

REACH FOR THE GOLD STANDARD



Introduction

Adherence to the highest standards of professionalism and excellence is vital to the success of campus public safety departments in fulfilling their mission to protect students, faculty, staff, and the millions of yearly visitors to colleges and universities. The International Association of Campus Law Enforcement Administrators, Inc. (IACLEA), an association that represents campus public safety leaders at more than 1,000 institutions of higher education, is pleased to announce that it is now offering IACLEA Accreditation to colleges and university law enforcement, security, and public safety departments. IACLEA Accreditation constitutes recognition that a department conforms to the highest professional standards for campus law enforcement and protective services.

This brochure explains the benefits of IACLEA Accreditation, provides a history of this program, spotlights four pilot agencies, and gives tips on selecting an Accreditation Manager and how to apply for IACLEA Accreditation.

We urge all campus public safety departments to attain IACLEA Accreditation as a means to assure the public, parents, and the university community that your campus public safety agency adheres to the highest professional standards.



Sincerely,

A handwritten signature in black ink, appearing to read "Dolores Stafford".

Dolores Stafford,
Chair, IACLEA
Accreditation Commission

HISTORY OF THE IACLEA ACCREDITATION PROGRAM

IACLEA's efforts to launch an Accreditation program began in 1995 with the publication of the first IACLEA Standards Manual. Written permission was obtained from the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) to use standards that had already been developed. The Standards Manual was intended as a guide to campus police and security agencies to improve the professionalism of their operations and management.

In 1999, IACLEA conducted a member needs assessment survey, which identified the development of a campus agency/departmental Accreditation process as a priority. The Association created an Accreditation Committee in 2001 and charged it with reviewing and revising the existing standards and developing an Accreditation process. In 2003, IACLEA sought and was awarded a grant from the Office of Community Oriented Policing Services (COPS) within the U. S. Department of Justice. These funds were designed to defray the start-up costs of creating and implementing the Accreditation program. The funds were used for the part-time employment of the Accreditation Coordinator, travel to CALEA conferences and meetings, meetings of the IACLEA Accreditation Committee, and other costs associated with the program's development. A second COPS grant was secured in 2005 to continue the support of the program through the pilot program phase. IACLEA began accepting applications for Accreditation in 2006 and launched its "joint Accreditation" program, for CALEA-accredited agencies, in 2007. The first agencies were accredited at the 2007 IACLEA Annual Conference

During the course of developing its program, IACLEA has cooperated with other law enforcement accrediting organizations, most notably CALEA, but also several state accreditation program providers. IACLEA is an active affiliate of AccredNet, an informal confederacy of state accreditation programs, sharing ideas, resources and experience.

BENEFITS OF IACLEA ACCREDITATION

- ▶ Provides a professional benchmark for measuring policies and practices
- ▶ Assures the university administration, the community served, local law enforcement, and institutional peers of a high quality of service
- ▶ Ensures procedures are documented and staff is given clear guidance
- ▶ Enhances the recruitment and retention of qualified staff
- ▶ Ensures that staff is trained and functions according to established policy and procedure
- ▶ Strengthens an institution's defense against complaints and lawsuits
- ▶ Boosts institutional pride and employee morale
- ▶ Provides periodic, professional review of department operations, administration, and services

THERE ARE 5 STEPS TO THE IACLEA ACCREDITATION PROCESS.

1. Inquiry and Application – The department requests and receives information describing the IACLEA Accreditation process along with an application. At this time, the department is strongly encouraged to purchase the manual, *Standards for Law Enforcement Agencies (5th Edition)*, directly from the Commission on Accreditation for Law Enforcement Agencies (CALEA). IACLEA will identify which CALEA standards are required for campus public safety accreditation. The department makes a voluntary decision to begin the IACLEA Accreditation process by submitting the completed application and \$350 fee. IACLEA staff will forward a second package to the agency, which includes the Accreditation Agreement, an invoice, a Department Profile Questionnaire (DPQ), and the *IACLEA Accreditation Process Manual*. Once the agency has determined that it will formally pursue IACLEA accreditation, the department's Chief Executive Officer signs the agreement and submits the accreditation fee (refer to fee schedule on page 7). The department will have thirty-six (36) months, from the date that IACLEA endorses the agreement, to complete its self-assessment.
2. Compliance Development and Review – The department now begins a thorough examination of its operational practices and written policies. Written directives may have to be prepared or modified. Systems or procedures may have to be established to meet standards' requirements and ensure accreditation maintenance. Proofs of compliance with applicable standards must also be identified, copied and filed. The department will typically be required to meet ALL applicable standards. The compliance documentation must be arranged in such a manner as to easily facilitate review by accreditation assessors. When the department has completed compiling all necessary proofs and is satisfied that it has met all of the IACLEA standards' requirements, it contacts IACLEA staff to arrange for an on-site agency evaluation.
3. Agency Evaluation - The IACLEA Accreditation Commission will select assessors to visit the department and review its overall compliance. The department will prepare a schedule of events for the agency evaluation to include interviews, tours and standards review. IACLEA will make all travel arrangements and accommodations and invoice the department. The assessors will review all standards, verifying compliance with applicable standards, as well as confirming non-applicable standards. Assessors will provide on-site feedback to the department as the assessment progresses. The assessors will prepare a formal written report and submit it to the IACLEA Accreditation Commission.
4. Commission Review - The final report will be distributed to a Compliance Review Panel of the IACLEA Accreditation Commission. If the Compliance Review Panel is satisfied that the department has met all compliance criteria, the Compliance Review Panel will conduct a vote on whether to recommend the agency to the full Commission for a final vote. If a department is not in compliance with one or more of the standards, an extension of no more than 90 days may be granted by the IACLEA Accreditation Commission to allow the department to comply with the standard(s). A second evaluation may be required by the Commission to confirm compliance. When the IACLEA Accreditation Commission is satisfied that the department has met all compliance criteria, they will grant accreditation to the department. Accreditation is for a period of 3 years.
5. Award and Maintenance - When the IACLEA Accreditation Commission grants the agency accreditation, the agency will be notified via letter and will be invited to attend the next IACLEA Annual Conference to receive their Accreditation Award. To retain the accredited status, the department must maintain compliance with all applicable standards. The department submits Annual Reports to the IACLEA Accreditation Commission attesting to continuing compliance, as well as reporting changes or difficulties during the year. Prior to the end of the three-year period, the department will be required to apply to IACLEA for re-accreditation.

PROFILES-PILOT INSTITUTIONS

IACLEA selected four institutions to serve as pilot agencies when it sought to test its developing Accreditation program. The four institutions were intended to represent the different types of campuses and departments that would seek IACLEA Accreditation. These include campus public safety departments with sworn officers, non-sworn officers, urban and suburban campuses, large public and small private institutions. The four pilot institutions reflect the diversity of public safety departments that can benefit from IACLEA Accreditation. They include a large public institution with sworn officers, a large private institution with non-sworn officers, a mid-sized private institution with non-sworn officers, and a small private institution with both sworn and non-sworn officers.

CALIFORNIA STATE UNIVERSITY, NORTHRIDGE

Northridge, CA

Public

Enrollment: 33,000

Chief of Police/Director of Public Safety: Anne P. Glavin

Accreditation Manager: Captain Scott Van Scoy

Sworn Officers: 27

Non Sworn Officers: 0

Civilians: 53 (49 full-time, 4 part-time)

Total Staff: 80

Agency Accreditation was a top priority when Anne P. Glavin became Police Chief at California State University, Northridge. Glavin initiated an Accreditation process as one of four pilot agencies for IACLEA's Accreditation program because she was familiar with Accreditation through her involvement as a Commissioner on the Massachusetts Law Enforcement Accreditation Commission and believed it was the best way to move the department forward.

"I felt Accreditation was the best vehicle to take an agency that was going through 'change management' and move it forward," Glavin said. "Accreditation is a blueprint for best practices in campus public safety."

IACLEA Accreditation provides the staff with a much stronger realization of best practices and professional standards, Glavin said. "If we are going to strive for excellence – and that is our mission – we have to strive to meet the highest professional standards. Third-party validation of those standards is essential," she added.

Accreditation is just beginning to take hold on the West Coast, she said. The California State University system, which is comprised of 23 higher education institutions, has adopted Accreditation as one of its audit standards and is recommending IACLEA's Accreditation Standards as a benchmark.

It is important, Glavin believes, to sell the concept of Accreditation, not only to the department staff, but to the entire university community. "You have to go to every corner of the university and tell them what it is, and how it benefits the university," she said. "I use every opportunity to weave Accreditation into talks, speeches and presentations that I give. I do see progress...the staff and the university community are much more attuned to the concept and the benefits of Accreditation."

The administration at Cal State, Northridge, is also supportive. Dr. Mohammed Qayoumi, Vice President of Administration and Finance and Chief Financial Officer, said he sees two very important benefits of IACLEA Accreditation. "First, IACLEA Accreditation identifies good practices and provides affirmation by a third party for these practices," Dr. Qayoumi said. "Secondly, and as important, IACLEA Accreditation identifies opportunities for improvement. This affords public safety with an opportunity to make its operations even better."

The Accreditation process produces written documents, policies, and procedures that become important, not only as resources for current officers and staff, but also as orientation and training tools for new officers.

"The Administration has been absolutely behind the IACLEA Accreditation process," he said. "The President supports it. Self-assessment through Accreditation is part of the culture of our university."



Testimonials – IACLEA Accreditation

"IACLEA Accreditation is a blueprint for best practices in campus public safety."

--Anne P. Glavin, Chief of Police,
California State University, Northridge

"There are at least two very important benefits of IACLEA Accreditation. First it identifies good practices and provides affirmation by a third party for these practices. Secondly, and as important, it identifies opportunities for improvement. This affords public safety with an opportunity to make its operations even better."

--Dr. Mohammed Qayoumi, Vice President for Administration
and Finance, California State University, Northridge

"As a non-sworn department, there was really nowhere for us to turn for guidance on professional standards and policies until the IACLEA Accreditation program came along."

--Bernard D. Gollotti, Senior Associate Vice President for
Public Safety, Drexel University

"When your department has met all of the requirements of the IACLEA Accreditation standards, it will earn you the respect of local law enforcement agencies. It is beneficial to the university to be able to state that it has an accredited public safety department."

--Regina Lawson, Chief of Police, Wake Forest University.

"The greatest benefit of IACLEA Accreditation is achieving conformity and consistency in terms of how we do things and what procedures we follow. There are different ways of doing things... We have written policies we can reference now so there is uniformity and consistency."

--Shane Hapuarachy, Accreditation Manager,
University of Southern California

UNIVERSITY OF SOUTHERN CALIFORNIA

Los Angeles, CA

Private

Enrollment: 33,000

Executive Director and Chief of Police: Carey Drayton

Accreditation Manager: Shane Hapuarachy

Sworn Officers: 0

Non Sworn Officers 91

Civilians: 116

Total Staff: 207

A major benefit of IACLEA Accreditation for the University of Southern California is the opportunity to review its directives and policies with an eye toward achieving consistency, according to Shane Hapuarachy, Director of Administrative Operations and Accreditation Manager for the Department of Public Safety. "Accreditation has resulted in a uniformity and a consistency in terms of how we do things," Hapuarachy said. In some cases, the self-assessment process has identified different and better ways of doing things in the department. It has also generated new written policies that can now be applied and referenced.

USC has involved all supervisors from the sergeant level and higher in the policy review and drafting process. The department has achieved buy-in for the process by explaining why it is pursuing Accreditation and the expected benefits. USC has also promoted the program through a poster emblazoned with the words: "Professionalism/Accountability/Excellence."

Periodic bulletins with progress reports on the Accreditation process have helped to keep department staff informed and have re-enforced the aspect that this is an going and active process.

One of the many benefits of the process is the establishment of a training committee with representation from the DPS staff, students, and university units involved in training.

DREXEL UNIVERSITY

Philadelphia, PA

Private

Enrollment: 18,000

Senior Associate Vice President for Public Safety: Bernard Gollotti

Accreditation Manager: Shawn Woods

Sworn Officers:

Non Sworn Officers: 110 (contract force)

Civilians: 20

Total Staff: 130

Drexel University, located in the University City section of West Philadelphia, chose to pursue IACLEA Accreditation because it was seeking another resource to provide guidance and to ensure its campus public safety department was operating according to best practices, said Bernard D. Gollotti, Senior Associate Vice President for Public Safety. "As a non-sworn department, there was really nowhere for us to turn for guidance on professional standards and policies until the IACLEA Accreditation program came along," Gollotti said.

The chief benefits of IACLEA Accreditation, according to Gollotti, are recognition through IACLEA and acceptance and recognition through the university community of the public safety function. Accreditation also provides assurances that the department is operating in accordance with the highest standards and practices.

"Students at times look at us as a non-sworn agency as not being able to do anything, but the reality is that we are able to do many things to enhance public safety," he said.

IACLEA Accreditation also helps to reassure parents. "It provides assurances to parents that there is a high level of professionalism in our campus public safety department," he said.

The self-assessment process has assisted Drexel by providing a system of checks and balances. "It has given us an opportunity to benchmark what we do now with what we did before we began the process," he said. "It points out areas where enhancements can be made. It also tells us what we have been doing well."

Another benefit of the self-assessment process is that it provides the department with an opportunity to prepare After Action Reports and, in some cases, initiate improvements in procedures.

"I would strongly recommend that every campus public safety department should get involved in the IACLEA Accreditation process," he said.

WAKE FOREST UNIVERSITY

Winston-Salem, NC

Private

Enrollment: 6,700

Chief of Police: Regina G. Lawson

Accreditation Manager: Preston Oldham

Sworn Officers: 19 fulltime, 10 part time

Non sworn Officers: 24 (security officers)

Civilians: 6

Total staff: 58

Wake Forest University, a small, private institution located in Winston-Salem, NC, decided to seeking IACLEA Accreditation because it was already considering the idea of pursuing accreditation through the Commission on Accreditation of Law Enforcement Agencies (CALEA).

Recognition of a campus public safety department's achievement of professional standards is one of the primary benefits of IACLEA Accreditation, said Regina G. Lawson, Chief of Police at Wake Forest. "When your department has met all of the requirements of the Accreditation standards, it will earn you the respect of local law enforcement agencies and it is beneficial to the university to be able to state that it has an accredited public safety department," Lawson said.

Another benefit is that the self-assessment review and the Accreditation process as a whole "forces you to stay in a continuous improvement mode," Lawson said. "As part of the process, you are constantly reviewing standards and policies. Accreditation does not allow you to let your agency slide or fall behind. It pushes you to improve."

Wake Forest's administration supports the IACLEA Accreditation process. Lawson said she has gained buy-in from the staff by explaining the benefits of IACLEA Accreditation to the department as a whole and to the individual officers. "IACLEA Accreditation means additional training, meeting standards that reflect the highest standard for an officer, and recognition among their peers and municipal agencies that they work for an Accredited department. It really elevates their professional status."

The administration understands the value of Accreditation. "Colleges and universities are much more familiar with the accreditation processes and the value they add to the institution," Lawson said. "In our case, this increased the administrative support and 'buy in' to the IACLEA Accreditation program. In most cases, it would be easier for a chief to 'sell' the accreditation concept to university administrators than it has been for some of my municipal counterparts," she said.

A major benefit of the self-assessment process is that it allows you to evaluate procedures and identify improvements in practices and procedures, such as protocols and response procedures. In regard to policy improvements, Wake Forest completely overhauled the standard operating procedures manual. "Although keeping policies and procedures current is an on-going challenge, the self-assessment process required us to address and update the entire manual at one time," Lawson said. "This was labor intensive for the accreditation manager but very beneficial to the department. Response to domestic violence and mental commitment incidents were two keys areas that we deal with frequently, that were greatly improved by this process," she said.

It also identifies equipment items that need to be purchased to meet professional standards. As part of the self assessment process, Wake Forest evaluated its crowd control and civil disobedience procedures and made improvements, she said.

TIPS FOR SELECTING AN ACCREDITATION MANAGER

The selection of a qualified, dedicated, and highly organized Accreditation Manager is a key to success in pursuing IACLEA Accreditation for campus public safety departments.

Campus public safety leaders and Accreditation managers at the four pilot institutions for IACLEA's Accreditation program identified a number of key skills and attributes for a successful Accreditation Manager:

Superior organizational and project management skills. Managing the Accreditation process requires the ability to establish time lines, meet deadlines, and ensure that others are completing tasks on a timely basis. "You've got to make Accreditation a priority," said Scott Van Scoy, Accreditation Manager for California State University, Northridge. "You need to budget your time wisely, figure out how much time you need, and make sure you spend the time to properly manage the program," he said.

Exceptional verbal and written communication skills. The Accreditation Manager takes an active role in constructing written policies, guidelines, and directives that will direct the agency and its employees. Whether serving as the writer or editor in reviewing these written materials, the manager is heavily involved in producing written policies and procedures. Oral communication is just as important. The manager must be an effective speaker who can promote the program, explain the process, and generate support for Accreditation, both within the agency and in working with other campus departments. "The biggest issue is communication," said Shawn Woods, Accreditation Manager for Drexel University. "You must communicate with personnel, including co-workers, subordinates, peers, and supervisors... You have to get everyone involved to achieve buy-in."

Commitment to the agency and to the Accreditation process. The manager must be committed to staying with the agency and seeing through the Accreditation process and must be able to work through the issues involved in achieving Accreditation. "The individual you select must be detail-oriented, committed to staying with the agency, and willing to see the process through," said Regina Lawson, Chief of Police at Wake Forest University. "The individual must be forward thinking and be able to see the benefits of Accreditation five years down the road," she said.

Focused and able to balance multiple priorities. A major responsibility of the manager is to oversee the self-assessment process – that part of the Accreditation process in which the agency reviews the standards and confirms its compliance with the relevant standards. Skills involved in completing the self-assessment process include reviewing, drafting and editing written policies and procedures, training agency members, assembling accreditation files, planning and scheduling activities, and serving as the primary liaison with IACLEA's Accreditation staff. "My advice is to stay on track and stay focused," said Shane Hapuarachy, Accreditation Manager at the University of Southern California. "It's pretty easy to get sidetracked on day to day activities associated with accreditation. It's not just a matter of moving the process along, but also making a concerted effort to build support for it," he said.

Ability to keep staff informed of progress. To achieve support from agency staff, it is necessary for the manager to explain the benefits of Accreditation to the staff. It is also advisable to provide periodic updates on the progress being made in order to keep the process on track. "You should send periodic bulletins out to staff to note the progress being made to keep it on people's radar screens," Hapuarachy said.

Thorough knowledge and understanding of the Accreditation Process and Standards. There is a good chance that your choice as manager is an existing employee who may have strong organizational skills, but little knowledge of the process and the standards that must be met to achieve IACLEA Accreditation. It

is important to provide opportunities for your Accreditation Manager to attend training programs offered by IACLEA and other accrediting agencies. It is also useful to network with other Accreditation Managers. "Call them for advice," Van Scoy said. "Attend meetings with other Accreditation Managers. Discuss common issues and problems, identify best policies and practices," he said.

Willingness to learn and network with peers. The Manager must be willing to take the time to learn about Accreditation and the process involved in preparing a department for Accreditation. "Networking at all levels is critical," said Preston Oldham, Accreditation Manager at Wake Forest University. "You should network not only with other Accreditation managers, but also within your university with other departments. You should keep them apprised of the progress. You may need something from Finance or Human Resources or Residential Life and it helps to have those relationships," Oldham said.

Although some agencies do not have the resources to employ a full-time Accreditation Manager, chiefs and Accreditation Managers at the four pilot agencies for the IACLEA Accreditation program agree that the department must be able to identify and support a manager who can spend a significant portion of his or her time overseeing the process.

"It's a fine balance," Oldham said. "If you have the luxury of being able to have a fulltime Accreditation Manager, there is certainly enough work to do to keep someone busy fulltime. With a small agency there is a high probability you will have an Accreditation Manager with split duties."

REDUCING LEGAL LIABILITY THROUGH IACLEA ACCREDITATION

Negligent security cases are an emerging area of civil law as crime victims increasingly attempt to hold the premise owners and not the actual perpetrators civilly liable for crimes against them.

Whenever a negligent security claim is brought against a university, that university and its campus public safety or security agency must demonstrate that it has established and adheres to reasonable security standards. Achieving and maintaining Accreditation is one manner in which campus security agencies can demonstrate compliance with professionally accepted standards of operation for law enforcement and security agencies. Accreditation, therefore, may make it more difficult to hold an institution liable for the criminal actions of a third party since the institution is able to demonstrate it acted with reasonable care in ensuring the security of its premises.

This assertion is supported by four independent studies by risk management groups and cited by the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA) on their web site (<http://www.calea.org/newweb/RiskManagement/riskmanage.htm>). These surveys examined the differences in claims and judgments against accredited and non-accredited police departments. In each case, the researchers found that professional liability was prevented and losses were reduced among departments that were accredited.

"Participating in an accreditation process forces departments to ensure that they adhere to appropriate standards regarding their facilities, equipment, training and policies," said attorney Elliot B. Spector, Principal for the Connecticut Criminal Law Foundation, which provides training to law enforcement agencies. "In the last five years, the most common administrative civil rights actions have been in the areas of failure to train and inadequate or unconstitutional policies. A natural protection against such claims is the upgrading of training and policies, which should occur during the accreditation process," said Spector, who has presented educational workshops on civil rights and police civil liability for the International Association of Chiefs of Police annually since 1992.

IACLEA ACCREDITATION COMMISSION

The Accreditation Commission is the Association's governing body for the IACLEA Accreditation Program. Established as a Committee by the Board of Directors in 2001, it was recently reconstituted as a Commission. As such, it is empowered by the Board to develop, revise and interpret accreditation standards and procedures. It also holds the authority to grant or deny accreditation to agencies, based upon their compliance with applicable standards.

The Commission consists of twelve voluntary members, nine of which are IACLEA members appointed by the President and confirmed by the Board. Particular care is taken to ensure that the Commission membership is representative of the diversity of the Association. To the extent possible, efforts are made to include representatives of both two- and four-year institutions; sworn and non-sworn agencies; public and private institutions; and the six geographic regions within the United States, as well as Canada. Additional members are drawn from allied associations, including a business officer, appointed by the National Association of College and University Business Officers; a student affairs officer, appointed by the National Association of Student Personnel Administrators; and a college president, appointed by the American Council on Education or from one of the other three college presidents' associations.

Commission members serve a five year term, with a maximum of two consecutive terms. When the Commission was first established, terms were staggered for periods of one, two or

three years. Periodically, members of the Commission become eligible for reappointment or replacement. This process is intended to enhance continuity within the Commission, while the occasional rotation of members ensures new ideas and a fresh perspective are infused in the program.

Generally, meetings are held twice a year; once in conjunction with the Association's Annual Conference and again in the late fall or early winter. Throughout the remainder of the year, Commission members and Association staff work to develop and enhance the accreditation process. The Commission has created two standing committees to concentrate on critical elements of the program. The Standards Review and Interpretation Committee periodically reviews IACLEA standards, ensuring that they are up-to-date and consistent with current campus public safety practices. They may recommend, for the Commission's approval, the revision or deletion of standards, as well as develop new standards. The Assessor Committee establishes the selection criteria for assessors, develops and coordinates training for assessors, creates the procedural guidelines for assessors, and monitors and evaluates the on-site and assessor critiques.

The Accreditation Commission is committed to the development and maintenance of an accreditation program that encompasses the highest professional standards for campus law enforcement and public safety. Further, it is intent on providing a process of review and assessment that is applicable to the entire membership.

ADDITIONAL INFORMATION

The IACLEA web site (www.iaclea.org) is a particularly good resource for general information about the Accreditation Program. Simply click on the "Accreditation" tab on the left side of the home page and it will give you access to several links, including the following: "Frequently Asked Questions", which provides general information about the benefits, fees and procedures of accreditation; "Agencies in Accreditation", which identifies departments that have applied to the program, as well as those that have achieved Accreditation;

"Accreditation Standards", which lists the CALEA standards that the IACLEA Accreditation Commission has identified as applicable to campus public safety agencies and required for IACLEA Accreditation; and "Recent Developments", which offers periodic up-dates on the status of the program.

Individuals, agencies or institutions, interested in IACLEA Accreditation, are encouraged to contact the Accreditation Coordinator: jleonard@iaclea.org

Fee Schedule

Application Fee: \$350, which includes publications, forms and contract. Fee is nonrefundable, unless agency is ineligible to participate in accreditation program. Fee may be applied to accreditation fee if contract is signed within 6 months.

Accreditation Fee: Graduated according to the number of "full-time equivalents" enrolled at the institution. The fee may be paid in full or two annual installments. Non-members will be assessed an additional \$1,500.

Note: Full-Time Equivalent enrollment, as calculated in the most recent listing of the U.S. Department of Education's Integrated Postsecondary Education Data System (IPEDS).

Assessment Fee: Candidate departments pay \$1,000 for each assessor assigned and \$2,000 for the Team Leader. They also pay travel, lodging and meal expenses for the assessors.

Accreditation Fee

# Full Time Equivalent's	Single Payment	Installment
- 1,999	\$4,896	\$2,693
2,000 – 4,999	\$5,386	\$2,963
5,000 – 9,999	\$5,925	\$3,259
10,000 – 19,999	\$6,518	\$3,585
20,000 +	\$7,170	\$3,944

**Fee schedule subject to change*



International Association of Campus Law Enforcement Administrators (IACLEA)

Steering TOWARD THE FUTURE

Since 1958, IACLEA has steadily grown and has emerged as a leader in representing the interests of campus law enforcement, security, and public safety for campuses around the world. Today, with more than 1,000 member institutions and more than 1,600 professional members, IACLEA is a strong, vibrant organization that is working to strengthen the campus public safety department and deliver quality programs and services to campus public safety leaders.

WHY SHOULD YOUR PUBLIC SAFETY DEPARTMENT BELONG TO IACLEA?

- ▶ Annual Conferences and Regional Meetings focusing on Professional Development
- ▶ Opportunities to access and share information through IACLEA's web site and list serves.
- ▶ Campus Law Enforcement Journal, published six times a year
- ▶ Management Training and Education, including the Executive Development Institute
- ▶ Publications and Web Seminars
- ▶ Timely updates and workshops on compliance with the Clery Act
- ▶ Free WMD awareness and Incident Command training to campus public safety officers
- ▶ Government Relations through U.S., Canada and International Committees that monitor legislation that affects your institution, and representation in Washington D.C.
- ▶ Accreditation program for campus public safety departments

IACLEA's Core Purpose:

"To represent and promote campus public safety."

For more information about IACLEA including membership, contact:

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