



Institute for  
**LAW ENFORCEMENT  
ADMINISTRATION**

*An Institute of The Center for American and International Law*



# 2022-2023 ILEA COURSE CATALOG

[theilea.org](http://theilea.org)





## The Center for American and International Law celebrates 75 years

*For 75 years, The Center for American and International Law “CAIL” has dedicated itself to the advancement of justice through the education of tens of thousands of lawyers and law enforcement professionals in the United States and throughout the world. In recognition of this momentous occasion, CAIL will showcase its impact through a yearlong celebration highlighting the Dallas-based nonprofit organization’s rich history and emphasizing the importance of the rule of law in a functioning civil society.*

*“When Dean Robert G. Storey founded CAIL in 1947, it was the first legal center of its kind in the United States,” said T.L. Cabbage, president. “In the 75 years since, CAIL’s programs, research, conferences, publications, and events have not only held the industry to a higher standard but have also indirectly impacted thousands of communities domestically and abroad. We look forward to celebrating this milestone year while also building on our vision to ensure CAIL’s impact is felt for generations to come.”*

# about the **Institute for Law Enforcement Administration (ILEA)**

Established in 1957, the **Institute for Law Enforcement Administration (ILEA)**, part of The Center for American and International Law (CAIL), provides courses, seminars and workshops for police and sheriff's agencies both nationally and internationally.

ILEA's mission is to improve the quality of justice by developing law enforcement leaders and practitioners through premier professional education and technical support. ILEA instructors and facilitators are among the best experts in their respective fields and in the nation.



**Gregory Smith, MA**  
Vice President, CAIL  
Director, ILEA



**EDUCATION. SCHOLARSHIP. VISION.**  
**JUSTICE. INTEGRITY. RESPECTING DIVERSITY**

The law enforcement environment of the 21st century is in constant change. At the Institute for Law Enforcement Administration, the staff is constantly preparing to find and instruct in best practices and to promote the use of technology that will maximize efficient and effective law enforcement

administration in our nation and throughout the world. We continually strive to deliver timely, accurate and cutting edge education and technical support. The Institute for Law Enforcement Administration serves as a leader in policing education around the world.

## Experience ILEA



### FACE-TO-FACE AND WEBINAR

We recognize the importance of supervision as a major policing function and are committed to preparing law enforcement officers for leadership in the complex world of public service.

In addition to leadership and ethics-based programs, ILEA also explores relevant issues facing the law enforcement community with cutting-edge programming.



### CONTRACT COURSES

Need education exclusively for your department's personnel?

ILEA is well equipped to bring any of our programs to your agency or custom design curriculum to meet your particular needs. Benefits of contracting select courses include saving on costly personnel travel expenses; eliminating travel time for your employees and ensuring that your department is "on the same page."



### HOSTING OPPORTUNITIES

Hosting an ILEA conference or training session is a great way to bring current education to your agency at a reduced cost. Sessions may be held at your location or at our Plano facility upon request.

It's easy! You provide the training site, necessary equipment and local marketing support. ILEA provides the faculty, curriculum and national marketing effort. When class enrollment reaches 25 participants, the host agency receives two seats free of charge.

Contact [theilea.org](http://theilea.org) for more information. TCOLE credit is available for all courses.



# What We Did in 2021

A cornerstone of ILEA education is the continuing emphasis on developing ethical law enforcement leaders. Because of the awesome power authorized for law enforcement personnel in a democratic society, ethical concepts are incorporated into all of ILEA's education offerings.



# 809

ATTENDEES IN 2021



# 34

EDUCATION OFFERINGS



# 271

SERGEANTS RECEIVED  
SUPERVISORY EDUCATION

## CONNECT WITH US

ONLINE  
[theilea.org](http://theilea.org)

PHONE  
972-244-3430

E-MAIL  
[ilea@cailaw.org](mailto:ilea@cailaw.org)

SOCIAL MEDIA  
  

## ILEA Staff



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**Frank Bradford, MA**  
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Ethics and Leadership  
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972-244-3432



**Doug Kowalski, MS**  
ILEA Advisory Board Chair  
Chief of Police  
Prosper Police Dept., TX

# our Flagship Programs

## SCHOOL OF EXECUTIVE LEADERSHIP

An intensive 8-week course designed to prepare senior-level law enforcement managers for executive leadership in the complex world of public safety administration.

## SCHOOL OF POLICE SUPERVISION

The only independent 4-week school in the nation for police supervisors.



## SCHOOL OF EXECUTIVE LEADERSHIP

In addition to covering a wide range of topics related to public and business administration, students also work in small teams on real world projects, some solicited from North Texas law enforcement agencies. All research projects culminate in a professional presentation and a written report of each team's findings.

TCOLE Credit: Eligible for 240 hours of Texas Commission on Law Enforcement (TCOLE) credit.

### Courses Available

**Mar 6 - Apr 28, 2023**  
Plano, TX

## SCHOOL OF POLICE SUPERVISION

This course recognizes the importance of supervision as a major management function in law enforcement and focuses on the transition from "street policing" to management, especially the social and personal adjustments.

This course is designed for first-line supervisors and middle-level management and should be of interest to all law enforcement agencies concerned with the professionalism of their management team.

TCOLE Credit: Eligible for 120 hours of Texas Commission on Law Enforcement (TCOLE) credit.

### Courses Available

**June 1-28, 2022**  
Plano, TX

**Oct 3-28, 2022**  
Plano, TX

**Jan 30-Feb 24, 2023**  
TBD

**May 31-June 27, 2023**  
Plano, TX

**Oct 2-27, 2023**  
Plano, TX



*"I attended both the School of Executive Leadership and the School of Police Supervision. There is no doubt that the ILEA significantly impacted my ability to be a successful police leader and positively impacted my being appointed as a chief of police."*

- Chief Dennis R. McLaughlin (Ret.)  
Breckenridge Police Department, CO



# 2022-2023 Educational Courses

## LEADERSHIP AND SUPERVISION

- *Texas Sergeant Academy*
- *Police Supervision 101*
- *Civilian Leadership*



### TEXAS SERGEANT ACADEMY

This two-week interactive and experiential program is designed to equip and inspire new supervisors, and reinvigorate senior supervisors, for the challenges of the fast paced and fluid world of law enforcement leadership. Successful graduates of this course will receive credit for the TCOLE New Supervisor's Course 3737.

This course is held in cooperation with the Texas Municipal League Intergovernmental Risk Pool (TMLIRP). TMLIRP members will receive a special 1/2 tuition rate.

#### Courses Available

**May 2-13, 2022**

Lubbock, TX

**Sep 12-23, 2022**

Pasadena, TX

### POLICE SUPERVISION 101 (3737)

Designed to meet the basic requirements established by TCOLE for the preparation of new supervisors for success in their assignments. Successful graduates of this course will receive credit for the TCOLE New Supervisor's Course 3737.

#### Courses Available

**Nov 7-11, 2022**

Denton, TX

**Nov 6-10, 2023**

Denton, TX

### CIVILIAN LEADERSHIP: DEVELOPMENT FOR THE NON-SWORN PUBLIC SECTOR EMPLOYEE

Aimed at current and future leaders, specifically non-sworn personnel. 3 levels of leadership education to be taken independently or as a series:

Level One | Team Building

Level Two | Supervision

Level Three | Executive Management

#### Courses Available

##### LEVEL ONE

Oct 10-12, 2022 | Omaha, NE

Dec 5-7, 2022 | Southlake, TX

##### LEVEL TWO

Feb 6-10, 2023 | Southlake, TX

##### LEVEL THREE

May 9-20, 2022 | Plano, TX

May 8-19, 2023 | Plano, TX

## MEDIA RELATIONS

- *The Strategic PIO*
- *Police-Media Relations*

### THE STRATEGIC PIO

This impactful program is designed to help with planning your message to shape your community's perception of your department, guide you through the foundation of media relations and the interview process. Learn the difference and importance of communicating in crisis and how to effectively use social media.

#### Courses Available

**Mar 28-31, 2023**

Plano, TX

# 2022-2023 Educational Courses, *cont.*

## MEDIA RELATIONS, CONT.

### **POLICE-MEDIA RELATIONS**

Participants will gain insight into the print and broadcast media - who they are and why they do things the way they do. In addition, class members will develop skills in building trust with outside information groups, preparing and presenting a message, crisis management and organizing the functions of a public information office.

#### **Courses Available**

**Oct 19-21, 2022**

Plano, TX

**Oct 18-20, 2023**

Plano, TX

## CONFERENCES

- *Contemporary Issues and Ethics Conference*

### **CONTEMPORARY ISSUES AND ETHICS CONFERENCE**

This annual assembly has, for more than 25 years, challenged police managers and executives to explore emerging topics and issues that confront the law enforcement profession.

#### **Courses Available**

**Dec 1-2, 2022**

Plano, TX

**Nov 30-Dec 1, 2023**

Plano, TX

## ETHICS, DIVERSITY AND COMMUNICATIONS

- *THE RITE WAY (Responsibility and Integrity Through Ethics)*
- *Teaching Diversity*
- *When Good Employees Do Bad Things*

### **THE RITE WAY (RESPONSIBILITY AND INTEGRITY THROUGH ETHICS)**

Graduates are authorized to present the 8-hour Law Enforcement Ethics and the 16-hour Ethics for Field Training Officers courses within their own organizations or local/regional training programs.

#### **Courses Available**

**Sep 12-15, 2022**

Plano, TX

**Sep 11-14, 2023**

Plano, TX

### **TEACHING DIVERSITY: INSTRUCTOR SKILLS FOR PROMOTING INCLUSION, ANTI-BIAS AND JUSTICE EDUCATION**

Law enforcement is charged with relating to all segments of their communities in a fair and impartial manner. Familiarization with communication styles, customs, language and behavior patterns of various cultures, ethnic groups and non-traditional populations will strengthen the quality of police services and departmental image. This course will offer several strategies for improving community relations and workforce diversity.

#### **Courses Available**

**June 6-10, 2022**

Georgetown, TX

**Aug 22-26, 2022**

Plano, TX

**Apr 10-14, 2023**

Plano, TX

# 2022-2023 Educational Courses, *cont.*

## ETHICS, DIVERSITY AND COMMUNICATIONS, CONT.

### WHEN GOOD EMPLOYEES DO BAD THINGS

We often believe that doing the “right thing” is a voluntary personal choice. However, while having a personal code of ethics is the core of good decision making; promoting a culture of ethical behavior in the workplace is first and foremost a key leadership responsibility.

This workshop is designed to provide managers with practical tools and strategies for effectively dealing with difficult decisions and fostering an ethical workplace culture.

#### Courses Available

**July 12, 2022**

Plano, TX

## PROFESSIONAL AND TECHNICAL

- *Best Practices in Law Enforcement Investigation*
- *Managing the Training Function*
- *Servant Leadership*
- *Using MS Office, Access and Excel for Law Enforcement*
- *Internal Affairs, Professional Standards and Ethics*



### BEST PRACTICES IN LAW ENFORCEMENT INVESTIGATION

Designed with the help of law enforcement professionals, this program focuses on the causes of wrongful criminal convictions that can be impacted by law enforcement officers. This course is funded by a grant from the Texas Court of Criminal Appeals.

#### Courses Available

**TBD**

Plano, TX

### MANAGING THE TRAINING FUNCTION

This intensive four-day program will identify and enhance the skills necessary to succeed in the rapidly changing and challenging training environment.

#### Courses Available

**Aug 29 - Sep 1, 2022**

Plano, TX

**Aug 28 - 31, 2023**

Plano, TX

### SERVANT LEADERSHIP

Servant Leadership is a principle-centered approach to personal and organizational leadership. This program promotes discussion of the salient principles of Servant Leadership as applied in the law enforcement arena.

#### Courses Available

**June 13-14, 2022**

Midlothian, TX

**Sep 12-13, 2022**

Grafton, WI

**Jan 9-10, 2023**

Denton, TX



# 2022-2023 Educational Courses, *cont.*

## PROFESSIONAL AND TECHNICAL, CONT.

### USING MS OFFICE, ACCESS AND EXCEL FOR LAW ENFORCEMENT

Using MS Office as a tool, this program will demonstrate the benefits of technology in crime analysis, investigations and community policing. Utilizing exercises similar to projects faced by crime analysts, participants will use MS Access and Excel in concert to analyze crime patterns, trends and problems.

#### Courses Available

**Jan 24-25, 2023**  
Plano, TX

### INTERNAL AFFAIRS, PROFESSIONAL STANDARDS AND ETHICS

The process of managing and investigating complaints against law enforcement personnel can be complex, sensitive and highly-charged. This nationally-prominent program will provide participants with the knowledge and insights required to conduct and administer timely, objective and thorough internal affairs inquiries.

#### Courses Available

**June 7-9, 2022**  
Santa Fe, NM

**June 13-15, 2022**  
Galveston, TX

**Oct 31 - Nov 2, 2022**  
Plano, TX

**Apr 17-19, 2023**  
Plano, TX

## Registration Information

For tuition pricing, please visit [theilea.org](http://theilea.org). Course tuition includes all instruction and handouts. Lodging and meals are excluded.

Individuals can registers for course(s) online, by fax or mail.

**ONLINE**  
[theilea.org](http://theilea.org)

**FAX**  
972-244-3431

**MAIL**  
The Center for American and International Law  
5201 Democracy Dr., Plano, Texas 75024

### REGISTRATION OFFICE HOURS

Monday-Friday: 8:30 am - 5:00 pm

### PAYMENT INFORMATION

We accept American Express, Discover, MasterCard, VISA, checks, or company purchase order. Make checks payable to The Center for American and International Law. Payment in full must be received prior to the start of the course.

### NONDISCRIMINATORY POLICY

The Center for American and International Law does not discriminate on the basis of race, color, sex, religion, national origin, age, disability, veteran status, sexual orientation, gender identity, or any other protected status in educational activities, scholarship programs or admissions.

# our Adjunct Faculty

Pictured are selected faculty members. ILEA regularly partners with over 100 facilitators across the United States and Canada.



**Paul J. Boyles, MA**  
Lieutenant  
Violent Crimes Unit  
Lexington Police Dept., KY



**Laurette Hill, MA**  
Chief of Police  
Dallas County  
Community College  
District Police Dept.,  
TX



**Catherine J. Nanton, MA**  
Professor  
Fanshawe College; and  
former Police Sergeant,  
Ontario, Canada



**James L. Capra, MEd**  
Chief of Global Operations  
Drug Enforcement  
Administration (Ret.)



**Richard N. Holden, PhD**  
Professor Emeritus  
Institute for Law  
Enforcement  
Administration



**Judy Pal, MA**  
Assistant Commissioner (Ret.)  
New York City Police Dept., NY



**Galia Cohen, PhD**  
Director, Division of Public  
Administration; Assistant  
Professor  
Tarleton State University, TX



**David N. James, BS**  
Director, Law Enforcement  
Leadership & Management  
Consulting, LLC; and Chief  
(Ret.), Carrollton Police  
Dept., TX



**Carl Pendleton, MEd**  
Captain  
Patrol Division  
Norman Police Dept., OK



**Christopher Cook, MA**  
Chief of Police  
White Settlement Police  
Dept., TX



**John Jones, PhD**  
Professor (Ret.)  
Law and Justice Centre,  
Sir Sanford Fleming  
College, Ontario, Canada



**John M. Ray, PhD**  
Division Director, Law  
Enforcement and Security  
Training, Texas A&M  
Engineering Extension  
Service (TEEX)



**Alejandro del Carmen, PhD**  
Associate Dean and  
Professor, Department of  
Criminal Justice  
Tarleton State University, TX



**Nin Leung, BA**  
Sergeant, Patrol  
York Regional Police  
Dept., Canada



**Brian G. Redburn, JD**  
Assistant Chief  
Investigative Services Bureau  
Irving Police Dept., TX



**Scott Donaldson, MS**  
Director and Chief  
Administrator  
Collin College Law  
Enforcement Academy, TX



**Timothy J. Longo, PhD**  
Chief, University of  
Virginia Police Dept.; and  
Chief (Ret.), Charlottesville  
Police Dept., VA



**Warren J. Spencer, JD**  
Attorney at Law, TX



**Eric J. Fritsch, PhD**  
Chair, Department of  
Criminal Justice  
University of North Texas



**Thomas E. Meloni, PhD**  
Assistant Professor,  
School of Law, Western  
Illinois University; and  
Deputy Chief (Ret.),  
Wheaton Police Dept., IL



**Darren M. Stevens, MBA**  
Assistant Chief  
Administrative Services  
Frisco Police Dept., TX



**Andrew Harvey, MS**  
Chief of Police  
Pharr Police Dept., TX



**Michael J. Mirarchi, JD**  
Employee Relations  
Consultant; and  
President, Mirarchi  
Management Group, TX



**Macario (Mac) Tristan, BS**  
Chief Culture Strategist,  
Gratitude and Grace Consulting;  
and Chief (Ret.), Coppell Police  
Dept., TX

# get involved with the **Institute for Law Enforcement Administration (ILEA)**

## ILEA MEMBERSHIP

ILEA membership is available to city, county, state and federal enforcement organizations. Dues are based on the number of sworn and civilian law enforcement personnel in the agency. ILEA membership offers multiple benefits:

- **Discounted Education and Training:** Receive reduced tuition rates on the educational opportunities offered annually.
- **Networking:** Connect with current and upcoming police leaders from around the USA and Canada for mutual professional gain.
- **Publications:** Receive access to the *Roll Call*, a publication that explores leadership and ethical issues facing law enforcement.

Interested in becoming a member? Visit [theilea.org](http://theilea.org) or e-mail [ilea@cailaw.org](mailto:ilea@cailaw.org).



# 128

MEMBERS IN 2022



# 408

ALUMNI MEMBERS IN 2022

## ILEA ALUMNI ASSOCIATION

ILEA Alumni Members are an elite group who have successfully completed any of the two-week, four-week or eight-week schools of law enforcement leadership or one of ILEA's one-week programs. In addition to being a great resource for peer learning and networking, the Alumni Association co-sponsors ILEA's annual Contemporary Issues and Ethics Conference. Application or renewal of membership is available online.

### ILEA ALUMNI ASSOCIATION EXECUTIVE BOARD

**Sergeant John W. Kusewitt**, President, DART Police Dept., Dallas, TX (Ret.)

**Deputy Chief Jonathan Skertich**, 1st Vice President, Frisco Police Dept., TX

**Captain Sheena A. McEachran**, 2nd Vice President, Richland Hills Police Dept., TX

**Chief Jeff A. Caponera**, 3rd Vice President, Grafton Police Dept., WI

**Captain Chad Allen**, Secretary and Treasurer, Keller Police Dept., TX

**Captain Jeffrey Garner**, Immediate Past President, North Richland Hills Police Dept., TX





## *our* **Upcoming New Programs**

### **TEXAS COMMAND ACADEMY**

This intensive four-week program is for command level leaders and is a sequel to the Texas Sergeant Academy. TCA is a university-based challenge that is designed to prepare law enforcement personnel for the complex world of public executive leadership. The focus is on developing, leading, and maintaining community and customer service-oriented law enforcement organizations. This course is delivered in two two-week segments with a one-month break for the purpose of conducting research and writing.

### **POLICE LEADER DEVELOPMENT**

This one-week program is designed to help future law enforcement leaders learn new skills that will be instrumental in improving their communication, decision-making and tactical/strategic planning skills. Topics include general supervision, management, and leadership principles. Also included are practical proven skills for motivating and influencing others, team building and various self-assessments designed to identify strengths and weaknesses for professional growth. In addition, participants will receive individual coaching sessions to maximize this process.

### **ADVANCED INTERNAL AFFAIRS AND PROFESSIONAL STANDARDS**

This course focuses on developing, establishing, and promoting proper operational, managerial, and legal standards for conducting proper Internal Affairs investigations as well as creating and implementing philosophical principles that promote ethical professionalism throughout the agency and the profession of law enforcement.

### **LAW ENFORCEMENT TECHNOLOGY SUMMIT**

This important new program will explore current trends and future needs of technology in the law enforcement community. One goal in conducting this assessment is to facilitate greater interagency communication and collaboration with regard to the effective use of technology, including real-time crime centers (RTCCs) and license plate readers, forensic investigative tools, crime analysis and mapping, and other areas to aid in the reduction of crime.

### **POLICE AND FAMILY WORKSHOP**

A strong and healthy home environment is the foundation of a high performing law enforcement officer. Just as the physical body needs good food and regular exercise to operate at peak performance, a relationship also needs to be fed and strengthened.

The Police and Family Workshop is an arena where family members can engage with each other in a new way, discovering deeper levels of understanding and revisiting values that keep the family together. Participants will take away tools to improve connection and increase intimacy. Both LEOs and their loved ones will find their voices through the interactive exercises in a safe environment.