

Registration Information:

Register online at <http://cj.msu.edu/peds-registration/>

Dates: Wednesday, October 18, 2017—9:00 a.m. to 4:30 p.m.
Thursday, October 19, 2017—9:00 a.m. to 4:30 p.m.

Location: Eagle Eye Golf Club
15500 Chandler Road
Bath, MI 48808

Lodging: Suggested:
Holiday Inn Express
2924 West Rd. East Lansing, MI 48823
Hampton Inn
2500 Coolidge Rd. East Lansing, MI 48823

Registration Fee*: \$375.00

Training is eligible for 302 60% funds

MCOLES Registered: MSUSCJ201509

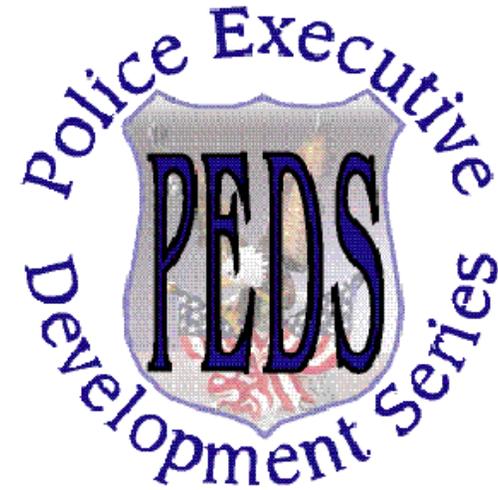
* **Lodging is not included in the registration fee**

* **Registrants are responsible for arranging their own lodging**

Fee Includes:

- > Conference registration
- > Admittance to all sessions
- > All workshop materials
- > Continental breakfast & lunch
- > MSU School of Criminal Justice Polo Shirt
(Shirt size options Men's or Women's – xs through 3xl)

*For Further Information Contact:
traincj@msu.edu or (517) 355-2197
Space is limited so register early!*



Executive Leadership for Challenging Times:

***“Fostering Public Trust in Law
Enforcement ”***

October 18-19, 2017

Presented by:

**Michigan State University
School of Criminal Justice**

What is the Police Executive Development Series (PEDS)?

The Police Executive Development Series (PEDS) is an innovative program of leadership development seminars specifically designed to address the limited number of high quality development experiences available for police executives. With PEDS, timeless leadership issues such as strategic thinking, managing change, innovative problem solving, developing people, building control systems, and handling political situations are linked with timely current issues such as procedural justice, officer health and safety, and implicit bias. PEDS integrates both theory and practical application skills to form a complete skill-building package that the progressive police leader can apply immediately.

How is PEDS Different?

PEDS offers a distinct approach to leadership development. PEDS takes an action learning approach with the assistance of field experts. In other words, PEDS puts the police leader into direct contact with specialists who can assist them in applying leadership skills within their respective agencies. The Series targets police executives and those identified as having high potential for reaching executive level positions.

Who Should Attend?

PEDS is an innovative series of programs offering targeted leadership issues for police executives and those identified as having high potential for reaching executive level positions.

This Year's PEDS

As in the past, the topics highlighted each year vary based on the emerging trends and needs of senior police leaders. This year, the Police Executive Development Series is concentrating on several different aspects related to improving police – community relations. The primary topics of discussion will include; **community engagement, police recruiting, and training** .

In this session, we will explore best practices, relevant academic research, and strategies for law enforcement leaders and agency members to work within the community engagement framework while continuing to perform the essential job functions of contemporary policing.

The recently published MCOLES Report titled *Fostering Public Trust in Law Enforcement in Michigan* will serve as a starting point for our discussions. The report's conclusions are based on state-wide public input, relevant academic research, and conversations with experts in the field as well as law enforcement executives across the state.

Wayne Carlson

Wayne R. Carlson is a staff training analyst with the Michigan Commission on Law Enforcement Standards (MCOLES), which establishes entry requirements for the law enforcement profession in Michigan. He is the manager of the Career Development Section and oversees the development, maintenance, and validity of MCOLES' medical and non-medical standards, including the basic training curriculum and the state licensing examination. Wayne earned a bachelor's degree in Criminal Justice from Michigan State University and completed a master's degree in Administration of Justice from Virginia Commonwealth University. His publications have appeared in the *Security Journal*, the *Law Enforcement Executive Forum*, and the *Journal of Applied Measurement*. He has over 40 years of experience in law enforcement, including work in patrol, crime prevention, crime analysis, training, and criminal justice education and testing. His research interests include outcome-based learning and behavioral measurement.

Cait Cavanagh

Cait Cavanagh, Ph.D., is an Assistant Professor with appointments in the School of Criminal Justice and the Department of Psychology at Michigan State University. She received her Ph.D. in Developmental Psychology at UC Irvine, with specializations in Psychology and Law and Quantitative Methods. Broadly, Dr. Cavanagh's research focuses on the intersections of psychology, social policy, and criminology to explain how social contexts shape adolescent behavior. Juvenile offending inflicts high costs on youth, their families, and local communities. As a developmental psychologist, Dr. Cavanagh examines how the family context contributes to the etiology of, and desistance from, juvenile offending, as well as the effects of juvenile offending on the family. She also examines how children develop attitudes toward the legitimacy of the law and law enforcement. Her goal is to guide decision makers with limited resources toward programs that are most likely to be effective. In this way, Dr. Cavanagh hopes to inform policy using developmentally-sound research to improve how the juvenile justice system interfaces with children and families.

Program Facilitator

Cynthia Herfert

Ms. Herfert serves as an Outreach Specialist for the MSU School of Criminal Justice, providing in-service trainings to law enforcement and military personnel from across the United States. Prior to her appointment at MSU, Cindy had a successful career at the Flint Police Department, retiring at the rank of lieutenant after 21 years of service. She held a variety of positions during her career, including; uniform patrol, undercover narcotics, homicide investigation, planning and budgeting, and community services.

Featured Speakers

Dr. Ann Marie Ryan:

Dr. Ann Marie Ryan is a professor of organizational psychology at Michigan State University. Her major research interests involve improving the quality and fairness of employee selection methods, and topics related to diversity and justice in the workplace. In addition to publishing extensively in these areas, she regularly consults with organizations on improving assessment processes, including work with law enforcement. She is a past president of the Society of Industrial and Organizational Psychology, past editor of the journal *Personnel Psychology*, and former associate editor of *American Psychologist*. Ann Marie has a long record of service on professional association and federal committees. In 2011 she received the Distinguished University Professor Award from MSU. In 2013 she received SIOP's Distinguished Teaching Contributions Award and the Academy of Management's Sage Award for Outstanding Scholarly Contributions to the Study of Diversity. With respect to law enforcement, she served on the Michigan Commission on Law Enforcement Standards (MCOLES), Recruiting Committee in response to Governor's directive, is involved with the Government Relations Initiative on Law Enforcement for SIOP, and recently was involved with National Academy of Science, Engineering, and Medicine, Board on Human System integration (BOSHI), Workforce Planning models for Forensic Science, sponsored by NIST. Dr. Ryan has served as a consultant and expert witness regarding law enforcement related hiring practices for several states and cities, as well as many years as an appointee to advisory committees related to hiring for the US Department of Defense and the Department of State, and on review panels for the Army Research Institute.

Dr. Joe Hamm:

Dr. Joe Hamm is an Assistant Professor in the Michigan State University School of Criminal Justice. Joe completed his PhD in Law-Psychology at the University of Nebraska-Lincoln, a master's degree in Legal Studies at the University of Nebraska Law School, and a postdoctoral internship with the National Center for State Courts. His work focuses on developing a cross-context social science of trust and to that end, he has worked on issues relating to trust in the context of the federal government, water infrastructure, and both risk and natural resource management. Regarding the criminal justice system, Joe has worked with a variety of local and state police and court entities including the Michigan State Police, the Lincoln (NE) Police, the Hennepin (MN) County Courts, and the Nebraska State Court system. Joe currently serves as the research advisor for the National Advisory Board of the Engaging Communities in the State Courts Initiative and assisted the community engagement workgroup of the Michigan Commission for Law Enforcement Standards.



PEDS 2017 Highlights

- ◆ Exploring ideas on how to incorporate community engagement into department policy and organizational culture.
 - ◆ Strategies to increase positive interactions and personal contacts within your community.
- ◆ Identifying effective recruiting strategies that reflect modern policing practices and appeal to the next generation of job-seekers.
 - ◆ Techniques for diversifying your workforce.
- ◆ Examining training opportunities to improve cultural awareness.
 - ◆ Training officers to make better decisions.
 - ◆ Ideas for introducing officers to other world views and other belief systems in an effort to reduce implicit and explicit bias.

