on strategies campus law enforcement administrators can use to meet their campus security challenges including outsourcing call taking and dispatching services; outsourcing building security, safety monitoring, and/or access and parking control; and collaboration/consolidation of departments and/or specific functions within multiple departments (dispatch functions, training, etc) in a contiguous geography.

Some of the specific issues to be discussed:

*Strategic outsourcing and/or task consolidation that may help administrators think outside the box regarding how to keep your campus safer more economically and efficiently.

*Are you creative about finding opportunities to collaborate?

*Have you thought about strategic opportunities to supplement your staff and reduce costs?

*If you've made the decision to outsource or consolidate some of the functions in your department, have you thought about how to properly evaluate the financial impact of your decision?

Dolores Stafford served as the Chief of Police at The George Washington University in Washington, DC for 18 years and she has 26 years of experience in the law enforcement and the security industry. She spent a total of 23 years in Campus Law Enforcement at the George Washington University, Butler University and Bucknell University. She has a

Bachelor's Degree in Criminal Justice from Mansfield University and has a Master's of Science Degree in Education from Bucknell University. Ms. Stafford led the GW Police Department as it became an accredited law enforcement agency with the Commission of Law Enforcement Accreditation (CALEA) and the International Association of Campus Law Enforcement Administrators (IACLEA). She is an active assessor for the CALEA and IACLEA. She was an active member of the International Association of Campus Law Enforcement Administrators for 20 years and she served on the Board of Directors from 2000-2005. She served as the Chair of the IACLEA Accreditation Commission from 2005-2008. Ms. Stafford was a member of the IACLEA Government Relations Committee from 1995 through 2010 and she was the Chair of that Committee from 1998 to 2000. Stafford testified at several congressional hearings, one at the request of the U.S. House of Representatives and another hearing at the request of the U.S. Senate. During the spring of 1999, Stafford was selected to represent IACLEA as the primary negotiator during the 1999 and 2009 Negotiated Rule Making processes sponsored by the Department of Education regarding the development of final rules for the implementation of the Clery Act. Stafford is a nationally recognized expert on compliance with the Clery Act. Stafford has instructed more than sixty Clery Act training classes for her colleagues around the country and has conducted more than thirty audits/reviews of the compliance efforts at various institutions. She developed a train-the-trainer program for IACLEA and she actively assisted Westat in development of the Clery Act Handbook for Campus Crime Reporting published by the Department of Education.

Dolores Stafford, the President and CEO of D. Stafford & Associates, has been providing consulting services since 1997. D. Stafford & Associates is a professional services firm specializing in safety and security related issues on college campuses, including a specialization in Clery Act compliance issues. As an active practitioner for more than 26 years, Stafford is prepared to assist client institutions in assessing the security, safety and federal compliance on their campuses.

B. Behavioral Assessment – Brett Sokolow Regency B

The NaBITA Threat Assessment Tool

This session offers an overview of the free NaBITA Threat Assessment Tool in use by behavioral intervention teams on more than 400 college campuses. This tool was designed specifically for the campus context, and is predicated on several research-supported foundations: that most threats to college campuses come from members of the campus

community; that most of those who enact violence on college campuses give forewarning; and that colleges are amongst the most potentially data-rich threat assessment contexts. Therefore, background information, baseline behaviors and pattern recognition often play a more significant role in assessing campus-based threats than they would in other venues. This tool has been designed to help campus teams to assess someone's baseline, detect patterns and accurately determine the trajectory an emerging threat is likely to take. At its best, the tool can be used in its ideal mode, to get out ahead of threats. In this session, participants will learn to use and apply the 19 straight-forward risk measures contained in this tool, which fall into three rubrics: assessment of the potential for harm to self, harm to others, and generalized harm, as to facilities, operations, finances and reputation. They will also learn how to cross-reference these measures within the tool, and how each corresponds to the overall classification of risk. Q&A opportunities will be given throughout the presentation.

Brett A. Sokolow, Esq. is the Managing Partner of NCHERM, a national multidisciplinary consulting firm dedicated to helping colleges and universities manage risk by advancing strategic campus health and safety initiatives. He serves 16 campuses as outside counsel, and serves as a consultant to hundreds of other colleges and universities. He has coordinated hundreds of risk management and preventive law initiatives, and has trained more than 400 campus behavioral intervention and threat assessment teams. Sokolow is the author of ten books and more than fifty articles on higher education law and policy topics. He is the Editor Emeritus of the Report on Campus Safety and Student Development. He serves on the Board of Trustees of the Council on Law in Higher Education (CLHE). Mr. Sokolow serves on the Directorate Body of ACPA's Commission on Student Conduct and Legal Issues. He has recently co-authored "A Model Approach to Behavioral Intervention and Threat Assessment" and he has co-authored an article for the Journal of College and University Law, "College and University Liability for Violent Campus Attacks" (April 2008). He is a member of ASCA, ACPA, NASPA, IACLEA, ACUHO-I, ATAP, CLHE and NaBITA, which he serves as 2009/2010 Association President. He is in his twelfth year of service to higher education.

C. Engaging, Teaching, Training – Reaching the Millennial Student – Rodnie Williams

Regency E

Why is working with today's generation of students on issues of personal safety and security is more challenging than ever before? Today's millennial generation is more open, more sharing, more curious, more uninhibited and – perhaps most importantly – more unaware of some of the basic safety issues that face them on and off their college and university campuses.

The presentation examines this generation in-depth, looks at how they understand and confront issues of personal safety and security and how we can better serve them.

The good news is there are simple things we can all do to train our students to be more diligent, more aware and more knowledgeable. But it takes an understanding of how they communicate with each other, how and when they interact with new media and how they like to be engaged. We will use practical examples, stories and video to demonstrate many of these techniques.

In addition, we will address the special challenges of managing today's tech-savvy and often over-confident student employees – taking into account their expectations, attitudes and motivations.

Rodnie Williams started his career in safety and security as a student public safety officer. Today, he is a seasoned, strategic leader, having held security management positions and leadership roles with several Fortune 500 companies. He has served as a consultant and operations leader, dealing directly with white-collar crime, executive protection, crisis management and response, security risk assessment and workplace violence prevention. He has also developed and delivered personal safety training programs throughout the United States.

Today, he works with schools and corporate clients in the areas of security system technology, integrated risk management and crime prevention training. He is the founder and CEO of 360° Stay Safe and North Arrow Group. His most recent work includes research uncovering innovative ways to reach and engage the millennial generation – and its parents – in the areas of personal safety.

He is a Certified Protection Professional (CPP) through ASIS and a Titanium partner of IACLEA.

D. Community Involvement in Campus Safety –
Nancy Kolb, Senior Program Manager for
Community Safety Initiatives with the International
Association of Chiefs of Police (IACP)

Regency F

The International Association of Chiefs of Police (IACP) manages the national Volunteers in Police Service (VIPS) Program in partnership with and on behalf of the Bureau of Justice Assistance. The program's ultimate goal is to enhance the capacity of state and local law enforcement to utilize volunteers. VIPS serves as a gateway to information for law enforcement agencies and citizens interested in volunteer opportunities. Over 2,000 law enforcement agencies and 226,000 volunteers are a part of the VIPS Program. This session will highlight the benefits of establishing a law enforcement volunteer program in a campus setting and the no-cost resources available through the VIPS Program. Additionally, a campus based VIPS program representative will provide first hand guidance on how to start a program in your department.

Nancy Kolb is Senior Program Manager for Community Safety Initiatives with the International Association of Chiefs of Police (IACP). She manages a diverse portfolio of federally funded grant projects on gangs, police-corrections partnerships, school and campus safety, and social media. She previously managed the national Volunteers in Police Service (VIPS) Program.

Prior to joining the IACP, Ms. Kolb worked for the National Institute of Justice, U.S. Department of Justice, where her responsibilities included the identification of innovative programs and the monitoring of research demonstration programs. Ms. Kolb earned her undergraduate degree at McMaster University (ON). She holds a Master's degree in Social Work from Syracuse University and a Master's Degree in Public Administration from the Maxwell School of Citizenship and Public Affairs at Syracuse University.

4:30 p.m.-5:30 p.m.

Two Year Institution Meeting
Sterling Studio 6

6:00 p.m.

Dinner On Own

8:30 p.m. – 11:00 p.m.

Scholarship Fund Silent Auction
Regency Ballroom E&F

Sunday, June 20, 2010

- 7:30 a.m.-5:00 p.m. **Registration/Information**
Regency Registration Counter
- 7:00 a.m. – 8:30 a.m. **Torch Run**
- 8:15 a.m.-9:00 a.m. **Coffee/Refreshments**
Regency Ballroom Foyer
- 9:00 a.m.–10:30 a.m. **Annual Business Meeting**
Regency Ballroom C&D
- 10:30 a.m. – 10:45 a.m. **Refreshment Break**
Regency Ballroom Foyer
- 10:30 a.m. – 12:30 p.m. **U.S. Public Policy General Session**
Regency Ballroom C&D
- 10:30 a.m. - 12:30 p.m. **Tour of St. Louis Area Campus Public Safety
Departments**
Canadian and International Delegates
- 12:30 p.m. -2:00 p.m. **Lunch with Corporate Partners (Delegates Only)**
Grand Ballroom D&E
- 2:00 p.m. – 3:30 p.m. **Workshops**
- A. Toxic Leadership and the Malevolent Followers
 – Dr. George Reed, University of San Diego
 Regency A

Dr. Reed will discuss the phenomenon of the Toxic Leader. This is the leader who embarrasses, demeans, ignores and devalues his or her employees. Dr. Reed will discuss the traits of the toxic leader; how they survive and are often elevated in the organization; how to avoid being a toxic leader and what followers can do when confronted with this situation.

Dr. George Reed is an associate professor in the Department of Leadership Studies within the School of Leadership and Education Sciences at the University of San Diego. Prior to joining the faculty at the University of San Diego, he was the Director of Command and Leadership

Studies at the U.S. Army War College. He served for twenty-seven years as a Military Police Officer and retired at the rank of Colonel. He holds a Ph.D. from Saint Louis University in Public Policy Analysis and Administration and a Master of Forensic Science degree from The George Washington University. His research and writing address leader development and public sector leadership and ethics. He teaches courses in leadership, ethics, and organizational theory and behavior.

B. Social Networking- Be a Part of the Movement!
--Donnell Young and Traci Harr, University of Missouri
Regency B

We are amidst a social media revolution, perhaps the biggest shift since the Industrial Revolution according to Eric Qualman author of Socialnomics. College students today are part of a 24 hour connection to e-mail, text messaging and social media. As Facebook grows, MySpace lingers, and Twitter comes onto the stage, campus administrators and leadership cannot be left behind. This program explores the many benefits of social media in connecting with youth and alumni, while acknowledging the challenges with user content and protecting students and yourself. Enjoy an interactive discussion and become a part of the social networking movement today!

Donell Young is an 8-year University Student Conduct Veteran. He is currently the Senior Coordinator of the Office of Student Conduct at the University of Missouri (MU). Mr. Young has presented seminars and workshops regularly on the responsible use of social networking sites, the Student Conduct Program and Sexual Assault Prevention Programs at local, national and international conferences. He has given presentations to University groups including Chancellor and Vice Chancellor's Staff, Athletes and Coaches, Faculty and Staff Organizations, Student Governments and Student Organizations, Residential Life and Student Conduct Staff, Greek Houses and numerous classes. Before MU, he worked at Lincoln University in Jefferson City, Missouri as the Coordinator of Judicial Services and New Student Programs. Mr. Young blends his years of experience working with administrators, faculty, staff, and students to propose tangible solutions to the issues faced by all of these groups with regards to social networking as well as other emerging technologies and supplementary topics in the fields of Higher Education.

Traci Harr brings nearly 10 years of experience as a tobacco prevention advocate to the CASE grant team. As a youth in Maryville, Missouri she participated in Tar Wars, Smokebusters and TATU-all statewide prevention programs that helped develop skills to work on smoke-free environments. Helping with passage of Maryville's smoke-free workplace

ordinance as the first in the state of Missouri inspired her to continue work into college. While serving as a leader for Peers Advocating Smoke-free Solutions, Harr was a part of making the city of Columbia and Mizzou's campus smoke-free. After graduating, she joined the team as full time member of the Wellness Resource Center to promote and provide cessation services as well as see through policy changes on various campuses. Using social media to promote wellness services has become an integral part of her lifestyle and job description.

C. Are You Prepared for the Worse – Domestic Preparedness Committee
Regency E

Whether your campus faces an act of terrorism or more common threats to public safety, such as a catastrophic weather event, your institution needs to be prepared for a critical incident. Learn about IACLEA's new Critical Incident Management course, "Managing Critical Incidents for Higher Education Institutions: A Multi-Disciplinary, Community Approach," from the Subject Matter Experts who wrote the course modules and taught the pilot deliveries. This course was developed by IACLEA and the Texas Engineering Extension Service (TEEX), a National Domestic Preparedness Consortium member under a U.S. Department of Homeland Security grant. The course is intended to introduce participants to all-hazards, critical incident prevention, preparedness, response, and recovery roles and responsibilities as they affect higher education institutions. In this workshop the presenters will present an overview of the course modules: critical incidents and higher education institutions (case study on Cal State Northridge earthquake), anatomy of an incident on a campus—preparedness and prevention, response and recovery, preparedness and prevention—all-hazards considerations for higher education institutions, critical incident considerations, crisis leadership, and decision making, the Incident Command System (ICS) roles and functions, Multi-Agency Coordination—relationships, roles and responsibilities, managing the expanding incident, recovery issues for higher education institutions, and a final simulation exercise.

Presenters:

Paul H. Dean, Deputy Chief of Police, University of New Hampshire, Durham, NH

Toni Rinaldi, Director of Public Safety, Naugatuck Valley Community College, Waterbury, CT

Frank Zebedis, Chief of Police, Winthrop University, Rock Hill, SC

D. Study Abroad Issues-Jeff Allison, FBI

Study Abroad: Federal Insights and Effective Practices at Michigan State. If like most colleges and universities your students and faculty are increasingly engaged in study-abroad, this is a must attend workshop. Whether it is concerns about the physical safety of your students, long distance management of a crisis, or adversary elicitation that keeps you awake at night, the panelists are subject matter experts that will present effective practices and answer your questions.

Regency F

3:30 p.m. – 4:00 p.m.

Refreshment Break

Regency Ballroom Foyer

4:00 p.m. – 5:30 p.m.

Workshops

A. “While No Official Grievance Has Been Filed...” –
Elizabeth Cahn
Regency A

Traditional community policing shifts campus relationships by moving public safety personnel out of police stations and cruisers and into the broader physical and social milieu of campus. In some cases this may be enough to reformulate the community’s relationship with its public safety personnel, whether they are sworn or non-sworn, armed or unarmed. On some campuses, however, increasing the physical proximity of police to students, staff, and faculty may actually increase tensions. Many members of some campus communities are highly reactive to authority in general, philosophically opposed to the presence of law enforcement, and very willing to use public safety departments and staff as a scapegoat for wider concerns regarding authority, fairness, and diversity. Using case studies from three small liberal arts campuses in the northeast, Elizabeth will discuss civilian community outreach strategies for handling conflicts and complaints in these highly complex, contested situations. The program will compare several different models of community policing and propose several new strategies for improving the public safety/campus dynamic in both the short and long terms.

B. Clery Update – Dolores Stafford
Regency B

You will learn about the changes in the Clery Act enacted through the Higher Education Act (HEA) reauthorization signed into law. While the main categories of reporting under Clery remain the same, four new categories have been added under hate crime reporting: larceny, simple assault, destruction of property and vandalism, and intimidation. We will review the required policies and procedures surrounding fire safety and the requirements for maintaining a daily log and statistics for fires on campus. We will review the new missing student protocols and the emergency response and communication requirements.

C. Comstat/C.A.S.E. – Aaron Graves, Duke University, Mike Lynch, George Mason University, Carey Drayton, University of Southern California, Gloria Graham, Duke University

Regency E

COMPSTAT, short for computer statistics, has a well-established and proven track record in reducing crimes and improving the overall operating systems of several major metropolitan police departments. Police Departments such as New York, Boston, Philadelphia, Miami, New Orleans, and Newark, New Jersey have all experienced significant reduction in violent crimes as a result of the implementation of the COMPSTAT crime control model. Based on the successes in municipal environments, several police administrators have deployed the COMPSTAT model on the campus setting. While the core elements of COMPSTAT remain the same, tailoring the COMPSTAT process to their own department and community needs can be difficult. This session provides practical examples and experiences from campus police officials who have successfully launched the COMPSTAT model at their respective campuses.

D. Designing Efficiencies and Performance into Your Security Platform – Corporate Risk Solutions

Regency F

This presentation will focus on the fundamentals of creating an effective security program that will contribute positively to your university's bottom line through leveraging of existing campus infrastructure. Specifically, this session will provide valuable insight into how to integrate current policies, processes, staffing, and technologies into an accepted, unified campus security model that fits within your current environment and culture. At the conclusion of this

session, you will walk away with a stronger understanding of how to leverage existing security assets while creating a security model that will keep your program effective in the coming years!

Michael W. Tibbs, CPP, CSPPM, CPTED Practitioner. Michael Tibbs is the Vice President-Operations, of Corporate Risk Solutions. Mike has more than 36 years of security consulting experience in higher education, industrial, and corporate security settings. He specializes in providing consulting services in the following areas: regulatory compliance, security master planning, physical and information protection programs, security project management, business continuity planning, security awareness and training programs. He has extensive college security experience, having managed security forces for Penn Valley Community College, Cleveland Chiropractic College, Brown Mackie College and Maranatha Baptist Bible College. He also managed security for the University of Wisconsin-Madison athletic events, including football, basketball, swimming, and hockey venues. Mike was also project manager for a large security risk assessment and lighting design project for the State University of New York at Buffalo (SUNY-UB). He has designed CCTV systems for many other campus settings.

Clay Shropshire, MBA, CPP, PSP, CSPM is a Corporate Security Consultant for Corporate Risk Solutions, Inc. Clay has 25 years of experience in the field of security systems design, systems engineering, project management, and consulting, primarily in designated U.S. critical infrastructure industries. He specializes in providing consulting services to our clients pertaining to: regulatory compliance; security master planning; physical and information protection programs (assessments, systems design and policy and procedures); security project management; business continuity planning; security awareness and training programs.

Throughout his career, Clay has designed, engineered, and managed security projects for hundreds of clients, many of the Fortune 100, including one of the top three telecommunications companies, top-tier financial institutions, automobile companies, numerous electric, natural gas, and water treatment utilities, hospitals, high-rise office buildings, college campuses, retail distribution centers, government facilities, military installations, retail chain headquarters and stores, greeting card companies and manufacturing plants.

6:00 p.m. – 9:00 p.m. **Host Event**
Grants Farm

Monday, June 21, 2010

7:30 a.m.-5:00 p.m. **Registration/Information**
Regency Registration Counter

8:30 a.m.-9:30 a.m. **Regional Meetings**
North Atlantic – Sterling Room 4
Mid-Atlantic – Sterling Room 5
Mid-America – Sterling Room 7
Southeast – Sterling Room 9
Southwest – Regency Ballroom A
Mountain Pacific – Regency Ballroom B
Canada – Regency Ballroom F
International – Regency Ballroom E

9:30 a.m.-10:00 a.m. **Coffee/Refreshments**
Regency Ballroom Foyer

10:00 a.m.-11:30 a.m. **General Session**
Senior Leadership Forum
This Senior Leadership Forum brings together corporate leaders for a high-level discussion of practical leadership. Leadership is more important than ever in these challenging economic times. A top-flight panel of leading corporate executives will share with members their insights and experience in leadership. Many leadership skills that are essential for guiding corporations in the 21st Century are also applicable to campus public safety leaders. Hear the insights and lessons learned by these top corporate executives. There will be plenty of time for questions and answers.

Co-Moderators

Noel C. March, Chief of Police, University of Maine,
U.S. Marshal-designee, District of Maine
Susan Riseling, Associate Vice Chancellor and Chief
of Police, University of Wisconsin, Madison

Panel:

Judy Marks, Executive Vice President, Lockheed
Martin Corporation
Francis Taylor, Vice President and Chief Security
Officer, General Electric Corporation
Mike Rackley, Director of Security, Target Corporation

Regency Ballroom C&D

11:45 a.m. -1:30 p.m.

**IACP College and Univ. Police Chiefs
Mid-Year Section Meeting**
(Complimentary Lunch for all
Section Members)
Park View Room

11:45 a.m. – 1:30 p.m.

Lunch on Your Own

1:30 p.m.-3:00 p.m.

Workshops

A. Dept of Education Audit Process – Bob
Roberts, West Virginia University; David L Perry,
Florida State University; Dolores Stafford, consultant

Regency A

Many of our member campuses have been audited by the Department of Education regarding statistics and documentation related to the Clery Act requirements. This session will include a panel discussion of members that have participated in these audits on their campuses and allow time

for you to ask questions, get feedback and resources to better prepare you when you receive the notification that you are being audited. One panel member has performed audits on campuses and will provide information on what happens at all levels of the audit process. After attending this session, participants will have the information and skills necessary to review current practices, enhance what you are currently doing and respond effectively and efficiently to an audit notification.

Bob Roberts. In 1985 after an eight year tour in the United States Air Force, he joined the West Virginia University Police Department. Bob has been the Chief for over 24 years. In 2007, the University reorganized the department added two regional campus police units and the University's Emergency Management programs were placed under the Chief's control. He has a Master of Science in Safety Management from WVU

David L. Perry is the Chief of Police for Florida State University. He currently holds a Masters Degree in Public Administration and a Bachelor of Science degree in Criminal Justice. He is the third chief in the FSU Police Department's 45-year history. As FSU's police chief, he oversees a department with 61 sworn officers, 27 support staff members, and an operating budget of \$5 million. Chief Perry has worked in campus law enforcement since 1993. He began his career as a police officer for the Albany Police Department in Albany Georgia. Later he was appointed Chief of Police at Albany State University at the age of 26. Chief Perry has extensive knowledge of the campus law enforcement profession working at three distinctly different universities in the southeast. He has taught criminal justice to hundreds of students in traditional instruction and online courses. Chief Perry has also presented in-service training courses to campus, city, and county law enforcement agencies.

B. Terrorism Screen Center and other FBI campus initiatives – FBI, Jeff Allison

FBI 101: Resources for Campus Public Safety. Find out what FBI resources are available to support your critical missions and how to access those resources. From quickly assessing a communicated threat to acquiring information that promotes situational awareness, the FBI has people and tools ready to assist you.

This workshop will familiarize you with the FBI Counterterrorism Division's Campus Liaison Initiative, the Counterintelligence Division's Academic Alliance Program, and the Terrorist Screening Center. At the 2009 IACLEA Conference in Quebec City, this workshop was well-attended and received high participant ratings.

Regency B

C. CEO Panel Discussion on Accreditation – Jack Leonard

A panel of chief executive officers from accredited campus public safety departments will discuss their accreditation process experiences. They will answer frequently asked questions and address areas of concern for CEOs considering accreditation. Topics of discussion are likely to include the benefits of accreditation, how to manage the accreditation process, and how to avoid common problems or

pitfalls. This will be a valuable forum for any CEO who intends to seek IACLEA accreditation.

Regency E

D. Understanding the People you Lead – Dr. Tim Keane, St. Louis University

Regency F

Even the most well intentioned leaders, armed with resources and well crafted policies, can fall short when they fail to understand the collective “personalities” of the people in the organization. Modern police organizations may have two and even three generations of officers, all with competing personalities, world views, and motivators. This class looks at the social, political and cultural factors that create these organizational “personalities” and discusses approaches leaders can take when dealing with generational conflict.

Timothy Keane, Ph.D. is the Director of the Emerson Center for Business Ethics and an Assistant Professor in the John Cook School of Business at Saint Louis University. His research focuses on strategic management, business ethics and entrepreneurial studies. Prior to entering academe, he spent 20 years with Anheuser-Busch, then launched a sales force automation software venture that developed advanced solutions for the consumer packaged goods industry.

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| 3:30 p.m. – 5:00 p.m. | Chapter and Affiliate Presidents Meeting
Sterling Studio 6 |
| 5:00 p.m. | Executive Development Institute
Graduates Reconnect
Sterling 4 Room |
| 5:30 p.m. – 7:30 p.m. | President’s Reception
Gateway Terrace |
| 6:00 p.m. | FBI National Academy Graduates Dinner
Sterling 7 Room |
| 7:30 p.m. - | Dinner On Own |
| 8:00 p.m. – | Women Members Dinner Reception
Park View Room |

Tuesday, June 22, 2010

8:00 a.m.-10:00 a.m.

Installation Breakfast

Volunteer Recognition

Installation of Officers and Directors

Remarks by Incoming President

Regency Ballroom C&D

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