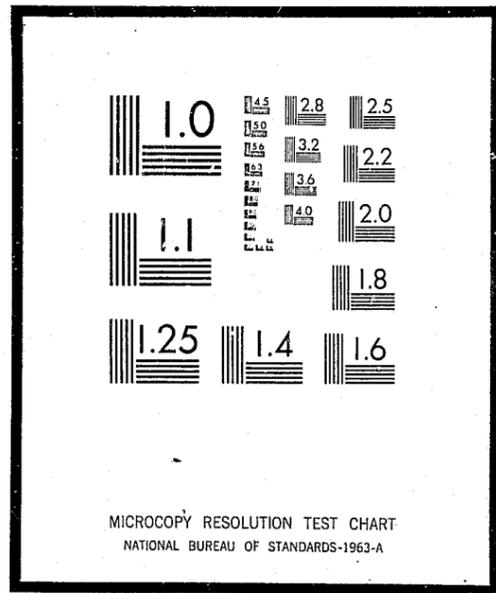


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THE OLEA FELLOWSHIP PROGRAM

Twenty-Six Officers Near Completion of Master's Requirements

There are quite a few people rooting for the 26 law enforcement officers who are undertaking graduate work this year on Law Enforcement Assistance Act (LEAA) Fellowships.

The fans include 25 wives and 86 children who provide a cheering section all by themselves. Another group of solid supporters are the students' bosses—a county sheriff and 25 police chiefs. Other backers are their teachers—deans and instructors at the three universities the Fellows are attending. If those three groups of VIPs aren't enough, the students also have a partisan in Washington—the Office of Law Enforcement Assistance of the U.S. Department of Justice.

If this seems like a lot of Fellowship watching, there are good reasons for it. The 26 men, who hold the first LEAA fellowships earmarked for graduate study by local law enforcement officers, are not "ivory tower" types. They are working officers, accustomed to the daily

demands and stresses of law enforcement duty. Last September they began a different kind of toil when they plunged into the grind of full-time graduate work. Many had earned their Bachelor's degrees by attending school part-time, taking courses at a more leisurely pace over seven or eight years. Others had been away from the classroom for 10 or 15 years. For them and their families, the new life meant a great adjustment.

The chiefs and sheriff are solicitous of their progress and want them to do well. They endorsed their men for the fellowships and are proud that they were selected from applicants throughout the nation. Undergraduate degrees are rare enough in the law enforcement field; Master's degrees are few and far between.

Similarly, the Office of Law Enforcement Assistance (OLEA) has a stake in the Fellows' success. OLEA administers the fellowships and other LEAA grants at the di-

rection of the U.S. Attorney General. OLEA has funded over 300 projects, including a number that provide police training, but the fellowship program is a particular favorite. OLEA officials believe that for a small investment in federal money (the total for this year is \$182,000), the dividends loom large.

Courtney A. Evans, OLEA Acting Director, says, "We're tremendously pleased. The men are doing well. Their departments will benefit. And the program has long-range rewards for the profession of law enforcement." Professor Robert Sheehan, of Boston, a member of the Attorney General's LEAA Advisory Panel on Law Enforcement, declares, "It's one of the most, if not the most, progressive moves made by OLEA." Professor Sheehan is Chairman of the Department of Law Enforcement Security of Northeastern University, is president of the International Association of Police Professors, and is properly concerned about the scope and future of law enforcement education.

For the LEAA Fellows, the program means that the impossible is becoming possible. With their tuition and fees paid, and on living stipends provided by the LEAA grants, they are getting 12 months of graduate study. Nine are attending the School of Criminology of the University of California at Berkeley, which awards a Master of Criminology degree. Nine are attending the School of Police Administration and Public Safety of Michigan State University to earn the Master of Science degree in police administration. The other eight Fellows are attending John Jay College of Criminal Justice of the City University of New

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Ready for class to begin at the John Jay College of Criminal Justice are LEAA Fellows, left to right, Capt. Loren M. Bussert, South Bend, Ind.; Lt. Robert P. Flanagan, Springfield, Mass.; Lt. Paul T. Frankenfield, Philadelphia; Sgt. Paul O'Hayre, Denver; Sgt. John J. Renner,

Yonkers, N. Y.; Capt. John J. Whalen, Buffalo, N. Y.; Sgt. Calvin H. Zimmer, Washington, D. C.; Sgt. Otto H. Saltenberger, Pacifica, Calif.; and Lt. John B. Demarest, Los Angeles.

York which awards the degree of Master of Public Administration. The Fellows are now about three-fourths of the way through their study and will conclude it in August to return to their departments. Once their theses are completed and accepted, graduate degrees will be theirs.

Although advanced degrees in many professions, such as teaching, are automatically tickets to promotion and higher salaries, law enforcement has no such structure. The LEAA Fellows see their study as an opportunity for personal fulfillment and the chance to do a better job.

Lieutenant Paul Frankenfield of Philadelphia, who attends John Jay College, voices an opinion that is shared by the other officers. Frankenfield has found that one of the best advantages of the program is his contact with the other Fellows and other graduate students—at John Jay many of the students are New York City police officers.

"You can develop a parochial attitude in one city and in one city's problems. You don't have the time or opportunity to get a broader picture," he says. "I'm getting that broader picture here at the college, over and beyond what I am studying and reading."

His colleague, Captain Loren Bussert of South Bend, Indiana, uses the word "cosmopolitan" to describe what is happening to the John Jay group. "When we began the year," he says, "each of us was thinking only about the way his

own department works. Now we have a new awareness of what's happening elsewhere. We are getting exposed to new ideas and to new methods. I think getting exposed to new ideas is what education is all about."

Bussert will be one of the few police officers in the state of Indiana to hold a Master's degree. He heads the community and public relations division of the South Bend Police Department and is concerned about the theoretical versus the practical. He suggests that one of the greatest needs in law enforcement training is the development of new curricula because "psychologists and sociologists don't understand the practical problems of police as the police do." In other words, educated policemen must steer the future of law enforcement education and not depend so totally on other disciplines.

Bussert's boss, South Bend Police Chief Thomas H. McNaughton, says, "When we have officers with Master's degrees, it certainly adds to police professionalism. We're quite encouraged with the program and happy to have Captain Bussert getting this education."

One of the Fellows' prime interests centers on new concepts of police-community relations. Sergeants John Renner of Yonkers, New York, and Calvin Zimmer of Washington, D. C., who attend John Jay, stress the need for interpreting the police role to the public. "Right now I believe police understand citizens' problems

more than vice versa," says Renner, "and both sides need to be understood." Sergeant Zimmer adds: "Police departments are going to become more community conscious and express themselves better to the community. You're working for the community and you might as well know what their attitudes are. They might as well know that the body in the uniform bleeds, too, when it's cut." Sergeant Zimmer considers it less relevant to dig into the history of what is sometimes referred to as police alienation from the community: "I'm more interested in the job of police in the future, starting right this minute, than in past history of how attitudes came about."

At John Jay, the Fellows' interest in community relations is whetted by Assistant Professor William Wetteroth's course, "The Police and the Community." Mr. Wetteroth, a skillful teacher, sometimes plays "devil's advocate" during the free-wheeling class discussions that touch on anything from the use of canine corps to stereotypes of minority groups.

Community relations is similarly stressed at Berkeley and at Michigan State—both schools have produced pioneering studies on the subject for national use.

An unexpected bonus of the fellowship program is the bond between students and faculty. Faculty and students have such an intimate relationship," says Sergeant Otto Saltenberger, "that it adds to the whole learning process. The faculty door is always open

to us." At John Jay, Sergeant Saltenberger represents the smallest and the newest law enforcement agency: the 33-member Pacifica, California Police Department of San Mateo County. When the county sheriff turned law enforcement over to the police department of the newly incorporated city on July 1, 1959, Saltenberger was on hand to accept it, having joined the force a few weeks before. His interest in police work led him to "take a few courses" at the City College of San Francisco; he wound up getting his A.A. degree there, and his B.A. from San Francisco State College.

Although he thought he would be satisfied with the B.A., he couldn't resist applying for an LEAA Fellowship. His application carried with it the endorsement of Police Chief Neil H. Tremaine who credited his candidate with "many innovations and improvements within the department."

Such is the caliber of the LEAA Fellows that Dean Joseph Lohman calls the nine men at Berkeley "an ideal group." Dean of the School of Criminology of the University of California, Lohman says, "We have been enormously pleased with them, even beyond our expectations. These officers fit in well with

the other graduate students, and they are contributing a great deal to the other students. In fact, their contribution is invaluable."

Dean Lohman is also delighted with the response of law enforcement agencies to the field placement projects which will begin during the spring quarter. Under the field placement, or internship program, the nine Fellows will be assigned to operating agencies in the San Francisco-Oakland Bay area for one to two school quarters. The Fellows will serve as administrative analysts for the agencies and will develop their own methods for dealing with their

At Michigan State University, LEAA Fellows are, left to right, front row: Sgt. Frederick R. McDaniel, Kansas City, Mo.; Ptlm. David G. Walchak, LaCrosse, Wis.; Lt. Clifford G. Ryan and Sgt. Richard J. Caretti, both of Detroit; and Sgt. Hilarius F. Vincke, Dayton, Ohio. Back row: Capt. Lawrence E. Mahany, Savannah, Ga.; Lt. Charles F. Peterson, New York City; Deputy Chief Donald R. Dwyer, Minneapolis; Lt. Carl V. Goodin, Cincinnati; and Lt. Wesley S. Harvey, Los Angeles.

LEAA Fellows at the University of California, Berkeley, are pictured with Joseph D. Lohman, Dean of the School of Criminology, and Gordon E. Misner, Professor, School of Criminology. Left to right, they are Dean Lohman; Sgt. Lee P. Brown and Sgt. David A. Pollock, both of San Jose, Calif.; Ptlm. James L. Moen, Grand Forks, N. D.; Sgt. John J. Walsh, Jr., Chicago; Sgt. Burton J. Joyce, Tacoma, Wash.; Sgt. Robert J. McCormack, Jr., New York City; Lt. Thomas G. Farnsworth, Richmond, Calif.; Professor Misner; and Deputy Robert G. Sargeant, Hillsboro, Washington County, Ore. Not pictured is Lt. John C. Nelson, Jacksonville, Fla.

assigned projects. Berkeley is also establishing a new seminar for them at which they will discuss and critique each other's project methodology.

Three weeks after the field placement program had been announced, law enforcement agencies had proposed more than 60 projects. The Berkeley faculty narrowed the list of 60 suggestions to nine projects which they decided would have overall significance to police administration and criminology. Since the Fellows will return to their own agencies in September, the faculty also chose projects that would have "transfer" value for the Fellows' own agencies. One Fellow will design a model inspectional system for a medium-sized police department; another will evaluate police service contracts and the possibilities of regionalizing police resources; another will study the effectiveness of line-up training in an urban department. Six other field projects will deal with such concerns as crime prevention and consumer fraud.

While the John Jay group includes men from California, the Berkeley group includes New York's Sergeant Robert J. McCormack, Jr., Chicago's Sergeant John J. Walsh, Jr., and Lieutenant John Nelson of Jacksonville, Fla. The Fellows at Michigan State also represent a cross-section of the nation, including Lieutenant Wesley Harvey of Los Angeles and Captain Lawrence Mahany of Savannah, Ga. The assignment of some Fellows to schools far from their homes is no accident; OLEA officials and the three university deans believe the change of environment is stimulating in itself. Fellowship candidates may state a preference on their applications, but the final decision is made by the fellowship screening board.

Another stimulating influence is the diversity of lecturers. At Michigan State, Director Arthur F. Brandstatter scheduled a series of special seminars for the Fellows at which the speakers are guest lecturers from other schools and cities.

While Professor Brandstatter is on sabbatical leave this year, Professor Ralph Turner is Acting Director of Michigan State's School

of Police Administration and Public Safety. Professor Turner reports that the school is more than pleased with the progress of the fellowship program. "As we all know," he says, "the men, for the most part, had been away from a university setting for some time. Naturally, there was a period of readjustment and general acclimation to classroom conditions. They're doing fine."

Although 30 LEAA fellowships were awarded by Attorney General Ramsey Clark last June, the number of Fellows is now 26. None of the four drop-outs was due to academic problems, however. Two officers selected for fellowships accepted the awards but did not report to their colleges in September and by then it was too late to appoint alternates. Two other Fellows began in September but were forced to leave after the first term because of family problems. Family adjustments are critical to the success of the Fellow, who in most cases has moved wife and children from familiar surroundings to a totally new environment.

The John Jay group, for example, faced a choice between high rents in the Manhattan area or commuting from lower-priced housing farther from the city. Several Fellows left their families at home and took "cold water flats" or rooms. Sergeant Paul O'Hayre of Denver found a place for his wife and four children on Long Island. When he has a 10 p.m. class, he's not home until 1 a.m. Lieutenant John Demarest of Los Angeles brought his wife and four children and says, "If an LEAA Fellow can possibly take his family with him, he should. My wife says this is the greatest experience our family has ever had. Besides that, she's a big help to me and is just as eager about this as I am."

Although most of the Fellows are on full salary, they and their families live more frugally than at home. One Fellow, whose department lowered his salary for the year, says he has spent \$800 in savings and taken out a \$300 loan, but emphasizes that it's worth it "because this is the greatest opportunity of my life." Despite the Fellows' readiness to dig into their own pockets, OLEA hopes that

can be avoided and is encouraging law enforcement agencies to provide full salary for officers who receive the 1968-69 fellowships. Donald Riddle, Dean of Faculty of John Jay College, Dean Lohman and Director Brandstatter concur that the salary question is a vital one.

OLEA's Courtney Evans points out, however, that the officer who applies need not have a commitment that his agency will pay full salary. "We didn't make the salary commitment a condition of eligibility because we don't want to close the door to an outstanding officer who is highly qualified and who badly wants the fellowship. If we made salary a requirement, we would eliminate those who are willing to make a personal sacrifice but whose departments are not ready to participate in this program."

While OLEA "strongly encourages" the salary commitment, police chiefs with men in this year's program are even more eloquent on the subject.

Police Chief Leo B. Ryan of Savannah, Georgia, says his department is already looking over its records to determine who may be good candidates for 1968-69. "We'll pay the salary of any officer who is qualified and receives a fellowship," he declares. "Captain Mahany is doing very well at Michigan State. It's beneficial to the department to have an officer get his Master's degree. It's better to have a man from the ranks rise in the department than to have to bring in an outsider because you need someone who is better qualified or better educated." Chief Ryan has 27 officers who are attending classes part-time at Armstrong State College and the department is paying tuition for any ineligible for Veteran's Administration tuition aid.

Warren B. Barnes, Hillsboro, Oregon, Sheriff of Washington County, also believes cities and counties should pay full salary for their officers who are selected. His deputy, Robert Gerald Sargeant, is at Berkeley, and until several months ago was on partial salary. Deputy Sargeant found it difficult, for as Sheriff Barnes points out, "The cost of living when you're away from home is just too high,

to manage on the LEAA stipend alone. If the officer is on full salary, it's possible for him to take advantage of seminars and other events that are important to his education. When a policeman starts digging into his savings, it's bad. I have a very fine board of commissioners who voted in February to give Mr. Sargeant additional funds for these unpredicted expenses."

In addition to paying the salaries of their officers, law enforcement agencies and the governments they represent make another contribution by releasing their men for the required 12 months. According to Sheriff Barnes, this may sound difficult but it can be worked out.

"I have 41 deputies on criminal work," says Sheriff Barnes. "I feel any department, even down to a 10-man department, can bear the load of losing one individual. Consider what you gain by releasing him to go to school. You can work it out—it may be a hardship at first, it takes some doing—but you can get coverage." Sheriff for four years and a member of the Washington County department for 17 years, Barnes attends classes part-time at Portland State College and says he wishes he had received a scholarship that would have enabled him to get his degree. One of his deputies has a Master's degree and three others are studying part-time for Bachelor's degrees. Sheriff Barnes is convinced that he, as well as the county, is gaining: "What my people are learning and what they're bringing back to me is invaluable. They're coming up with all kinds of new ideas."

Police Chief Ronald C. Wold, of La Crosse, Wisconsin, is a graduate of Michigan State, where his officer, 26-year-old Patrolman David Walchak, is an LEAA Fellow. Chief Wold says it is never easy to release a good man for a whole year, "but this is an outstanding opportunity."

J. R. Blackmore, Chief of Police of San Jose, California, has two officers in the program. When the LEAA Fellowships were announced, Sergeants Lee Brown and David Pollock wanted to apply. Sgt. Pollock had been with the department since 1955; Sgt. Brown since 1960; and both were out-

standing officers. (They were also the only candidates in the nation who had already earned Master's degrees—Brown in sociology and Pollock in psychology—and now sought Master's degrees in criminology).

"I had no question about releasing them, endorsing them and requesting that they be kept on full salary," says Chief Blackmore. "At the time you release a man for school or a special assignment, you're losing his services, but he returns as a better officer. We have taken advantage of courses offered by the FBI Academy and Northwestern University and have sent nine officers for such training in the past few years."

"Our policy in San Jose is to help further the education of all our officers. As it now stands, 84 percent of our officers have either a 2-year or a 4-year degree, and in a few years, it will be 100 percent. All our uniformed personnel will be college-trained by about 1973."

Chief Blackmore believes quality will always offset problems of quantity: "We have one of the lowest ratios of police to population. We have a ratio of 1.4 police to 1,000 population or 422 sworn personnel who serve a population of over 400,000. It's been my contention that the way to counteract a shortage of police is to see that the police you have are well-trained and well-educated."

Although he has no classes in the current school year, Chief Blackmore has taught police administration for the past 12 years at San Jose State College and has been asked to teach a post-graduate course in Police Administration in the near future.

From his experience, he believes there's an added advantage for the department that provides training and helps its officers get an education: "A police force that knows you are going to help them take advantage of opportunities is a police force with good morale."

The question may arise as to whether the officer, with Master's degree in hand, will stick with the department that kept him on salary and released him for the 12-month period. Some but not all of the LEAA Fellows have signed agree-

ments to stay with their departments for specified periods of time ranging from one year to several years. But Lieutenant Frankfield believes the other Fellows share his sentiments about this: "We feel a moral obligation that has nothing to do with signing an agreement. We are policemen first of all, and our interest is in improving the role and the lot of the policeman. It just logically follows that a man who goes away to school wants to return to his department. We are all college graduates and if any of us had wanted to get out of police work, we would already have done so."

Future plans for his responsibilities in Buffalo, in fact, are foremost in the thoughts of Captain John Whalen, an LEAA Fellow who is the Commanding Officer of the Buffalo Police Academy. He is garnering a host of ideas about training and plans to adapt some of the educational methods used at John Jay. He particularly wants to stimulate dialogue in training sessions and get away from the straight lecture method.

"You can bring in anyone to give a lecture and the lecturer will probably not change any opinions. We need people to speak meaningfully on both sides of an issue. Speakers don't have to be experts or college graduates; they can be people off the street who know something about an issue. They can get a dialogue going and that's what we want. We particularly need to use the dialogue method at the recruit level. This is where we need to make our biggest changes. We teach the law to the recruit but we haven't taught him what his role in the community is and what his relationship to people is."

Captain Whalen believes the upgrading of standards is closely allied to the problem. "With the police image the way it is today and the salary structures what they are, it's difficult to attract people. No matter how good a training program we set up, we can only teach at the level of the men. It wouldn't do much good for my 12-year-old son to enroll in the Master's program at John Jay. What we need to do is upgrade both the requirements and the training. And we need to do more than train—we must educate." ☆