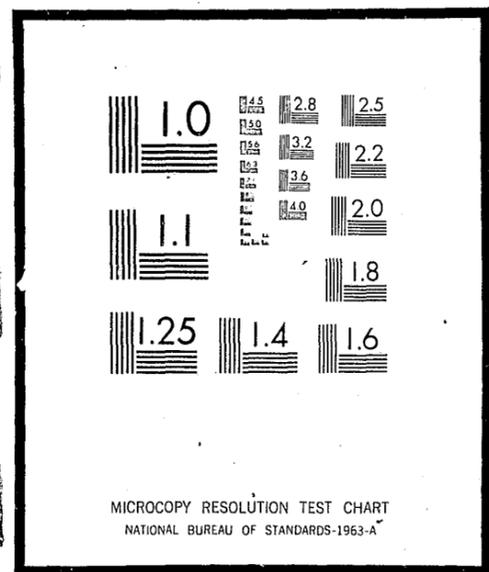


NCJRS

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Points of view or opinions stated in this document are those of the author(s) and do not represent the official position or policies of the U.S. Department of Justice.

U.S. DEPARTMENT OF JUSTICE
LAW ENFORCEMENT ASSISTANCE ADMINISTRATION
NATIONAL CRIMINAL JUSTICE REFERENCE SERVICE
WASHINGTON, D.C. 20531

2/15/77
Date filmed

MARQUETTE UNIVERSITY LAW SCHOOL

Forty-eighth Month
Progress Report

37070^{CI}



Center for Criminal Justice Agency Organization
and Minority Employment Opportunities

1103 W. Wisconsin Avenue
Milwaukee, Wisconsin 53233



MARQUETTE UNIVERSITY

1103 WEST WISCONSIN AVENUE / MILWAUKEE, WISCONSIN 53233 / 224-7212

LAW SCHOOL

CENTER FOR CRIMINAL JUSTICE
AGENCY ORGANIZATION AND
MINORITY EMPLOYMENT OPPORTUNITIES

October 7, 1976

Mr. Al Wilson
LEAA/OCRC
Chester A. Arthur Building
4th & Eye Street, NW
Washington, D.C. 20531

Dear Mr. Wilson:

Enclosed you will find, as per request this date, three (3) copies of the Center's Forty-eighth Month Progress Report for Grant 73-TA-99-003.

If I can be of further assistance, please feel free to contact me.

Sincerely,

A handwritten signature in cursive script, appearing to read "Arlene Ho".

Arlene Ho
Center's Secretary

WPK/ah

Enclosures (3)

Forty-eighth Month
Progress Report

NCJRS
OCT 20 1976
ACQUISITIONS



U. S. DEPARTMENT OF JUSTICE
LAW ENFORCEMENT ASSISTANCE ADMINISTRATION

DISCRETIONARY GRANT
PROGRESS REPORT

GRANTEE Marquette University, Milwaukee, Wisconsin	LEAA GRANT NO. (a) 73-TA-99-0003 (b) 75-TA-99-0010	DATE OF REPORT 9-14-75	REPORT NO.
IMPLEMENTING SUBGRANTEE N/A	TYPE OF REPORT <input checked="" type="checkbox"/> REGULAR QUARTERLY <input type="checkbox"/> SPECIAL REQUEST <input checked="" type="checkbox"/> FINAL REPORT		
SHORT TITLE OF PROJECT Center for Minority Opportunities in Criminal Justice Administration	GRANT AMOUNT (a) \$131,235 (b) \$221,965		
REPORT IS SUBMITTED FOR THE PERIOD March 1, 1975		THROUGH August 31, 1975	
SIGNATURE OF PROJECT DIRECTOR		TYPED NAME & TITLE OF PROJECT DIRECTOR Charles Mentkowski - Associate Dean and Chairman of the Center	

COMMENCE REPORT HERE (Add continuation pages as required.)

This report represents the final report of Grant No. 73-TA-99-0003 and the quarterly report of Grant No. 75-TA-99-0010. This deviation from the normal quarterly reporting procedure was sanctioned by a letter to the Civil Rights Compliance Office dated June 27, 1975 and a verbal approval from Mr. Francis Wilson of that office.

RECEIVED BY GRANTEE STATE PLANNING AGENCY (Official)	DATE
--	------

CENTER FOR CRIMINAL JUSTICE AGENCY ORGANIZATION
AND MINORITY EMPLOYMENT OPPORTUNITIES

MARQUETTE UNIVERSITY LAW SCHOOL

FORTY-EIGHT MONTH PROGRESS REPORT: PREPARED FOR THE
LAW ENFORCEMENT ASSISTANCE ADMINISTRATION,
U.S. DEPARTMENT OF JUSTICE

August, 1975

LEAA Reference: 73-TA-99-003; 75-TA-99-0010

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MARQUETTE UNIVERSITY

1103 WEST WISCONSIN AVENUE / MILWAUKEE, WISCONSIN 53233 / 224-7212

LAW SCHOOL

CENTER FOR CRIMINAL JUSTICE
AGENCY ORGANIZATION AND
MINORITY EMPLOYMENT OPPORTUNITIES

TO: THE LAW ENFORCEMENT ASSISTANCE ADMINISTRATION

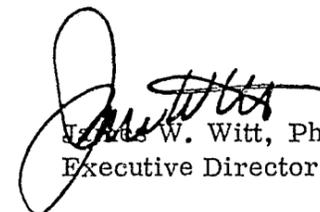
Please accept the following report as a compendium of the Center's activities for the past six months. On this occasion, the report will deviate from the required procedure in that it is cumulative, i. e. , it describes the Center's activities for two months prior to the regular quarterly reporting period which commenced on May 1, 1975. This aberration has occurred due to a change in the Center's reporting procedure from a biannual to a quarterly accounting.

We are proud to report that the Center's staff has diligently worked towards effecting the goals that are embraced within the purview of its grant. Additionally, we sincerely believe that the staff's efforts have been instrumental in aggrandizing the objectives of both the Law Enforcement Assistance Administration and Marquette University.

In these respects, it is hoped that this report will provide a chronicle of what can be accomplished through a close working association between a governmental agency and the academic community.

Respectfully submitted,

Charles W. Mentkowski, Associate Dean
Chairman of the Center


James W. Witt, Ph.D.
Executive Director

JWW/mcr

ACTIVITY HIGHLIGHTS FOR THE SIX MONTH
REPORTING PERIOD (March 1, 1975 - August 31, 1975)

- I. TWELVE CRIMINAL JUSTICE AGENCIES WERE PROVIDED WITH TECHNICAL ASSISTANCE FOR PROBLEMS RELATING TO THE RECRUITMENT, SELECTION, AND RETENTION OF MINORITIES;
- II. FOUR CRIMINAL JUSTICE AGENCIES WERE PROVIDED WITH DIRECT TECHNICAL ASSISTANCE IN THE PREPARATION OF THEIR EQUAL EMPLOYMENT OPPORTUNITY PLANS;
- III. THE CENTER'S STAFF CONDUCTED SIX WORKSHOPS FOR CRIMINAL JUSTICE PRACTITIONERS AND OTHERS ON ISSUES RELATIVE TO INCREASING THE COMPLEMENTS OF THEIR MINORITY EMPLOYEES;
- IV. THE CENTER STAFF EITHER DIRECTLY PARTICIPATED IN OR ATTENDED AS OBSERVERS THREE CONFERENCES;
- V. THE FIRST VALIDATION STUDY OF AN AGENCY'S PROMOTIONAL EXAMINATION WAS COMPLETED;
- VI. THE DRAFT GUIDELINES FOR WOMEN IN LAW ENFORCEMENT WERE DRAWN UP AND SUBMITTED TO LEAA;
- VII. TWO ARTICLES WRITTEN BY THE CENTER'S STAFF TREATING THE PROBLEM OF EMPLOYING MINORITIES FOR CRIMINAL JUSTICE CAREERS WERE ACCEPTED FOR PUBLICATION; AND
- VIII. A SUCCESSFUL WORKING RELATIONSHIP BETWEEN THE JUSTICE DEPARTMENT'S COMMUNITY RELATIONS SERVICE AND THE CENTER WAS EFFECTED.

SECTION I: HISTORICAL NOTE, THE ORGANIZATION OF THE CENTER
AND A STATEMENT OF CENTER GOALS, OBJECTIVES AND FUNCTIONS

I. HISTORICAL NOTE

At the request of the Attorney General of the United States, some thirty police administrators, criminal justice academics, and representatives of public interest groups met at Marquette University in May of 1971 to discuss the problem of increasing minority participation in law enforcement careers. At the conclusion of the conference the participants recommended to the Attorney General that a standing task force be created for assisting the law enforcement community in its efforts to recruit and retain minority personnel. The Attorney General responded by naming a twenty man task force, the purpose of which was to actuate minority employment opportunities in Law Enforcement. Subsequently, by virtue of a LEAA Grant in July, 1971 the Center was created within Marquette University Law School. Representatives from the original task force became the Center's Board of Members.

ORGANIZATION OF THE CENTER

The Center is an integral activity of the Marquette University Law School and subject to its administrative and policy authority. It is chaired by Mr. Charles W. Mentkowski, the Associate Dean of the Law School. Advisory to the Center, there exists a Board of Members, who are individuals drawn from throughout the nation. Due to their expertise in the area of minority employment problems, these persons are uniquely qualified to extend technical assistance services to the law enforcement community. The names and professional capacities of the members are as follows:

Clarence P. Broadnax
Sergeant
Personnel, Recruiting and Examination Section
Detroit Police Department
Detroit, Michigan

Dr. Lee P. Brown
Sheriff
Multnomah County Sheriff's Department
Portland, Oregon

Ronald H. Brown
General Counsel
Youth and Student Affairs and Law and Consumer Affairs
National Urban League
Washington, D. C.

Roosevelt Dunning
Deputy Commissioner
Community Affairs
New York City Police Department
New York, New York

Thomas G. Ferrebee
Director
Personnel and Placement
Detroit Police Department
Detroit, Michigan

Dr. Robert Magnus
Associate Professor
Department of Criminal Justice
Armstrong State College
Savannah, Georgia

Joseph Neaves, Jr.
Captain
Community Relations Bureau
San Antonio Police Department
San Antonio, Texas

James M. Newman
Director of Personnel
City of Oakland
Oakland, California

Samuel Nolan
Deputy Superintendent
Chicago Police Department
Chicago, Illinois

Tilmon B. O'Bryant
Assistant Chief of Police
Metropolitan Police Department
Washington, D. C.

James F. Robles
Administrative Officer
Las Cruces Police Department
Las Cruces, New Mexico

Lloyd G. Sealy
Associate Professor
John Jay College of Criminal Justice
New York, New York

Dr. Bernard R. Siskin
Professor
Temple University
Philadelphia, Pennsylvania

Dr. Gloria A. Smith
School of Criminal Justice
Michigan State University
East Lansing, Michigan

Dr. Victor G. Strecher
School of Criminal Justice
Michigan State University
East Lansing, Michigan

Dr. Glenn E. Tagatz
Department of Educational Psychology
Marquette University
Milwaukee, Wisconsin

Dr. Stanley Vanagunas
Department of Public Administration
University of Arizona
Tucson, Arizona

Lawrence G. Waldt
Sheriff
King County Sheriff's Department
Seattle, Washington

Dr. Paul M. Whisenand
Associate Professor
Department of Criminology
California State College
Long Beach, California

The Center staff is composed of Dr. James W. Witt, Executive Director; Mr. William P. Krueger, Staff Attorney; Mr. Eugene M. Robinson, Minority Community Specialist; Student Research Assistant, Ms. Collete Cowey and two secretaries, Misses Marcia Roth and Arlene Ho. The Center's address is: 1103 W. Wisconsin Avenue, Milwaukee, Wisconsin 53233; telephone: (414) 224-7212.

PURPOSE, GOALS, AND OBJECTIVES OF THE CENTER

Conceptually, the Center perceives the issue of minority recruitment as being an aggregate of four basic interlacing processes, i.e. (1) recruitment, (2) selection, (3) training and (4) administrative procedures (promotional procedures, disciplinary practices and transfer/assignment procedures). The degree to which these practices are in turn effective is contingent upon the political, economic, and social environments in which they function.

In respect to the foregoing model, the Center holds that the perplexing number of variables involved in any single minority recruitment effort precludes any simple textbook solution to the problem of minority employment in criminal justice agencies. Consequently, the immediate purpose of the Center is to accumulate and disseminate a body of knowledge that will promote equal opportunity for minorities in the various criminal justice fields. In order to achieve this purpose, the Center through research, reflection, and technical assistance seeks to realize the following goals:

(1) a greatly increased recruitment of minority citizens into the ranks of our nation's criminal justice agencies, and (2) improved career development opportunities for minority personnel entering the ranks in order to facilitate their retention.

The immediate objectives of the Center to achieve its goals are:

1. To study the various minority recruitment campaigns undertaken by major police departments in order to discover their reason for success or failure;
2. To study the extent of discrimination in the ranks as a factor hindering the recruitment and retention of minorities;
3. To discover how the image of the policeman can be improved in minority communities;
4. To study police employment standards and employment testing procedures in order to discover how such processes impact upon recruitment of minorities for law enforcement careers;
5. To provide technical assistance to the Federal Department of Justice, LEAA and all law enforcement agencies who seek improved techniques for attracting and retaining minorities in law enforcement;
6. To provide technical assistance to all criminal justice agencies in the development of their Equal Employment Opportunity Programs;
7. To utilize the results of studies and the field experience of technical teams to prepare reports and other publications relevant to the law enforcement community.

CENTER FUNCTIONS

In order to achieve its goals and consequently realize its purpose, the Center undertakes four basic functions: (1) technical assistance, (2) workshops, (3) research, and (4) publications.

Technical Assistance

The main function of the Center is to extend technical assistance to state and local criminal justice agencies in their efforts to recruit and retain minorities. In its approach, the Center is completely heuristic. Presently, two types of technical assistance are being extended to criminal justice agencies, i. e., on-site services and EEO program development. On-site assistance by the Center's staff and consultants has generally taken three tacks: (1) recruitment program development, (2) recruiter training, (3) test validation, and (4) EEO Plan development.

During this reporting period, the long range technical assistance efforts of the Center have reaped positive results. Nine blacks have been or will be employed by the Evansville, Indiana Police Department as the direct result of the staff's work in that community. Also, in Port Arthur, Texas, due to the Center's efforts, nine blacks were recruited for the police department. Six of these applicants were reported to have passed their written examinations. In the past, no more than two blacks have ever taken the written examination at one time. Only two in the past six years were successful in that endeavor.

The Center's technical assistance efforts have taken two new tacks, i. e., providing the direction and expertise for the development of federal guidelines and establishing a working relationship with the Justice Department's Community

Relations Service.

In regards to the former, the Center was charged with the task of drafting a set of Federal Guidelines for Women in Law Enforcement by LEAA's Civil Rights Compliance Section. Through the efforts of the staff and eight nationally prominent consultant's, the project was successfully concluded and the Draft Guidelines were submitted to LEAA in August of 1975.

As the result of a request from the Dallas office of the Federal Community Relations Service (CRS), the Center's staff assisted a representative of that agency in his attempt to mediate a dispute between the Port Arthur Police Department and the Port Arthur minority community. The Center's input was to provide the technical assistance for increasing the minority complement of the Port Arthur Police Department, which was one of the issues in the dispute. Indirectly, the presence of the Center enhanced the legitimacy of the CRS' mediation efforts. As the result of this successful joint venture, future such undertakings are anticipated.

In conjunction with the Center's technical assistance achievements, there have been some problems. These shortcomings to some extent have emanated from the combination of inadequate staffing and a high demand for the Center's services.

The major foible has been the staff's inability, in most cases, to be able to draft reports and transmit them to its clientele within a reasonable period of time. The staff believes that for maximum effectiveness the results of their studies should be in the hands of an agency head within one month after the staff visitation.

In order to avoid reporting back logs, the Center is not scheduling more than two technical assistance visitations monthly.

In another realm, the results of a survey conducted by the Center and set forth in the last Progress Report indicated the need for a computerized Minority Job Bank for the criminal justice occupations. It was the intent of the staff to effect such an undertaking. However, after a reappraisal of its facilities and resources, the staff believes that such a venture would be infeasible at this time.

Research

The Center's research activities are structured to accumulate within the Center a body of knowledge consisting of such data as the nature of past minority recruitment campaigns, minority attitudes relative to criminal justice careers, recruitment standards and procedures and their impact on minority employment and a compilation of court cases indicating the thrust of EEO law.

Research activities are central to the viability of the Center, because the quality and currency of the Center's technical assistance function are largely dependent upon the quality and currency of gathered facts and developed concepts pertaining to the Center's mission.

Again, due to limited fiscal and staff resources, the Center is not able to engage in any intensive research efforts. However, when needed and requested attitudinal surveying will be conducted as a means for supporting recommendations made by the Center's staff.

Workshops

As a complement to the technical assistance function, the Center periodically conducts workshops for criminal justice administrators and other individuals whose public roles coincide with the purpose of the Center. These workshops are

conducted by Center members and are designed to acquaint the participants with the latest available knowledge both legal and administrative relative to the employment of minorities for criminal justice careers.

This facet of the Center's activities has become increasingly important to its primary function of increasing the number of minority employees in criminal justice agencies. For example, during this reporting period, the Center's Director was requested by the West Virginia Human Rights Commission and the Mayor of Beckley, West Virginia to conduct a workshop for a cross-section of citizens and officials from the Beckley community dealing with the advantages of employing minority law enforcement officers in particular and the minority employment in general. The workshop was conducted for approximately fifty citizens and state/local officials. As the direct result of this undertaking, the Mayor temporarily suspended the entrance requirements for the police department and hired six black officers on a probationary basis. Even though the local population is twenty percent black, there had never been more than one black on the local police department.

Publications

Although the staff's technical assistance role virtually precludes a large number of publications for public consumption, the staff has managed to submit two articles for publication in criminal justice journals with large circulations. Both have been accepted for publication. These publications are listed below in the forty-eight month recapitulation of the Center's activities.

SECTION II: PROGRESS ACHIEVED IN THE SIX MONTH
REPORTING PERIOD (MARCH 1, 1975 - AUGUST 31, 1975)

II. PROGRESS ACHIEVED IN THE SIX MONTH REPORTING PERIOD
(MARCH 1, 1975 - AUGUST 31, 1975)

Technical Assistance

Twelve law enforcement and correctional agencies received technical assistance during this reporting period. In three instances, the services rendered were supplemental to past visitations.

1. Agency: Racine Police Department, Racine, Wisconsin

Dates of Assistance: March 6-7, 1975; March 13-14, 1975

Center Representatives: Dr. James Witt and Mr. Eugene Robinson

Summary of Assistance Rendered: A preliminary on-site visitation was effected for the purpose of reviewing the employment practices of the Department in terms of their impact on minorities. A report was submitted to the agency, which included an offer for further technical assistance.

2. Agency: Las Cruces Police Department, Las Cruces, New Mexico

Dates of Assistance: March 5-7, 1975

Center Representative: Dr. Robert Magnus

Summary of Assistance Rendered: The consultant gathered data for a validation study of the Department. The study has been conducted and a report evaluating the results of the same has been submitted.

3. Agency: South Carolina Department of Corrections, Columbia, South Carolina

Dates of Assistance: March 19-21, 1975

Center Representatives: Dr. James Witt and Dr. Robert Magnus

Summary of Assistance Rendered: The consultants reviewed the Department's

employment practices as they impacted on blacks. Due to the loss in the mail of computer data needed for a full evaluation, the report is pending. However, it should be completed in the near future.

4. Agency: Fargo Police Department, Fargo, North Dakota

Dates of Assistance: April 2-4, 1975

Center Representatives: Dr. James Witt and Mr. William Krueger

Summary of Assistance Rendered: An on-site visitation was effected for the purpose of reviewing the employment practices of the Department in terms of their impact on women. The Center is presently analyzing, through the auspices of the Marquette Computer Center, the results of data gathered relating to the Fargo Police Department's written examination. After receiving the computer print-outs, a report will be submitted.

5. Agency: Civil Rights Compliance Section, Law Enforcement Assistance Administration, Washington, D.C.

Dates of Assistance: April, 1975 - August, 1975

Center Representatives: The Staff and Dr. Stanley Vanagunas

Summary of Assistance Rendered: With the aid of eight consultants a set of Draft Guidelines for Women in Law Enforcement were developed and submitted to LEAA.

6. Agency: Oklahoma Department of Corrections, Oklahoma City, Oklahoma

Dates of Assistance: April 14-17, 1975; May 14-16, 1975.

Center Representatives: Dr. James Witt and Mr. Eugene Robinson

Summary of Assistance Rendered: The Center representatives were requested to review the employment and other practices of the Department that were related to the recruitment and retention of minorities. A report containing the findings and

recommendations has been submitted.

7. Agency: Port Arthur Police Department, Port Arthur, Texas

Dates of Assistance: May 7-9, 27-30, 1975; June 30 - July 3, 1975

Center Representatives: Dr. James Witt and Mr. Eugene Robinson

Summary of Assistance Rendered: Initially, the Center representatives were requested to review the employment and other practices that relate to the recruitment and retention of minorities. A report containing findings and recommendations was submitted to the Department. Subsequently, the Center's minority Community Specialist returned to the Department and held training sessions for its minority recruiters and rendered assistance in instituting a recruitment campaign.

8. Agency: Fire and Police Commission, Milwaukee, Wisconsin

Dates of Assistance: July 15, 1975

Center Representative: Mr. Eugene Robinson

Summary of Assistance Rendered: Mr. Robinson served as a screening officer for the selection of a Community Relation staff member for the Commission.

9. Agency: Atlanta Police Department, Atlanta, Georgia

Dates of Assistance: August 6-8, 13-15, 1975

Center Representatives: Dr. James Witt and Mr. Eugene Robinson

Summary of Assistance Rendered: A preliminary study was made of the employment procedures of the agency in regards to their impact upon minorities. A report is presently being prepared.

10. Agency: Kentucky Department of Justice, Louisville, Kentucky

Date of Assistance: August 18, 1975

Center Representative: Mr. Eugene Robinson

Summary of Assistance Rendered: Technical assistance was afforded to the client agency in its effort to draft an affirmative action program for the Kentucky Department of Corrections.

11. Agency: Iowa Department of Public Safety, Des Moines, Iowa

Dates of Assistance: August 27-29, 1975

Center Representatives: Dr. James Witt and Mr. Eugene Robinson

Summary of Assistance Rendered: The Center's representatives conducted a full scale review of the employment and personnel practices of the above agency as they relate to minorities. A report will be prepared.

12. Agency: Maryland State Police, Pikesville, Maryland

Date of Assistance: August 29, 1975

Center Representative: Dr. Robert Magnus

Summary of Assistance Rendered: The consultant developed and reported upon the results of his validation study of the Department's promotional examinations.

Equal Employment Opportunity Planning

The Center's staff continued its technical assistance to criminal justice agency's in the development of their EEO Plans. During this reporting period, the following agencies received such assistance:

1. Atlanta Police Department, Atlanta, Georgia - March 5-6, 1975;
2. South Carolina Department of Corrections, Columbia, South Carolina
April 9-11, 1975;
3. Port Arthur Police Department, Port Arthur, Texas - May 27-29, 1975;

4. Milwaukee Fire and Police Commission, Milwaukee, Wisconsin - July 9,
1975

These services were performed solely by the Center's Staff Attorney - Mr. William Krueger.

Workshops

The Center's staff conducted the following workshops during this reporting period:

1. Topic: "Minority Recruiter Training"

Sponsored By: Ohio Department of Economic and Community Development

Where and When: Columbus, Ohio - March 18-19, 1975

Center Representative: Mr. Eugene Robinson .

Attendees: Recruiters from the Columbus, Ohio Police Department and personnel from adjacent law enforcement jurisdictions

Number of Attendees: 15

2. Topic: "Procedures for Instituting A Test Validation Study"

Sponsored By: The Center

Where and When: Fargo, North Dakota - April 3-4, 1975

Center Representative: Dr. Robert Magnus

Attendees: Representatives from the Personnel Department of the cities of Fargo, Bismark, Grand Forks, and Minot, North Dakota

Number of Attendees: 12

3. Topic: "Structuring A Test Validation Study"

Sponsored By: The Center

Where and When: Oklahoma City, Oklahoma - April 17-18, 1975

Center Representative: Dr. Robert Magnus

Attendees: Officials of the Oklahoms State Merit System

Number of Attendance: 5

4. Topic: "Planning For A Minority Recruitment Campaign"

Sponsored By: Wichita Police Department

Where and When: Wichita, Kansas - June 26, 1975

Center Representative: Mr. Eugene Robinson

Attendees: Officials for the Wichita Police Department, academics from Wichita State University, and representatives from various minority organizations.

Number in Attendance: 25

5. Topic: "Minority Recruitment and Retention"

Sponsored By: Florida State Planning Agency

Where and When: Orlando, Florida - July 23, 1975

Center Representatives: Dr. James Witt, Mr. Eugene Robinson, Mr. William Krueger

Attendees: Various officials from Florida criminal justice agencies and local personnel offices

Number in Attendance: 28

6. Topic: "Minority Recruitment and Retention"

Sponsored By: West Virginia State Commission on Human Rights

Where and When: Beckley, West Virginia - July 30, 1975

Center Representative: Dr. James Witt

Attendees: City state officials, representatives from local and surrounding law enforcement agencies, and citizens from the Beckley community.

Number in Attendance: 37

Conferences

As a means for keeping apprised of current developments and disseminating information, Center personnel attend conferences either as observers or participants. During this reporting period, staff members attended the following conferences:

1. Activity: Twelfth Annual Forum for Progress (Criminal Justice)

Where and When: May 5, 1975, Milwaukee, Wisconsin

Center Representatives: Dr. James Witt, Mr. William Krueger, and Mr. Eugene Robinson

Summary of Activity: The staff were attendees

2. Activity: First Annual Midwest Regional Meeting of the National Association of Blacks in Criminal Justice

Where and When: May 25-26, 1975, Dayton, Ohio

Center Representative: Mr. Eugene Robinson

Summary of Activity: Mr. Robinson participated as the state representative from Wisconsin

3. Activity: Annual Meeting of the American Correctional Association

When and Where: August 19-21, 1975, Louisville, Kentucky

Center Representative: Mr. Eugene Robinson

Summary of Activity: The staff member was an attendee at the conference.

SECTION III. SUMMARY: FORTY-EIGHT MONTHS OF CENTER
OPERATIONS (September 1, 1971 - August 31, 1975)

III. SUMMARY: FORTY-EIGHT MONTHS OF CENTER OPERATIONS
(September 1, 1971 - August 31, 1975)

Technical Assistance

The below listed agencies have received technical assistance from the Center. This assistance has taken the following forms: (1) comprehensive studies of recruitment and selection practices designed to increase minority employment opportunities, (2) aid in the implementation of EEO Plans, and (3) assistance in undertaking validity studies of entrance and promotional examinations. It should be noted that staff preparation and follow-up activities consume considerably more than the actual days spent at the agencies.

1. Akron Police Department, Akron, Ohio (January 14, 1974; March 19, 1974)
2. Alaska District Court, Anchorage, Alaska (June 5, 1974)
3. Albuquerque Police Department, Albuquerque, New Mexico (February 24-26, 1972)
4. Allen County Police Department, Ft. Wayne, Indiana (July 23-24, 1973)
5. Atlanta Police Department, Atlanta, Georgia (April 9, 1974; August 6-8, 14-15, 1975)
6. Bridgeport Police Department, Bridgeport, Connecticut (January 11-12, 1973)
7. Burlington Police Department, Burlington, Vermont (February 26, 1974)
8. California Highway Patrol, Sacramento, California (October 1972-February 1973)
9. Charleston Police Department, Charleston, West Virginia (June 11, 1974)

10. Chesapeake Division of Police, Chesapeake, Virginia (February 7-8, July, 1974; February 13, 1975)
11. Cincinnati Police Department, Cincinnati, Ohio (November 22-24, 1971)
12. Columbia Police Department, Columbia, South Carolina (December 16-18, 1974)
13. Compton Police Department, Compton, California (December, 1972 - March, 1973)
14. Connecticut Department of Corrections, Hartford, Connecticut (February 10-12, 1975)
15. Connecticut State Police, Hartford, Connecticut (March 7-9, 1972; August 1-2, 1974)
16. Dayton Police Department, Dayton, Ohio (June 22, 1973)
17. Denver Police Department, Denver, Colorado (April 27-29, 1972)
18. Evansville Police Department, Evansville, Indiana (May 16-17, November 11-14, 20-22, December 2-5, 1974; January 6-8, 1975)
19. Fargo Police Department, Fargo, North Dakota (April 2-4, 1975)
20. Federal Marshals Service, Washington, D. C. (April 11, 1974)
21. Florida Department of Law Enforcement, Tallahassee, Florida (February 14-15, 1973)
22. Fort Wayne Police Department, Fort Wayne, Indiana (March 22-23, 1973)
23. Georgia Department of Corrections/Offender Rehabilitation, Atlanta, Georgia (January 15-17, 1975)
24. Hillsborough County Sheriff Department, Tampa, Florida (March 29-30, 1973)

25. Houston Police Department, Houston, Texas (March 15, 1974)
26. Illinois Department of Corrections, Chicago, Illinois (December 5-6, 1974; January 23-24, 1975)
27. Illinois State Police, Springfield, Illinois (October 18-19, November 9, 1973; February 4-6, 1974)
28. Indiana Department of Corrections, Indianapolis, Indiana (November 25-27, 1974; January 13-17, 1975)
29. Iowa Department of Public Safety, Des Moines, Iowa (August 27-29, 1975)
30. Jackson Police Department, Jackson, Mississippi (August 9-11, 1972)
31. Jacksonville Metropolitan Police Department, Jacksonville, Florida (December 1-3, 1971)
32. Jersey City Police Department, Jersey City, New Jersey (February 19-21, 1975)
33. Kansas City Police Department, Kansas City, Missouri (November 4-5, 1971)
34. Kentucky Department of Justice, Louisville, Kentucky (August 18, 1975)
35. Lakewood Department of Public Safety, Lakewood, Colorado (October 30-31, 1972)
36. Las Cruces Police Department, Las Cruces, New Mexico (August 28-30, 1974; March 7, 1975)
37. Los Angeles Police Department, Los Angeles, California (November, 1972 - March, 1974)
38. Louisiana State Police, Baton Rouge, Louisiana (January 8-10, 1975)
39. Maryland District Court, Baltimore, Maryland (April 10, 1974)
40. Maryland District Juvenile Service, Baltimore, Maryland (June 11, 1974)

41. Maryland State Police, Pikesville, Maryland (January 11, February 27-28, March 1, June 12, 1974)
42. Massachusetts Civil Service Commission, Boston, Massachusetts (February 16-17, 1972)
43. Massachusetts Committee on Law Enforcement, Boston, Massachusetts (June 7-9, 1972)
44. Massachusetts Department of Correction, Boston, Massachusetts (December 16-18, 1974; February 13-14, 1975)
45. Michigan State Police, Lansing, Michigan (January 12-14, 1972)
46. Milwaukee Fire and Police Commission, Milwaukee, Wisconsin (May-June, 1972; December 30-31, 1974; July 9, 15, 1975)
47. Missouri Highway Patrol, Jefferson, Missouri (October 10-11, 1972)
48. Multnomah County Sheriffs Department, Portland, Oregon (December 9-10, 1971; February 12-13, 1975)
49. Nebraska Department of Corrections, Lincoln, Nebraska (January 21-24, 1975)
50. New Jersey State Police, Trenton, New Jersey (March 7-8, 1974)
51. New York City Police Department, New York, New York (July 27-28, 1972; April 14, 1973)
52. Niagara Falls Police Department, Niagara Falls, New York (August 13-14, 1973)
53. Norristown Police Department, Norristown, Pennsylvania (December 20-21, 1971)

54. North Carolina Highway Patrol, Raleigh, North Carolina (March 13-14, 1974)
55. North Carolina Standards and Training Council, Raleigh, North Carolina (April 8, 1974)
56. Ogden City Police Department, Ogden City, Utah (June 27-28, 1974)
57. Ohio Department of Rehabilitation and Correction, Columbus, Ohio (January 22-24, 1975)
58. Ohio Highway Patrol, Columbus, Ohio (February 14-15, 1974)
59. Ohio State Planning Agency, Columbus, Ohio (June 18-25, 1974)
60. Oklahoma Department of Corrections, Oklahoma City, Oklahoma (April 16-18, May 14-16, 1975)
61. Palo Alto Police Department, Palo Alto, California (December 12, 1972)
62. Pennsylvania State Police, Harrisburg, Pennsylvania (March 1, 1974)
63. Port Arthur Police Department, Port Arthur, Texas (May 7-9, 27-30, June 30 - July 3, 1975)
64. Portland Bureau of Police, Portland, Oregon (December 26-27, 1973)
65. Prichard Police Department, Prichard, Alabama (May 14, 1974)
66. Racine Police Department, Racine, Wisconsin (March 29, 1974; March 5-7, 1975)
67. Riley County Police Department, Manhattan, Kansas (February 7-8, 1974)
68. St. Paul Police Department, St. Paul, Minnesota (June 11-12, 1973; April 23-25, 1974)
69. Salt Lake City Police Department, Salt Lake City, Utah (November 20-22, 1974)
70. Savannah Police Department, Savannah, Georgia (August 1-3, 1973)

71. Seattle Police Department, Seattle, Washington (February 14-15, 1973)
72. South Carolina Department of Corrections, Charleston, South Carolina
(March 19-21, April 10-11, 1975)
73. South Dakota Board of Charities and Corrections, Pierre, South Dakota
(November 6-8, 1974)
74. Suffolk County Police Department, Boston, Massachusetts (July 26-27,
1973)
75. Suffolk County Sheriffs Department, Boston, Massachusetts (July 8, 1974)
76. Summit County Criminal Justice Commission, Akron, Ohio (June 20-21,
1973)
77. Syracuse Police Department, Syracuse, New York (February 14-15, 1973)
78. Tacoma Police Department, Tacoma, Washington (October 1-3, 1974)
79. Tennessee Department of Personnel, Nashville, Tennessee (February
29, March 1-2, 1972)
80. Tucson Police Department, Tucson, Arizona (September 25-27, 1972)
81. Ventura County Criminal Justice Planning Board, Ventura, California:
(May - June, 1972)
82. Vermont Department of Corrections, Montpelier, Vermont (February
25, 1974)
83. Vermont State Police, Montpelier, Vermont (February 26, 1974)
84. Waukesha Police Department, Waukesha, Wisconsin (April 22, 1974)
85. Weber County Sheriff's Department, Ogden, Utah (June 27-28, 1974)
86. Wheeling Police Department, Wheeling, West Virginia (June 12, 1974)
87. Wichita Police Department, Wichita, Kansas (January 29-31, 1975)

Key Conferences and Seminars
Sponsored by the Center

Conference on Special Issues

1. March 30-31, 1972, Washington, D.C. - Conference on the Role of Law Enforcement Associations in Advancing Minority Opportunity
2. August 3-4, 1972, Reno, Nevada - Conference on Increasing Opportunities for American Indians in Criminal Justice Careers

Minority Opportunity Seminars of National Scope

1. March 8-9, 1973, Atlanta, Georgia - Seminar on Minority Participation in Police Careers
2. November 28-29, 1973, Sacramento, California - Seminar on Minority Participation in State Police Careers

Minority Opportunity Seminars of Regional Scope

1. June 14, 1974, Raleigh, North Carolina - Seminar on Minority Opportunity for the North Carolina Criminal Justice Community
2. June 26, 1974, Salt Lake City, Utah - Seminar on Minority Opportunity for the Utah Criminal Justice Community

Publications

S. Vanagunas, et. al., Increasing Minority Opportunities in State Police Careers (Milwaukee, Wis., Marquette University Law School, 1973).

Dr. Glenn E. Tagatz, et. al., Use of Written Aptitudinal and Psychological Testing Devices for the Selection of Police Personnel (Milwaukee, Wis.

Marquette University Law School, 1973).

Dr. James W. Witt, The Marquette Center: Equal Employment Opportunity in the Criminal Justice System (written for the LEAA Policy Development Seminar on Civil Rights Compliance, Rochester, Mich. 1975).

Center Sponsored Monographs

John Furcon, Some Questions and Answers About Police Officer Selection Testing (Chicago, Ill., Industrial Relations Center, University of Chicago, Occasional Paper 35, 1972).

Articles in Periodicals

S. Vanagunas, "Police Entry Testing and Minority Employment", The Police Chief (April 1972).

S. Vanagunas, "Concept of Affirmative Action for Minority Employment in Police," Criminal Justice Newsletter, (June 11, 1973).

S. Vanagunas, "Innovations in Selection Leading to Increased Minority Employment in Police," Criminal Justice Newsletter, (June 25, 1973).

J. Witt, "Developing and Implementing an Acceptable Affirmative Action Plan: Administrative Considerations", Resolution of Correctional Problems and Issues, (Summer, 1975).

J. Witt and E. Robinson, "The Ten Maxims of Minority Recruitment and Retention", Police Chief, (accepted for publication in the January, 1976 issue).

SECTION IV. BUDGETARY STATUS

IV. BUDGETARY STATUS

During this reporting period Grant No. 73-TA-99-0003 expired on April 30, 1975. The Center is now operating under Grant No. 75-TA-99-0010. The following tables depict the final itemization of expenditures under the former grant and the status of the current grant as of June 30, 1975.

TABLE 1
Final Expenditures by Object Class
Grant No. 73-TA-99-0003

Object	Budget Total Approved*	Final Expenditures*
Personnel	\$ 48,246.00	\$ 54,508.76
Professional Services	27,378.00	18,910.38
Travel	22,400.00	16,657.98
Equipment	- - -	525.00
Supplies and Other Operating Expenses	35,211.00	40,632.88
TOTAL	\$131,235.00	\$131,235.00

*Incorporates all LEAA authorized adjustments and amendments

TABLE 2
Budget Status - Grant No. 75-TA-99-0010
(June 30, 1975)*

Object	Amount Budgeted	Grant Expenditures
Personnel	\$100,522	\$31,311
Professional Services	24,149	6,270
Travel	38,400	7,452
Equipment	- - -	- - -
Supplies and Other Operating Expenses	58,894	2,696
TOTAL	\$221,965	\$47,729

* This is the last accounting that was made by the Marquette Comptrollers Office.

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