

# Carl D. Perkins Vocational and Technical Education

## Act of 1998

### Nontraditional Annual Report

# Women In Policing Seminar 2007



Central Community College

June 6, 2007

# The Big Question



- **Have you ever been pulled over by a female police officer?**



# The Answer



- Chances are the answer is NO; because, nationally:
  - Only 14.3% of sworn law enforcement are women.
  - Approximately 25% of detectives and investigators are female.
  - Only 13% of first line supervisors in law enforcement are women.

*(Source: U.S. Department of Labor)*

# The Solution



- In order to help boost the number of women in law enforcement, the Central Community College Criminal Justice Department developed the Women in Policing Seminar (WIPS) to raise awareness about women in the field and to recruit females to pursue a career in law enforcement.

# The WIPS Project



- **Who?**
  - High school teachers, counselors, and administrators
- **What?**
  - Women In Policing Seminar (WIPS)
- **When?**
  - June 6, 2007
- **Where?**
  - Nebraska Law Enforcement Training Center

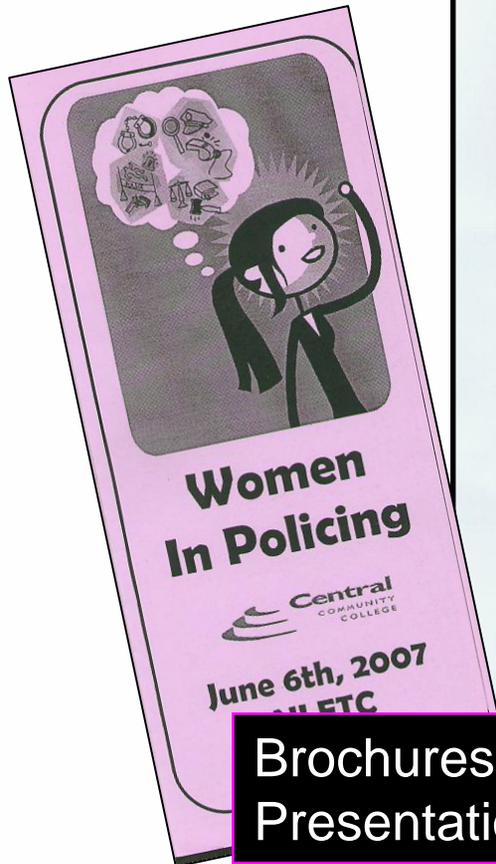
# The WIPS Project



- **Why?**

- To increase awareness about the need for women in law enforcement and to teach educators how to advise students interested in pursuing a career in law enforcement.

# The Advertising



November 3, 2006

Greetings,

Enclosed is an exciting opportunity. On June 6th, 2007 you can be one of only 30 fortunate school employees attending the Women in Policing workshop. (Plus we will even pay you \$150.00).

As someone who provides career exploration opportunities to female students you shouldn't miss this workshop. Law enforcement is a very obtainable, safe, and well paying career option for women. If you have any doubts then you need to attend this workshop taught exclusive by female officers at the Grand Island Law Enforcement Training Center.

During the workshop you will learn about the history of women in policing and the current job requirements, plus you'll be getting hands on experience in the following areas:

- Basic forensic evidence collection, (we promise no body fluids)
- Firing a police service weapon, (we provide the gun, ammo, and ear protection)
- Emergency vehicle operation (with an driving instructor seated right next to you)
- Defense tactics (don't worry we have soft mats)
- Arrest procedures (real cuffs and pat downs)

Don't delay in sending in your registration as the workshop is limited to 30 participants. A confirmation letter will be sent when your registration is received.

If you have any question please contact us. See you in June.

Lauri Shultis  
Faye Kilday

This workshop was funded under the Carl D. Perkins Vocational and Applied Technology Education Act for 2006-2007, NOW Nontraditional Opportunities for Women.

**WOMEN IN POLICING  
JUNE 6, 2007**

Criminal Justice Department  
Central Community College  
3134 West Highway 34  
PO Box 4803  
Grand Island, NE 68802-4803

Phone: 1.877.222.0780  
Fax: 308-398-7398  
Website: www.cccneb.edu

Lauri Shultis, Instructor  
Phone: 308-398-7532  
Email: [lshultis@cccneb.edu](mailto:lshultis@cccneb.edu)

Faye Kilday, Instructor  
Phone: 308-398-7461  
Email: [fkilday@cccneb.edu](mailto:fkilday@cccneb.edu)

**Educators invited to attend Women in Policing workshop**

High school teachers, counselors and administrators are invited to attend a Women in Policing workshop from 9 a.m. to 4 p.m. on June 6 at the Nebraska Law Enforcement Training Center in Grand Island.

The Central Community College criminal justice department is offering the workshop to increase awareness about opportunities for women in law enforcement careers and to teach educators how to advise students interested in pursuing a career in law enforcement.

Participants will get hands-on experience in collecting basic forensic evidence, firing a police service weapon, operating an emergency vehicle, using defense tactics and performing arrest procedures. They all will receive a \$150 stipend.

The workshop is limited to 30 participants so registration is required to reserve a space. For more information or to register, contact Lauri Shultis at 398-7532; toll-free at (877) 222-0780, ext. 7532; or by e-mail [lshultis@cccneb.edu](mailto:lshultis@cccneb.edu).

Brochures, Letters, Press Releases & Presentations were used to publicize WIPS.

# The Big Day



- On June 6, 2007, twenty law enforcement volunteers helped provide demonstrations and hands-on workshops for 25 high school counselors from central Nebraska.
- They participated in 5 sessions along with a roundtable discussion with 4 women involved in law enforcement.

# The First Session: Crime Scene Investigation



Sgt. Sims shows participants the basic techniques of dusting and lifting fingerprints.

# The Second Session: MILO Simulator



Participants tested their reaction time by interacting with the use of force scenarios in the MILO Simulator. MILO is like a large video game with hundreds of real-life training situations that make officers decide whether or not to use [deadly] force.

# The Third Session: Shooting Range



Participants received one-on-one instruction at the shooting range.



# The Fourth Session: Defensive Tactics



Brenda Urbanek taught participants defensive tactics and handcuffing.

# The Fifth Session: Driving Range



Participants accompanied Deputy Kate Welty on the track reaching 100+ mph.



Dave Harnly taught participants to maneuver a squad car through the obstacle course in reverse.

# The WIPS Roundtable



**Brenda Smith**  
Retired Omaha  
Deputy Chief/ MCC  
Instructor

**Trooper Wendy  
Brehm**  
Nebraska State  
Patrol

**Recruit Amanda  
Illuzzi**  
Sarpy County  
Sheriff's Dept.

**Sergeant Erin  
Sims**  
Lincoln Police  
Department

# The Outcome



- WIPS participants were able to see firsthand that women can and do achieve success in the criminal justice field.
- Participants were able to learn firsthand what characteristics/skills might make female students good candidates for a career in law enforcement.
- Participants were able to network with current law enforcement and educators to use as future references/resources.
- WIPS participants were able to build a rapport with state and local law enforcement agencies.
- A DVD documenting WIPS will be distributed to participants and other high school counselors to utilize as a recruiting tool for female students interested in law enforcement careers.

# The Advisory Committee



- In an effort to better serve the area workforce by recruiting women and minorities into law enforcement, the Criminal Justice Department consulted with local police departments to form an advisory committee for the WIPS project.
- Departments represented on the committee included: Nebraska Law Enforcement Training Center, Nebraska State Patrol, Lincoln Police Department, Grand Island Police Department, Hastings Police Department & Hall County Sheriff's Department.

# The Activities of the Advisory Committee



- Helped identify the problem that the WIPS program aimed to remedy.
- Offered suggestions for potential workshops for the WIPS program.
- Aided in obtaining permission/covering the liability issues surrounding the project.
- Provided personnel/facilities to assist in the WIPS workshops.

# The Future of the WIPS Project



- The WIPS project was well received by participants and the CJ Department has been asked by several high school counselors to repeat the seminar.
- Additional funding is being sought to make WIPS a regular recruiting tool for the CJ Department.
- More research into liability issues will need to be conducted prior to holding the next WIPS.

# Recommendation for the Future



- Consider adapting the program to a “partner” format where guidance counselors bring a female/minority student who is interested in law enforcement with them to the workshop where they will participate in the activities as “partners.”
- Incorporate supplies into the budget to prevent last minute allocations.
- Attempt to recruit more female presenters.

# Financial Claims



## Reimbursement Claim

Recipient: Central Community College  
 Dist/Institution #: Women in Policing  
 Project Title

FY July 1, 2006 to June 30, 2007  
 Project No. 946000-CTENT-07

	Amount Attributed to Project	Amount Approved (NDE Use Only)
<b>100/200 Personnel Services/Salaries</b>		
110 Regular Salary/Benefits	\$1,325.07	
199 Stipends/Extended Contract Time	\$3,450.00	
120 Substitute Teacher Salaries		
<b>Total 100/200 Personnel Services/Salaries</b>	<b>\$4,775.07</b>	
<b>300 Purchased Services</b>		
310 Professional & Technical Services		
318 Consultant Services		
<b>380 Operating Expenses</b>	<b>\$0.00</b>	
380 Postage, Communications, Publication Printing		
<b>Total 380 Operating Expenses</b>	<b>\$0.00</b>	
<b>400 Instructional Materials and Equipment</b>		
460 Instructional Software		
490 Instructional Materials/Support Services/Scholarships	\$105.98	
499 Instructional Equipment - Items < \$5,000		
<b>Total 400 Instructional Materials and Equipment</b>	<b>\$105.98</b>	
<b>670 Conference Expenses</b>		
670 Registration fees, Lodging/Meals, Mileage, Commercial Fares	\$1,944.09	
<b>Total 670 Conference Expenses</b>	<b>\$1,944.09</b>	
<b>330 Other Project Travel</b>		
330 Lodging/Meals, Mileage, Commercial Fares	\$486.48	
<b>Total 330 Other Project Travel</b>	<b>\$486.48</b>	
<b>599 Capital Outlay</b>		
599 Instructional Equipment (Items > \$5,000)		
<b>Total 599 Capital Outlay</b>	<b>\$0.00</b>	
<b>800 Total Administration</b>		
Not applicable to Non-Traditional Grants		
<b>BUDGET TOTAL</b>	<b>\$7,311.62</b>	<b>\$0.00</b>

*Trav. Johnson-Snyder* 8-8-07  
 Signature of Individual Completing Claim Date

\_\_\_\_\_  
 Signature of NDE Monitor Date

\_\_\_\_\_  
 Signature of CTE Administrator Date

For NDE Use Only
Total due for year
First half payment
Balance due
Coding
Document/Date

# Financial Claims



08/08/07

General Ledger Detail 1111 Balance  
For Period 07/01/2006 thru 06/30/2007

Page: 1

Fiscal Year: 2007

COST.CENTER: 14440 - WOMEN IN POLICING

Date	Src	Ref.No	Description	Opening Balance	Debits	Credits	Closing Balance
-----							
05 8 14440	5118	SALARIES/PETIME STAP : WOMEN IN POLICING					
Jun 29	PR	000734	PRD END: 06/30/07 MO Earnings		571.40		
Jun 29	PR	000734	PRD END: 06/30/07 MO Earnings		360.00		
Jun 30	JE	J0020145	0607 hrs pd 7/15/07		300.02		
			Jun Totals		1,231.42	0.00	
			Totals for 05 8 14440 5118	0.00	1,231.42	0.00	1,231.42
-----							
05 8 14440	5121	BENEFITS/FICA : WOMEN IN POLICING					
Jun 29	PR	000734	PRD END: 06/30/07 MO Employer Cont		57.29		
Jun 29	PR	000734	PRD END: 06/30/07 MO Employer Cont		13.40		
Jun 30	JE	J0020145	0607 hrs pd 7/15/07		22.96		
			Jun Totals		93.65	0.00	
			Totals for 05 8 14440 5121	0.00	93.65	0.00	93.65
-----							
05 8 14440	5231	CONF/REGISTRATIONS : WOMEN IN POLICING					
Mar 22	PJ	V0300953	National Alliance for Partnerships		425.00		
May 17	PJ	V0303896	Nebraska Career Education		150.00		
			May Totals		150.00	0.00	
			Totals for 05 8 14440 5231	0.00	575.00	0.00	575.00
-----							
05 8 14440	5284	CONT SERV/PROF. SERV : WOMEN IN POLICING					
Jun 20	PJ	V0305765	Paula Poppe		150.00		
Jun 20	PJ	V0305766	Allison E Rose		150.00		
Jun 20	PJ	V0305767	Laura L. Neubauer		150.00		
Jun 20	PJ	V0305768	Linda S. Kieselhorst		150.00		
Jun 20	PJ	V0305769	Melanie B. Klingelhofer		150.00		
Jun 20	PJ	V0305770	Jane A Kusek		150.00		
Jun 20	PJ	V0305771	Barbara E. Kelly		150.00		
Jun 20	PJ	V0305810	Daniel M Atchison		150.00		
Jun 20	PJ	V0305844	Lynda C Bass		150.00		
Jun 20	PJ	V0305854	Janet E. Carper		150.00		

# Financial Claims



08/08/07

Central Community College  
General Ledger Detail Trial Balance  
For Period 07/01/2006 thru 06/30/2007

Page: 2

Fiscal Year: 2007

COST.CENTER: 14440 - WOMEN IN POLICING

Date	Src	Ref.No	Description	Opening Balance	Debits	Credits	Closing Balance
-----							
05 8 14440	5284	CONT SERV/PROF. SERV : WOMEN IN POLICING					
-----							
Jun 20	PJ	V0305855	Kevin E. Carper		150.00		
Jun 20	PJ	V0305857	Melinda J. Conner		150.00		
Jun 20	PJ	V0305858	Amianna E Carper Adler		150.00		
Jun 20	PJ	V0305868	Melanie F Denney		150.00		
Jun 20	PJ	V0305872	Candace M. Edwards		150.00		
Jun 20	PJ	V0305874	Robyn Pittjc		150.00		
Jun 20	PJ	V0305875	Pamela S Glodowski		150.00		
Jun 20	PJ	V0305878	Gloria A Godtel		150.00		
Jun 20	PJ	V0305886	Steve James		150.00		
Jun 20	PJ	V0305887	Colleen Jeffery		150.00		
Jun 27	PJ	V0306173	Gloria S. Weller		150.00		
Jun 27	PJ	V0306176	Tammy S. Vavra		150.00		
Jun 27	PJ	V0306178	Melanie A. Smith		150.00		
			Jun Totals		3,450.00	0.00	
			Totals for 05 8 14440 5284	0.00	3,450.00	0.00	3,450.00
-----							
05 8 14440	5290	CONT SERV/TRAVEL : WOMEN IN POLICING					
-----							
Jun 12	PJ	V0305350	JoAnne K Craig		24.25		
Jun 14	PJ	V0305648	Colleen Morabito		126.59		
Jun 21	PJ	V0305966	Brenda Smith		148.41		
			Jun Totals		299.25	0.00	
			Totals for 05 8 14440 5290	0.00	299.25	0.00	299.25
-----							
05 8 14440	5341	SUPPLIES/SUPPLIES : WOMEN IN POLICING					
-----							
Jun 28	PJ	V0306600	Sam's Club Direct		12.81		
Jun 28	PJ	V0306601	Walmart Community BRC		36.51		
Jun 28	PJ	V0306609	Lauri L Shultis		56.66		
			Jun Totals		105.98	0.00	
			Totals for 05 8 14440 5341	0.00	105.98	0.00	105.98

# Financial Claims



08/08/07

Central Community College  
General Ledger Detail Trial Balance  
For Period 07/01/2006 thru 06/30/2007

Page: 3

Fiscal Year: 2007

COST.CENTER: 14440 - WOMEN IN POLICING

Date	Src	Ref.No	Description	Opening Balance	Debits	Credits	Closing Balance
-----							
05 8 14440	5411		MOTOR POOL EXPENSE : WOMEN IN POLICING				
Jun 27	PJ	V0306457	Fund Transfer Grand Island		45.59		
			Jun Totals		45.59	0.00	
			Totals for 05 8 14440 5411	0.00	45.59	0.00	45.59
-----							
05 8 14440	5412		TRAVEL/MILEAGE : WOMEN IN POLICING				
Jun 06	PJ	V0304846	Lauri L Shultis		148.42		
Jun 14	PJ	V0305542	Faye L Kilday		9.22		
Jun 21	PJ	V0305935	Lauri L Shultis		29.59		
			Jun Totals		187.23	0.00	
			Totals for 05 8 14440 5412	0.00	187.23	0.00	187.23
-----							
05 8 14440	5415		TRAVEL/BOARD & LODG : WOMEN IN POLICING				
Mar 22	PJ	V0300934	Doubletree Hotel		893.10		
Jun 06	PJ	V0304846	Lauri L Shultis		98.85		
			Jun Totals		98.85	0.00	
			Totals for 05 8 14440 5415	0.00	991.95	0.00	991.95
-----							
05 8 14440	5416		TRAVEL/COMM FARES : WOMEN IN POLICING				
Jun 06	PJ	V0304846	Lauri L Shultis		308.25		
			Jun Totals		308.25	0.00	
			Totals for 05 8 14440 5416	0.00	308.25	0.00	308.25
-----							
05 8 14440	5417		TRAVEL/OTHER EXPENSE : WOMEN IN POLICING				
Jun 06	PJ	V0304846	Lauri L Shultis		23.30		
			Jun Totals		23.30	0.00	

# Financial Claims



08/08/07

Central Community College  
 General Ledger Detail Trial Balance  
 For Period 07/01/2006 thru 06/30/2007

Page: 4

Fiscal Year: 2007

COST.CENTER: 14440 - WOMEN IN POLICING

Date	Src	Ref.No	Description	Opening Balance	Debits	Credits	Closing Balance
05 8	14440	5417	TRAVEL/OTHER EXPENSE : WOMEN IN POLICING				
Totals for 05 8 14440 5417				0.00	23.30	0.00	23.30
Totals for COST.CENTER: 14440 - WOMEN IN POLICIN				0.00	7,311.62	0.00	7,311.62

# Evaluation Nontraditional Data Form



Category	Female	Male	Total
Economically Disadvantaged			N/A
Disabled			N/A
Limited English Proficient			N/A
Single Parent			N/A
Displaced Homemaker			N/A
Educationally Disadvantaged			N/A
<b>Race/Ethnicity</b>			N/A
Native American or Alaska Native			N/A
Asian			N/A
Native Hawaiian or Other Pacific Islander			N/A
Black or African American			N/A
Hispanic or Latino			N/A
White	20	5	25
Unknown/Other			N/A

# Evaluation Nontraditional Data Form (Cont.)



Age Cohort	Female	Male	Total
14-19	0	0	0
20-34	2	1	3
35-54	13	1	14
55+	5	3	8

Check all services provided to participants:

Career Assessment

**Guidance/Counseling**

Career Planning/Other Classes/Training

Other (please provide description of service [s])

---



---

# Evaluation Nontraditional Data Form (Cont.)



Number of participants completing the nontraditional training/career area **25**

List nontraditional training/career area (s) of completers:

**Law Enforcement and related protective service occupations**

Contact Services/Activities	Number of Events	Number of Contacts
Outreach: Activities or events that potentially recruit participants to the program or increase awareness of equity issues. Examples: support groups, brown bag lunches, workshops, career exploration/recruitment events.	3	150
Communications: Presentations, sponsored activities, or events covered by TV, radio, newspapers, or other related media.	1	32,500
Publications: Significant items produced by the project, or intended to inform others of upcoming events or providing information meant to promote nontraditional training and employment issues.	# Published 3	# Distributed 300

# WIPS from the Participant's Perspective

