



NEWSLETTER



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John B. Wilt, C.S.T, C.P.P., Editor & Publisher

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“In the middle of every difficulty lies opportunity.” –Albert Einstein

The social unrest within our nation is largely centered around the state of our criminal justice system. We, as criminal justice educators, are consumed with discussions and activism in our personal and professional lives. People are asking us questions...

and listening to us as scholars in our field. When I was in graduate school, I had a professor who used to talk about “windows of opportunity” that would occasionally open to allow for sociological discussions to be able to enter mainstream dialogue. Perhaps this is the opening of a window of opportunity for the academic fields related to criminal justice. While these are difficult times, we have an opportunity to make our voices heard and work for the greater good from our positions in academia and beyond.

I am proud that our Association is working to further open this window of opportunity that is being presented to us, largely through dialogue and community work. Earlier this year, our Immediate Past President James Hodgson led our Board in publishing an open letter discussing VACJE’s commitment to working toward Transformative Police Reform. Director Martin Greenberg and I presented to a Rotary Club in New York on ways that colleges and police departments can partner to better develop a well-trained, civically-oriented police force. These are only a couple of examples of the many ways our members are active in outreach to larger communities, forging forward and looking to find opportunities to do meaningful work in these difficult times.

The most exciting way that I can think of that our Association is jumping through a window of opportunity is with our virtual conference that will take place in

November. Lynne Harrison and Delmar Wright have been heading up our conference committee who saw the difficulties posed by the pandemic as opportunities to engage more people from a wider audience. Mark your calendars for November 19 and 20 when VACJE virtually hosts its annual conference with the theme of “Reshaping Today’s Criminal Justice Education for Tomorrow’s Practitioners: The New Guardians.” This will be a wonderful opportunity for us all to reconnect and collaboratively move forward to seize current and future opportunities in the world of criminal justice education and beyond. I look forward to seeing you all, virtually, in November!

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VACJE

Virginia Association of Criminal Justice Educators

Membership Application and Information

New Member _____ Renewal _____

NAME _____

HOME ADDRESS _____

HOME PHONE () _____ WORK PHONE () _____

E-MAIL _____

FACULTY RANK _____

EMPLOYER _____

WORK ADDRESS _____

ASSOCIATION DUES

ANNUAL DUES: \$50 DATE _____

LIFE MEMBERSHIP: \$300

RETURN THE COMPLETED MEMBERSHIP APPLICATION WITH THE DUES PAYMENT TO THE TREASURER
(CHECK MADE PAYABLE TO VACJE)

For further information on membership, contact:

Paige Merkord-Reed
Treasurer
2340 Four Leaf Circle
Dayton, VA 22821



MISSION STATEMENT
EFFECTIVE DATE JANUARY 1, 2021

1. The mission of the VACJE is to:

- a. advance, inspire, and promote the highest quality and evidence based practices of criminal justice education to students and practitioners in community colleges, colleges, and universities within the Commonwealth of Virginia;
- b. foster communication and support among all criminal justice educators in Virginia;
- c. inform the membership of pending (or possible) changes to criminal justice programs or agencies among the post-secondary educational institutions in Virginia;
- d. articulate a unified voice for official communication with other educational agencies, public safety organizations or related agencies, within the Commonwealth of Virginia;
- e. enhance the quality of life-long educational experiences and opportunities for our criminal justice students; and
- f. assist state and local agencies in recruitment and retention efforts by promoting careers in criminal justice or related agencies in Virginia.

2. To accomplish this mission, the VACJE will:

- Sponsor an annual in person or virtual meeting of the members of the Virginia Association of Criminal Justice Educators for the purpose of:
- a. providing a forum for the expression of thoughts, ideas, and concerns;
 - b. sharing training and teaching methods and techniques;
 - c. conducting an annual business meeting;
 - d. allowing individuals to network and collaborate with their peers.
 - e. presenting an annual opportunity for workshops and programs to enhance individual member professional development and knowledge of public safety;
 - f. allowing an opportunity for the expression of an official position for the VACJE.
 - g. supporting articulation agreements and memorandums of understanding between community colleges, criminal justice training academies, and four year colleges and universities.
 - h. maintaining a data base of a current list of full-time public safety educators in the Commonwealth of Virginia.
 - i. communicating with members through a quarterly newsletter, social media, e-mails and the VACJE Web Page, as appropriate.

VIRGINIA ASSOCIATION OF CRIMINAL JUSTICE EDUCATORS BY-LAWS

Effective Date January 1, 2021

I. **Name**

The name of this organization shall be the Virginia Association of Criminal Justice Educators, hereafter referred to as the VACJE.

II. **Purpose:** The purposes of the VACJE are to:

- A. Advocate for professional standards and competencies in criminal justice education;
- B. Continuously search for new techniques and approaches in the delivery of academic criminal justice programs to advance criminal justice education in the Commonwealth of Virginia;
- C. Provide professional development opportunities for criminal justice educators;
- D. Inform and update criminal justice educators of the current research findings in criminal justice education;
- E. Enable criminal justice educators to network, connect, collaborate and exchange innovative teaching approaches;
- F. Support criminal justice agencies in the recruitment of an academically and professionally educated workforce in the criminal justice field;
- G. Develop a criminal justice education curriculum at the college, university level, and secondary schools; supports the development in other recognized educational institutions, such as criminal justice training academies,
- H. Develop strategic community partnerships in the criminal justice field

III. **Members**

- A. Regular membership in VACJE shall be open to all persons who engage in the teaching, training, or administration of education or training programs in the field of Criminal Justice or who are practitioners in criminal justice agencies or organizations.
- B. There shall be five additional categories of membership.
 1. Honorary life members, who may, in honor of their retirement and in recognition of at least 10 years of continuous service to VACJE be appointed as such by a majority of the members at a regular meeting of the membership. Honorary life members shall not be required to pay dues.
 2. Life members, who have paid in no more than 3 consecutive annual installments a sum to be determined from time to time by the board.
 3. Institutions and organizations that deliver or receive criminal justice education or training.

4. Student membership shall be open to those students pursuing academic study in criminal justice or a related field.
 5. Corporate sponsors and community partners who have expressed an interest in criminal justice educational initiatives.
- C. Voting: Each member in the above categories (Section III-A+B-1/2/3) whose dues for the current year have been paid are entitled to one vote in any election, referendum, or membership meeting. Student members, corporate sponsors, and community partners are excluded from voting privileges. Each institutional or organizational member shall appoint one person to carry its vote. No voting by proxy shall be permitted. Ballots shall be sent to the members in a manner determined by the VACJE Board and include mailed ballots (i.e., U.S. Postal Service) or electronic ballots. The Board will determine how ballots are to be returned and the deadline for voting. It is the responsibility of each member to ensure his/her business address and email address are currently on file with the association. Each member shall be assigned a membership number to account for all ballots.
- D. Dues: Membership dues shall be at such rate or rates, schedule or formula as may be approved by the Board of Directors from time to time.
- E. Termination:
1. Any member may be expelled by a two-thirds vote of the Board of Directors at a regularly scheduled Board Meeting, for conduct prejudicial to the mission and purpose of the VACJE, after due notice and opportunity to be heard by the board.
 2. A member who has not paid dues by December 01 will be dropped from membership.

IV. **Meetings**

- A. Timely notice of the location and time of meetings of the membership of VACJE, both annual and special, shall be provided to the membership.
- B. The Annual Meeting shall be held in the fall of each year, unless circumstances require the board to do otherwise.
- C. Special meetings of VACJE may be called by the president, by the board, or by one-tenth of the membership, upon 14 days written notice to the members, stating the purpose of the meeting.
- D. At meetings of the members, twenty percent of the membership shall constitute a quorum, and a majority of votes shall prevail.
- E. The Annual Meeting and special meetings may be held in-person or virtual, as determined by the Board of Directors.

V. **The Board of Directors**

- A. The board shall consist of the president, the immediate past president, vice president, treasurer, secretary, and not more than four directors-at-large.
- B. The board shall set policy, evaluate operations, monitor finances, and have responsibility for long-range planning.

- C. No public statement of policy by any member, representative, committee, group, volunteer, employee, director, or officer shall be binding upon, or constitute an expression of, the policy of the VACJE unless approved or ratified by a majority of the directors.
- D. Unless otherwise ordered by the board, regular meetings of the board shall be held at least four times each year. Special or additional meetings of the board may be called by the president and shall be called upon the written request of three directors, with at least forty-eight hours written notice having been given.
- E. A majority of the board (5) shall constitute a quorum.

VI. **Election of the Officers and Directors**

- A. Upon receipt of the Nominating Committee's (See Section VIII, paragraph B) report and ballot, the president shall immediately distribute to all members in good standing, the names of the nominees on a Ballot approved by the Board of Directors and arrange for additional write-in names. The Board shall establish a minimum of two weeks for voting and the date and time by which all ballots must be received by the Chair of the Nominating Committee. The returned ballots shall be tabulated by the nominating committee. The nominees who receive the most votes shall be elected. The nominating committee shall certify the results to the president and a public announcement of newly-elected officers and directors shall be made as soon as appropriate.
- B. The terms of office for Officers and Directors At-Large shall be for two years.
- C. Vacancies
 1. The board shall declare vacant any office or director-at-large position if that officer or director-at-large has been absent from two consecutive board meetings- Absences may be excused by vote of a majority of the board, or
 2. There was no one elected to the office or director-at-large position.
 3. Recommendations for filling officer or director-at-large vacancies shall be made by nominating committee. Vacancies on the board shall be filled by the board of directors by a majority vote at any regular board meeting.
- D. Upon completing four years of service as a director-at-large, an individual shall be ineligible to serve as a director-at-large for the following term in that position.
- E. Individuals who are not current in dues payment shall not be eligible for election, and when directors or other officers are not current they shall be removed from office and a vacancy declared within 30 days of the dues becoming due.

VII. **Officers and Duties**

- A. The officers of the VACJE shall be the president, the vice president, and the immediate past president, the secretary, and the treasurer. These officers shall perform the duties prescribed by these bylaws.
- B. The term of office for the officers shall be as follows:
- President – Two-Years
 - Immediate Past President – Two Years
 - Vice President – Two Years
 - Secretary – Two Years
 - Treasurer – Two Years

The term of office of the President and Immediate Past President shall be limited to two (2) years following installation (or until the end of the respective term of the predecessor, if the person shall not have completed such term) and until the election of a successor. If the out-going President cannot fulfill the term of Immediate Past President, the most recent Immediate Past President will be asked by the Board to serve the remainder of that term.

In the event the President cannot fulfill the term of that office or his/her duties, the Vice President shall succeed to that office for the balance of that term.

The Vice President, Secretary, and Treasurer may serve two terms. If the Vice President, Secretary, and/or Treasurer cannot fulfill the term of that office, or his/her duties, the Board shall appoint a person from the membership at-large to serve for the balance of the term. To receive the appointment from the Board, the member must receive a majority vote of the Board of Directors.

The term of office of the newly elected officers and directors-at-large shall commence on January 1 following the election and end on December 31, at the end of the two-year term.

The officers and directors-at-large shall have such powers and perform such duties as may be provided by the Bylaws, parliamentary authority of the VACJE, *Robert's Rules of Order*, or as the Board of Directors may determine.

- C. No member shall hold more than one position on the board at a time.
- D. The president of the board shall:
- Serve as the executive head of the VACJE, and shall preside at all meetings of the membership and the board.
 - Appoint all committee chairs from the Board members and approve all committee members.
 - Be an ex-officio member of all VACJE committees, but is under no obligation to attend committee meeting and is not counted as part of the committee's quorum.

- Serve as the official spokesperson for the Association and shall speak and act on behalf of the Board and the members within existing policy and Board decisions. The President may, at his/her discretion, delegate the spokesperson responsibility to another Officer or Director-at-large for a specific period of time.
 - Have authority to approve expenses not to exceed \$100 per occurrence without prior approval of the Board.
 - Have other duties as assigned by the Board from time-to-time.
 - Report to the Board, at every Board Meeting all issues addressed and actions taken in keeping with the provisions of this section.
- E. The vice president shall serve as president-elect and as program chair. In the absence of the president, the vice president shall exercise the functions of the president.
- F. The immediate past president shall assist the president in such duties as may be mutually agreed upon and shall chair and recruit members for the nominating committee.
- G. The treasurer shall maintain the roll of the membership. The treasurer also shall oversee receipt and proper disbursement of all funds by the VACJE. Such funds shall be kept on deposit in financial institutions approved by the board. Checks shall be signed by any two of the following: president, vice president, and treasurer. Checks drawn for less than \$100 require only the signature of one of those aforementioned. The Treasurer shall develop internal controls for the association which shall be reviewed and approved by the Board.
- H. The secretary shall keep a formal record of each meeting and provide same promptly and in electronic form to the webmaster.

VIII. **Standing Committees**

Standing Committees are those identified in these Bylaws. The Chair of each Standing Committee shall be a member of the Board

- A. A Program Committee shall be chaired by the vice president, who shall, with the assistance of the board, recruit additional members to serve on the Committee. The program committee shall plan, publicize, and manage the annual meeting.
- B. A Nominating Committee composed of three members and chaired by the immediate past president shall be appointed by the president and approved by the board promptly after the new officers are installed.
1. It shall be the duty of the nominating committee to recruit and gain the consent of candidates for the board and for offices within the board, as well as for appointments and nominations made by the board to external groups.
 2. Every reasonable effort shall be made to recruit candidates who within the preceding three years have participated actively in VACJE

meetings and projects, and to recruit a sufficient number of candidates to give the membership a choice at the time of election.

3. The Nominating Committee shall solicit nominations (including self-nominations) from the membership.
4. The Nominating Committee shall submit its Report and Ballot to the President and the Board not later than October 1st of each even numbered year. The Board shall approve the Ballot and the President shall direct its publication and distribution to the members for voting. The list of candidates and their biographical information shall be made available on the VACJE Website and newsletter. The outcome of the election shall be made know at the Annual Meeting.
5. The nominating committee shall also present to the board for its approval the names of candidates to fill unexpired terms within 30 days of the Board's declaration that the position is vacant.

- C. The Communications Committee shall be chaired by a board member, who shall be appointed by the president with the consent of the board. That individual, and other committee members appointed by the President shall assume responsibility for printed and virtual communications materials and methods employed by VACJE.
- D. Other committees, such as ad hoc, special, or advisory, shall be appointed by the President as the Board or President shall from time to time deem necessary to carry on the work of the VACJE. Each Committee shall have a chair appointed by the president and shall report at the annual meeting on its activities during the preceding year.
- E. The term of membership on any committee is two (2) years and may be renewable.

IX. **Finances**

- A. The VACJE's fiscal year shall begin on 1 September and end on 31 August.
- B. The accounts of the VACJE shall be audited bi-annually by two members appointed by the president with the consent of the board at the beginning of a new term of officers and Board members. The audit report shall be presented to the membership at the annual meeting.
- C. The VACJE shall be registered with the Virginia State Corporation Commission and the Internal Revenue Service.
- D. At the beginning of every new term for Officers and Board members, the Board will review and approve the internal controls of the Association.

X. **Parliamentary Authority**

- A. The rules contained in the current edition of *Robert's Rules of Order Newly Revised* shall govern the VACJE in all cases to which they are applicable and in which they are not inconsistent with these bylaws and any special rules of order the VACJE may adopt.

XI. **Amendment of Bylaws**

These bylaws may be amended by the membership by a two-thirds vote of those eligible to vote, provided that the amendment has been recommended by the Board and subsequently distributed to the membership at least 30 days prior to the close of voting.

XII. **Dissolution**

The VACJE shall use its funds only to accomplish the objectives and purposes specified in these bylaws. On dissolution of the VACJE, any funds remaining shall be distributed to one or more regularly organized and qualified charitable, educational, scientific, or philanthropic organizations to be selected by the board of directors.

DO YOU KNOW THAT...

Virginia's Recidivism Rate Falls Even Lower, Remains the Lowest in the Country — Virginia Department of Corrections

Virginia's Recidivism Rate Falls Even Lower, Remains the Lowest in the Country. February 03, 2020. RICHMOND — For the fourth consecutive year, Virginia has the lowest recidivism rate in the country. The newly announced rate of 23.1 percent is down slightly from last year, when Virginia posted a rate of 23.4 percent.

SOURCE:

<https://vadoc.virginia.gov/news-press-releases/2020/virginia-s-recidivism-rate-falls-even-lower-remains-the-lowest-in-the-country/>

LIFE MEMBERS

Gary Boyer	Jerry Lane
Irving Comer	Bud Levin
Emma Cox	Jay Malcan
Lynda Cooksey	John Mocello
Renee Douglas	Michelle Newton-Francis
Dennis DuBuc	Ray Smith
Martin Greenberg	Tom Varner
Jim Johnson	John Wilt
James Husband	Nicolle Parsons-Pollard
Tim Kindrick	Robin Widener
	Delmar Wright

VACJE 2020-2022 DIRECTORS

OFFICERS

JAMES F. HODGSON
 Immediate
 Past President
 Averett University
 2020-2022

BETH EASTERLING
 President
 Mary Baldwin
 University
 2020-2022

DELMAR WRIGHT
 Vice President
 St. Leo University
 2020-2022

CHARLES J. KEHOE
 Secretary
 Virginia Common-
 wealth University
 2020-2022

PAIGE REED
 Treasurer
 Mary Baldwin
 University
 2020-2022

DIRECTORS-AT-LARGE

LYNN HARRISON
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 Professional Studies
 Criminal Justice
 2019-2021

ROBERT ROTH
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 Professional Studies
 Faculty
 2019-2021

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MEMBER NEWS

John Wilt graduated Magna Cum Laude from Averett University on August 15, 2020. John's MS degree is in Criminal Justice Administration & Leadership. John was awarded the Graduate Key Award for academic excellence from the American Criminal Justice Association-Lambda Alpha Epsilon. John serves as the Chapter Advisor for the Alpha Upsilon Lambda Professional Chapter which includes 17 members.



MEMBER NEWS

John Wilt at the September 20th 40th Annual Montana Marathon finish line in Billings, MT. John's time of 6:15 placed him in 1st place in his age category.



MEMBER NEWS

John Wilt at the October 4th 10th Annual Crazy Horse Marathon finish line. John's time of 6:34 placed him in 1st place in his age category.



MEMBER NEWS

John Wilt enjoying the sites at the Mount Rushmore National Memorial on October 5th.



MEMBER NEWS



- Beth Easterling was promoted to Associate Professor at Mary Baldwin University.



- Paige Reed is teaching full time at Mary Baldwin University. Paige's area of expertise is criminal justice.

MEMBER NEWS

Notes from Bud Levin:

Glad you're still at it! Hope all is well there.

I've been retired for half a dozen years but life hasn't slowed down too much. I spent the first half of 2020 in New Zealand -- a destination I recommend highly, especially for folks looking for a more relaxing environment. I was in Nelson, a city about the size of Charlottesville. I heard a siren from an emergency vehicle on average about once a month, but some of them may have been fire instead of police.

I was invited to the Muslim/community get-together marking one year after the mosque murders. I didn't want to go because I "knew" how those things could get out of hand and I did not want to get in the middle of a war zone in a foreign country (again). Boy was I wrong. It was a love-fest, the Muslim community thanking the Pakeha (non-Maori) community -- and especially the district cops -- for support after the murders.

Nz is like the U.S. with valium in the water. A LOT of valium.

Meanwhile, back in the U.S., I've been elected to another 2-yr term as chairman of the Blue Ridge Criminal Justice Board (appointees of Staunton, Augusta, Waynesboro, Highland, Rockbridge, Buena Vista, and Lexington). I think it's my fifth tour as chairman. It's a very good group to lead -- they play well together and always have, since the board's founding in the mid-90s, even though the cast of characters has changed entirely (except for me). A reminder that culture often outlives the players.

Anyhow, no news of substance, just mostly hunkered down in the world of zoom. The only physical meetings I've been to since I got back stateside have been at my pad (Waynesboro).

Stay safe.

Peace.

Bud

HOW DOES DWR SEEK TO DIVERSIFY THE RANKS OF THE CONSERVATION POLICE OFFICERS (CPO)?

Per the audit of natural resources law enforcement (NRLE) divisions, DWR will take both short-term and long-term approaches in addressing our deficiencies. In the short term, we are addressing hiring practices and policies that may pose any barrier to recruiting a more diverse academy class. This includes updating outreach materials to be more inclusive and representative of a CPOs work. Additionally, we are creating relationships with minority-serving academic institutions through career services offices, criminal justice honor societies and organizations such as VACJE. The audit also calls for a centralized recruiting manager for all NRLE divisions. Of course, DWR will work closely to support the general plan of NRLE recruitment.

The more long-term approach is to increase and expand community engagement to expose underserved groups to the outdoors as there is a correlation between participation in outdoor activities and desire to work as a CPO. The agency has begun a campaign of outreach to outdoor affinity organizations which represent underrepresented populations. We will support and sponsor their existing programs (Outdoor Afro, Latino Outdoors, Inner City Anglers to name a few) which are aligned with agency missions. The next step is targeting school districts in more urban areas to introduce students to the enjoyment of the outdoors. The agency anticipates hiring a community engagement manager to develop and execute a plan to advance this effort.

AN INTERVIEW WITH GEORGE BRAXTON

An interview with George Braxton, Chief Diversity and Inclusion Officer, Virginia Department of Wildlife Resources

I first met George Braxton last December, just a few weeks after he was hired into the new role of Chief Diversity and Inclusion Officer at the Virginia Department of Wildlife Resources (DWR). Since then, we have been serving together on the advisory committee for the DWR Wildlife Viewing Plan, a new management plan that will guide the agency in engaging wildlife viewers and promoting their needs. Recently, we sat down (via Zoom) to talk about his role in the agency and DWR's goals related to diversity and inclusion.

The Chief Diversity and Inclusion Officer role came about when Ryan Brown, the new DWR director, highlighted diversity as a focus for the agency. In addition, Governor Ralph Northam appointed Dr. Janice Underwood as Virginia's Chief Diversity Officer, the first cabinet-level position of this kind not only in the Commonwealth, but in the nation. Dr. Underwood is working to build a strategic plan for inclusion across more than 100 state agencies. In his role at DWR, Braxton will lead the development and implementation of objectives for diversity and inclusion specific to DWR.

Braxton sees his role as focusing both inward, on diversity within the agency, and outward, on broadening the agency's constituency. "The agency has a history of not being the most diverse organization. People hire those they identify with." The goals for internal diversity are to have a diverse workforce that reflects Virginia, to have an inclusive environment in which people of different backgrounds feel they can reach their potential, and to have an equitable organization in which people have the tools and access they need to succeed. A first step has been to empanel an 'inclusive excellence council' made up of people throughout DWR. The council will be creating a strategic plan that is focused on the experience for the employee and works toward aligning the agency's culture with its goals.

Looking outward, Braxton wants to expand the agency's audience. "Hunters, anglers, boaters, recreational shooters, and wildlife viewers—that's our universe of people. Previously, we have not had a strategic approach to reaching out to underrepresented groups." He is looking to partner with outdoor affinity groups like OutdoorAfro, Latino Outdoors, and Women Outdoors to find opportunities to help them move their agenda forward while also helping to connect them to DWR.

HOW DOES DWR SEEK TO DIVERSIFY THE RANKS OF THE CONSERVATION POLICE OFFICERS (CPO)?

INTERVIEW CONTINUED:

“There are some fairly daunting challenges,” says Braxton. Expanding the agency’s “universe of people” means recruiting more people of color, women, and other underrepresented populations into all the wildlife recreation activities. “In Virginia, much of our ethnically and racially diverse populations live in urban areas, and hunters aren’t usually third generation inner city people.” There are also barriers of economics and access to equipment.

Braxton is hopeful that the external and internal efforts will work in tandem. “We are introducing new populations to these activities like hunting and boating. For example, from a gender perspective, women are the fastest growing population in the outdoor sports, but they are not well-represented in the Conservation Police Officer force, so the next step might be to create opportunities for that career move.” Likewise, wildlife viewing is something that people can do even in urban areas, so efforts to help people grow their wildlife viewing interest into a hobby and then a career may aid efforts to diversify the agency’s workforce.



When asked about the role of volunteers like Virginia Master Naturalists in the agency’s efforts, Braxton says that volunteers can help provide more “touch points” with a wide variety of people. He is very interested in finding ways for us to support each other with diversity and inclusion efforts. “We do have a platform for communications, but it reaches our current constituency. I definitely want volunteers to know we are really reliant on organizations like the Virginia Master Naturalist program to reach everyone else. We are reliant on everyone to articulate the interest we have in making sure underrepresented groups take advantage of what Virginia has to offer in terms of the outdoors.”

Want to get more information on wildlife in Virginia and the conservation and education work of DWR? Subscribe to the Notes from the Field email list.

VACJE MEMBERS PRESENT BEFORE GOVERNOR'S VCCS TASK FORCE ON LAW ENFORCEMENT EDUCATION

*By: James F. Hodgson, PhD
Sociology/ Criminal Justice
Program Director
Averett University
jhodgson@averett.edu*

VACJE Board members Dr. Wright, Professor Harrison, and Dr. Hodgson virtually presented before 30 members of Governor Northam's VCCS Task Force on Law Enforcement Education on July 29, 2020. The presentation was entitled "Transformative Police Reform: The Role of Education in Preparing Police Officers to Serve and Lead as Catalysts for Positive Change in our Communities". The presentation was an overview of the VACJE Open Letter that was distributed to the public in June and July of this year. The presentation focused on a call for increasing educational access, options, and opportunities for criminal justice practitioners. The presentation explained the links and correlations between higher education and police professionalism in outlining potential outcomes for police practitioners, such as; reducing the incidents of excessive force and misconduct; enhanced emotional and intellectual intelligence; improved communication and human relation skills; enriched crisis intervention, de-escalation, mediation, conflict resolution, and problem solving skills; which will result in safer, less violent, healthier and more productive communities. It was suggested in this presentation that increasing educational access, options and opportunities for police practitioners could develop a police service delivery model within a humanistic context of demonstrating integrity, respect for others, compassion, empathy, ethics, fairness, and embracing and developing positive police-community relationships. This presentation argued that the outcomes of higher education will also develop police officers to be empathetic community partners and leaders who are focused on humane and effective practices; motivate police officers to work with all community partners to procure and maintain the trust within communities served; and inspire police community leaders to take leadership roles as community builders and community problem solvers. The presentation concluded that it is the "hope", "value", and "promise" of higher education that will provide the opportunity for significant transformative police reform and development to demonstrate and enhance the role and function of the police as guardians of our communities, facilitators of public safety, and community peacekeepers.



Transformative Police Reform: The Role of Education in Preparing Police Officers to Serve and Lead as Catalysts for Positive Change in our Communities

Open Letter from the Virginia Association of Criminal Justice Educators Board- June 25, 2020

Most of us who have taught criminal justice curriculum over the last several years, or who have worked within the criminal justice system, are not just saddened but repulsed by the recent (and historical) behavior of certain police officers. We are understandably seeing significant calls for Transformative Police Reforms that include many changes to policies that inform the manner in which police respond to calls for services in our communities. These calls for reform range from changes in police techniques, revising use of force policies, police accountability, reallocating or decreasing police budgets to address other social challenges (e.g., mental health, drug addition, homelessness, etc.), and changes to police occupational culture. Even though it seems like we may have taken progressive steps forward over the years to realize and maintain enhanced levels of criminal justice professionalism, sadly, events as we have seen in Minneapolis move us many steps back. We are left with the question: what else can we do to be part of the solution to engage in effective Transformative Police Reform? As Dr. M.L. King, Jr. (*“Letter from a Birmingham Jail”*) advised us in 1963 *“Injustice anywhere is a threat to justice everywhere. We are caught in an inescapable network of mutuality, tied in a single garment of destiny. Whatever affects one directly, affects all indirectly.”* Much work remains to be done in our journey toward social and racial justice and harmony within our communities. The events in Minneapolis, and others, call all of us to renew our commitment to working for justice, including advancing cultural affirmation as well as developing respect, trust, and understanding. Transformative Police Reform must prepare police officers to effectively serve communities and be leaders toward positive change in order for all communities to achieve and experience equal justice under the law. Education can play a significant role in transforming training of police officers to more effectively serve and lead as community partners.

Transformative Police Reform must include strategies to increase educational access, options, and opportunities for law enforcement officers, so that they may serve and lead as catalysts for positive change. Increased education is an important tool to facilitate police agencies in delivering enhanced levels of public safety to the citizens they are sworn to serve and protect. Prior research establishes a direct link between higher education and policing in reducing the incidents of excessive force and police misconduct. This research suggests that increasing educational levels of police officers correlates with enhanced levels of police

professionalism, emotional and intellectual intelligence, and communication and human relations skills (including crisis intervention, de-escalation, conflict resolution, and problem-solving skills). As such, well-educated law enforcement agencies help to ensure safer, less violent, healthier, and more productive communities. Requiring more educational opportunities for police officers places agencies at the forefront of being able to better provide solutions-based responses to community conflict which are within “Best Policing Practices” concepts. Establishing and developing educational opportunities for police within a progressive, proactive, and futuristic pedagogical agenda, along with a mandate designed and developed to move police officers to provide “service excellence” in the communities in which they have taken an oath to serve and protect, can greatly benefit society. The educational mandate as an effective Transformative Police Reform instrument becomes even more essential and tantamount in today’s social conditions and circumstances. The role of educational institutions to empower police officers to make the right decisions and choices is even more important than ever, not just within a professional framework, but also within a humanistic context of demonstrating integrity, respect for others, compassion, empathy, ethics, fairness, and embracing and developing positive police-community relationships.

Widely enlightening and enabling officers through the formal educational process might seem daunting and insurmountable, particularly when we see some of the images and unfolding events in Minneapolis, the United States, and the world. Criminal justice education that provides police officers with exceptional, up-to-date, evidence-based, fact-based and progressive opportunities that embrace problem solving, crisis intervention, tactical communication and community centered application, can indeed make a difference in the profession of policing and consequently how communities are being served. Opportunities to educate police officers in subjects such as history, philosophy, sociology, and psychology within the context of our justice system can assist in broadening the viewpoints of officers that may in turn provide better outcomes within communities. Formal criminal justice education with a liberal arts focus can make an invaluable difference in preparing and developing police officers to become more empathetic community partners and leaders.

Transformative Police Reform through educational access and engagement mandates that we continue to work with all community partners to procure and maintain the trust within the communities served. As educators, we must be proactive in inspiring our police officers to take on significant leadership roles as community builders and community problem solvers. We must offer a “hand up” to demonstrate our commitments to community and increasing educational access, options, and opportunities for police officers to further professionalize the profession to better meet the many needs of our citizens. It is the “value” and “promise” of higher education that will provide the opportunity for significant police reform and development. Operationalizing and realizing educational options and providing opportunities for police officers to grow in critical thinking, cognitive skills, and problem solving will make our communities safer places for community members and police officers alike.

Police officers should support and embrace community members who are working for racial and social justice in our communities. We want our police officers to feel empowered to stand up against all forms of injustices as well as administer justice by enforcing laws and maintaining order. We want our police officers to be agents of equal justice and to be practitioners of decency, dignity, justice, compassion, empathy, and respect consistent with the police oath of honor.

Although, recent and related historical events have become political issues, the call for Transformative Police Reform is, at its core, a human rights and social justice issue. Achieving justice for all is the duty and responsibility of all citizens, particularly police officers. Any level of systemic racism or social injustice has to be eradicated in all our communities. Doing nothing and staying silent is passively accepting the status quo of systemic racism and implicit bias by some within our criminal justice system. It is our social responsibility as criminal justice educators to speak up. Let us build from a position of strength and continue on a relentless pursuit for change, reform, and optimally enabling our police officers to work collaboratively with the communities they serve. We can be part of the solution by advocating for educational opportunities that will prepare our police officers to serve and lead as catalysts for positive change. Education is key in inspiring police officers to be self-motivated and to embrace compassion, dignity, empathy, and respect while understanding and appreciating the human existence and struggle. Criminal justice education can indeed, be part of the Transformative Police Reform solution by enriching and further enlightening police officers to provide exceptional policing services for the communities they serve.

In solidarity;

**The Virginia Association of Criminal Justice Educators Board
June 2020**

Points of Contact: The Virginia Association of Criminal Justice Educators

Past President: James F. Hodgson Ph.D. jhodgson@averett.edu

President: Beth Easterling, Ph.D. beasterling@marybaldwin.edu

Vice President: Delmar Wright, Ph.D. Delmar.Wright@saintleo.edu

Virginia Association of Criminal Justice Educators Mission and Purpose:

The mandate of the Virginia Association of Criminal Justice Educators is to facilitate and provide for an opportunity for a collective voice in reference to Criminal Justice Issues grounded from experience, expertise, and wisdom acquired from years of teaching and researching Criminal Justice within academia and training academies and/ or providing and applying Criminal Justice Services as a practitioner. The mission of the Virginia Association of Criminal Justice Educators is to:

- Advance, inspire, and promote the highest quality and practices of criminal justice education to students and practitioners in the community colleges, colleges, and universities within the Commonwealth of Virginia;
- Foster communication and support among all criminal justice educators in the Commonwealth of Virginia; inform the membership of pending (or possible) changes in criminal justice programs or agencies among the post-secondary educational institutions in Virginia;
- Articulate a unified voice for official communication with other educational agencies, organizations, and/or the Commonwealth of Virginia; and to enhance the quality of life-long educational experiences and opportunities for our criminal justice students.

The purpose of the Virginia Association of Criminal Justice Educators is to:

- Raise professional standards in Criminal Justice Education;
- Recruit more academically and professionally trained persons into the Criminal Justice field;
- Develop a Criminal Justice education curriculum at both the college and university levels, and also, in recognized professional training institutions, such as Police Training Academies, Correctional Training Academies, etc;
- Study the possibilities of full utilization of community resources in the Criminal Justice field;
- Search continually for new techniques and programs to assist Criminal Justice education in the Commonwealth of Virginia.





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Increase Criminal Justice Education
Access, Options, and Opportunities
for Criminal Justice Practitioners and
Individuals who inspire to Work in
Criminal Justice.

**Criminal Justice
Education and Training:**
Building Bridges and
Pathways to Increase the
Educational Level of Criminal
Justice Practitioners

James F. Hodgson Ph.D

*Graduate and Professional Studies
Sociology/Criminal Justice Director
Professor of Sociology and Criminal Justice*

421 Frith Hall • 420 West Main Street • Danville, Virginia 24541
434-791-6881 • Mobile: 434-547-7733 • jhodgson@averett.edu

**Result: Enhanced Educational
Levels of Criminal Justice
Practitioners-**

Increase Levels of
Retention; Professionalism; Emotional
and Intellectual Intelligence; Greater Job
Performance, Satisfaction, Confidence,
and Morale; Increased Worker
Harmony and Less Workplace Conflict;
Higher Levels of Worker Innovation,
Collaboration, and Incentive Building.

More Results:

Enhanced Communication Skills- Verbal/
Non-Verbal/ Written/ Presentation;
Enhanced Abilities to Understand
Complex Social and Personal Issues;
Enhanced Understanding and
Acceptance of Diversity; More Likely
to Adapt, Adopt, and Improvise
(Overcome) to Changing Work and
Social conditions.

More Results:

Enhanced Human Relations Skill and
Knowledge Base- Crisis Intervention,
De-Escalation; Conflict Resolution, and
Problem Solving Skills; Less likely to Utilize
Unjustified Excessive Violence; Reduction in
Citizen (Customer, Consumer) Complaints;
Reduced Risk Management Issues.

Overall Outcome:

Increased Levels of Consumer
Satisfaction; Increasing Levels of Positive
Police-Community Exchanges; Increased
Levels of Police- Public Relations and
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Safety; Less Violent, Safer, Healthier, and
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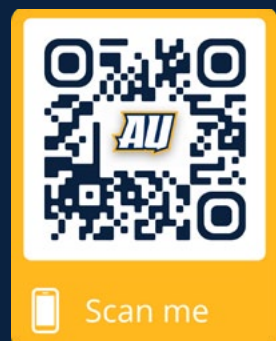
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jhodqson@averett.edu

Nov 19 12:30



Keynote Speaker Dr. Quentin R. Johnson
Sixth President Southside Virginia
Community College

Education



Nov 19 11:45

Interdisciplinary Studies
for Law Enforcement Officers
Dr. Lennel Henderson

Speakers
Nov. 19

10:15 Capt. Henry Richardson
Law Enforcement Perspective

11:00 Brandon Brown
Inmate Perspective

1:15 FBI (Ret.) Michael "Bret" Hood
International Perspective

2:00 Roundtable
Reshaping Criminal Justice Education

Delmar Wright Ph.D
Delmar.Wright@saintleo.edu

Lynne Harrison M.S.
lharrison@averett.edu

Conference Co-coordinators

Hosted By:
Averett University

Nov 20 9:00 am
Business Meeting
Members Only

MINUTES

VIRGINIA ASSOCIATION OF CRIMINAL JUSTICE EDUCATORS

Board Meeting May 12, 2020

The Board of Directors Meeting was called to order by President Beth Easterling at 3:00 p.m. Because of the COVID-19 Pandemic, this meeting was conducted using Zoom conferencing technology. As per the By-Laws, Article 5, Section D. this is the second meeting of the Association Year.

Members Present: President, Dr. Beth Easterling (Mary Baldwin University), Vice President, Dr. Delmar Wright (St. Leo University – Fort Lee Center), Past President, Dr. James F. Hodgson (Averett University), Secretary, Charles Kehoe, Virginia Commonwealth University, and Board Members, Dr. Martin Greenberg, (Life Member), and Dr. John Wilt (Averett University) Newsletter Editor. Treasurer, Ms. Paige Reed, was excused.

1. The President asked if there were any additions to the Agenda. There being none, the Agenda was adopted.
2. Financial Records –
 - a. Opening New Account: The President said the Treasurer, the Past President, and she are in the process of securing the financial records with the expectation that a new bank account will be opened in the coming month. John Wilt stated that according to the Draft Minutes of the October 4, 2019 Association Meeting, Ray Smith reported a bank balance of \$2,667.02 as of August 31, 2019. The Past President stated that the By-Laws require checks be signed by any two of the three officers, President, Vice President, or Treasurer unless the check is less than \$100. (By Laws, Article VII, Section G.). The President said she or the Treasurer would get the signature cards. She hoped they may be able to do that electronically.
 - b. Contacting Ray Smith: The President said she would communicate with Ray Smith the past Treasurer.
 - c. The President stated the Association needs to confirm its status as a tax exempt, non-profit organization. Chuck Kehoe volunteered to assist with that and said he would begin by checking with the Virginia State Corporation Commission.
3. Plans for Fall Conference –
 - a. President Easterling said that at the end of last year's conference, there was a general consensus that the fall 2020 Conference would be in Richmond, Virginia and possibly held in conjunction with the Virginia Community College Association Conference. She said a schedule change was discussed that would have the Business Meeting scheduled on Friday afternoon and the conference sessions on Saturday. The thinking was more people might attend the VACJE Conference if it was done in combination with the VCCA. There was some discussion that the VCCA 2020 Conference was "on hold," because of the COVID-19 Pandemic. The Board discussed the feasibility of hosting a virtual conference. The President said being a smaller association; a virtual meeting could be feasible. The President asked that the Board hold the dates of October 2 -3, 2020 for the Conference. The Board agreed the theme of the Conference could be *Forging the Future*.

MINUTES

- b. Martin Greenberg suggested the Association consider collaborating with the West Virginia Criminal Justice Educators Association. He said since the Academy of Criminal Justice Sciences was no longer awarding credits and is not awarding Certifications to criminal justice academies any longer there may be an opportunity to join forces with other states or regions. He said he could reach out to colleagues in West Virginia. He said what associations like VACJE do is enable social relationships and the exchange of ideas; to let people know we are on the block. He said another possibility would be to communicate with the District of Columbia and see if there is a criminal justice educators association there that might be interested in a joint conference. John Wilt said he has friends in West Virginia and he will reach out to them, as well.
 - c. The President said we would have to have a more detailed discussion at our next meeting if the Conference is going to happen in October.
- 4. Growing the Organization and Relevancy –
 - a. Martin Greenberg mentioned Dr. James Ness at the University of Phoenix and said his newsletter might be valuable reading on how we can collaborate with other disciplines.
 - b. Delmar Wright said that we should not only discuss the feasibility of a more interdisciplinary membership, but we need to personally recruit members, individually, from the various criminal justice academic and training programs across Virginia. We need to make individual contacts. To accomplish that we should have a listing of all the criminal justice programs across the Commonwealth, as well as the various training academies. He added that we should not forget the adjunct faculty in these programs. The President said this summer she hopes to put together a directory of all the criminal justice programs in Virginia and the name of each chair with contact information.
 - c. Given the time, the President said we need to continue this discussion at our next meeting
- 5. The President assigned the following tasks to the Board –
 - a. CJ Program Directory – President Easterling
 - b. Finances – Paige Reed and President Easterling
 - c. VACJE Status with the State Corporation Commission – Chuck Kehoe
 - d. Reaching out to other CJ associations/organization in VA – John Wilt
 - e. Identifying other groups for collaboration -Martin Greenberg
 - f. Identifying a possibly conference site, costs, etc. – Delmar Wright
 - g. Reaching out to other CJ associations – James Hodgson
- 6. Schedule Next Meeting – The President said the next Board Meeting will also be a Zoom meeting and will be held on Tuesday, June 30, 2020 at 3:00 p.m.
- 7. The President thanked James Hodgson for hosting this Zoom Meeting and thanked the members for their valuable time.

The Board Meeting was adjourned at 4:20 p.m.



MINUTES RECORDED BY CHARLES J. KEHOE

DATE

May 12, 2020

MINUTES

VIRGINIA ASSOCIATION OF CRIMINAL JUSTICE EDUCATORS

Board Meeting July 7, 2020

The Board of Directors Meeting was called to order by President Beth Easterling at 3:00 p.m. Because of the COVID-19 Pandemic, this meeting was conducted using Zoom conferencing technology. As per the By-Laws, Article 5, Section D. this is the Third meeting of the Association Year.

Members Present: President, Beth Easterling (Mary Baldwin University), Vice President, Dr. Delmar Wright (St. Leo University – Fort Lee Center), Past President, Dr. James F. Hodgson (Averett University), Secretary, Charles Kehoe, (Virginia, Commonwealth University), Treasurer, Paige Merkord-Reed , (Mary Baldwin University), and Board Members, Martin Greenberg, (Life Member), Lynne Harrison, (Averett University) John Wilt (Averett University) Newsletter Editor. Robert Roth and Amanda Trent were excused.

1. Recognition of Ray Smith – President Easterling started the meeting by informing the Officers and Directors that she and Paige recently met with Ray Smith and received the financial records of the Association from him. President Easterling said she wanted to personally thank Ray for his years of service to the VACJE. The Officers and Directors agreed and thanked him for his contribution to the growth and development of the Association.

2. Financial Records – Treasurer Paige Merkord-Reed stated that the current balance in the bank account is \$2,573.48. She said that she and the President met with Ray Smith, the previous Treasurer, and received the financial records and that she is still working to resolve some of the documents regarding who are currently paid-up members and who are not. She said the Association's bank account has remained with Wells Fargo and that she and the President are authorized to sign checks. During the discussion, it was noted that in the By-laws, Section IX Finances, paragraph A, states, "The VACJE's fiscal year shall close on 30 August." During the discussion it was said that since we are nearing the end of the 2019-2020 Fiscal Year for the Association it may be best not to spend time trying to determine who is and who is not current in their dues, but rather focus on sending statements out to the members saying now is the time to pay dues for the coming Association year (2020-2021). The Board, by consensus, agreed this would be the best approach.

MINUTES

John Wilt said that the Membership form that appears in the newsletter and on the VACJE Web site needs to be updated with the correct address for the Association. President Easterling said we should be exploring ways people can pay dues by credit card or electronically. She said more universities and colleges are getting away from writing checks and prefer to pay electronically for faculty dues, etc. She said she and Paige will check with the bank to learn what will be involved in implementing an electronic payment system and payment by credit card. The question was asked as to who is responsible for maintaining the membership list? John said he has done that as part of the newsletter. All agreed that should remain the protocol and that Paige and Chuck would keep a list of the Officers and Directors. The President said she will be appointing a Special Committee discuss this further. There will be more said regarding the Special Committee later in the agenda.

3. Paige reported that the records are not clear as to who as paid dues and who has not. After some discussion, it was decided that rather than waste time trying to make that determination, we should send out an email to everyone saying dues are due of the 20-21 Fiscal Year, which begins September 1, 2020. (Note the By-laws state the Fiscal Year ends on August 30. However, the By-laws should probably say the year ends August 31 or the Fiscal Year begins on September 1st.)
4. Fall Conference – Delmar to Lead Coordination – Delmar Wright
 - a. The President said she has appointed Delmar to Chair the Fall Conference
 - b. Delmar Wright said he as thought a great deal about an on-site Conference in that fall but he is very concerned about the risk factors associated with COVID-19. He said people don't want to travel or stay hotels, or be around large numbers of people in small areas. The general consensus was that VACJE should not host a live, on-site conference in 2020, but that a virtual conference should be considered.
 - c. Lynne volunteered to help Delmar plan for an online conference. She recommended that we consider hold the conference over a three day period with perhaps one session of 90 to 120 minutes each day. The President said thanked Lynne for volunteering to help and said she would like to have a report on the conference at the August Board Meeting.
 - d. November 4, 5, and 6 were selected as the conference dates.
 - e. It was also recommended that the Web site be updated to reflect this change in the Conference.

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5. Update on VACJE Status with the State Corporation Commission – Chuck Kehoe
Chuck reported that through the efforts of the President and Paige, he was able to confirm the Federal Employer Identification Number (EIN) of the VACJE. He said he called the Internal Revenue Service (IRS) and confirmed this number and changed the address (the Board agreed at the last meeting to use Paige’s address as the official address of the Association) to the address used by Paige. Because Paige’s address changed recently, Chuck said he will call the IRS and update the address. Chuck explained the process of calling the IRS and updating information. He said he will write a protocol for future Officers and Directors on contacting the IRS and updated information regarding the Association’s EIN.

Chuck then said he was in the process of getting the Association registered with the Virginia State Corporation Commission. The Association had previously been registered but that the annual reports had not been filed, as required by law, and the Association was purged from the SCC list of registered companies in Virginia. He said there is a \$25 fee and a \$50 fee to become registered. He wanted to make the Officers and Directors aware that he will have to list their names on the application and the President would be listed as the person making the registration. John made the motion to approve the expenditure of \$75 for the Registration cost and fee. Delmar seconded the motion, the motion was approved.

Chuck said the SCC also requires that a person be listed as the “Designated Agent.” He explained that this is the person who would receive any notification of a law suit and would also be reminded of the annual reporting requirements. This is a very important position because the papers the “Designated Agent” receives are very important. He said the he is working with another association in Virginia and that association has elected to have an attorney as its “Designated Agent.” The attorney charges a fee of \$200 per year for this service. Chuck recommended that the Board take a similar approach. Lynne said her experience has been that attorneys charge more than \$200 and that they are concerned they could become a defendant in a law suit. Chuck said he would look into that and report back to the Board.

Once the SCC registration is completed, Chuck said he will begin the process of having the Association’s tax-exempt status reinstated. No one on the Board could remember if the Association was ever formally exempted.

6. Update on Other Associations – John Wilt
John said he sent out an email that explained the current status of the West Virginia Association of Criminal Justice Educators.

MINUTES

7. Update on Other Criminal Justice Associations – Jim Hodgson

Jim said he will send out an updated list of the associations, schools and agencies who received the position paper the Association published on Transformative Policing. He said he did receive a letter from one person who requested he be dropped from the membership list of the Association because he did not agree with the paper. Jim said he was also told by one of the news media the paper was not “radical” enough to be news worthy. Chuck reported that he sent the paper to the Virginia Correctional Association and it was put on the VCA Web site.

A discussion followed about what other criminal justice associations. Several Directors named other associations. Jim said he will reach out to those associations to explore opportunities for collaboration.

8. Growing Our Members – Necessities for Success – President Easterling

- a. The President said she has created an Excel file to identify the CJ programs at the colleges and universities in Virginia. Once that is completed, she said she would like some volunteer Directors to identify the CJ programs in the community colleges in Virginia. The President said she this is a way of increasing our members.
- b. The President said the Association’s Web site needs to be updated. The Treasurer’s address needs to be corrected, for example.
- c. The President also said she wants the Association to explore the feasibility of members paying dues via credit cards. She said many universities are moving away from paying by check and prefer electronic payment and credit card payments. The President said there may be a cost involved in this process and that a dues increase would be a way of covering those costs. She said many members would find it easier to use a credit card, as well.
- d. The President said she will be creating a VACJE Facebook page to increase the Association’s visibility and attract new members. She said she will make all the Directors administrators on the FB account. She said the FB page will allow us to post current stories and photos related to the Association’s work.
- e. The President said she will ask the Special Committee to discuss the feasibility of a “Student Membership” category. The Committee will consider the amount the dues and involvement of student members. Chuck said that he believes the By-laws would need to be amended to allow Student Members.

MINUTES

9. Special Committee – President Easterling

- a. The President asked John Wilt, Martin Greenberg, and Delmar Wright to serve as the members of the Special Committee. Each agreed.
- b. The President said that in addition to the areas already mentioned, she will be asking this Committee to discuss other issues that will be identified in the coming weeks.
- c. Martin said he would like the Committee to explore the possibility of adding the colleges and universities in Washington, DC since there is no CJE Association there. The President said that will be added to the Committee's list of tasks.

10. Other New Business - President Easterling

John Wright asked when the next Board Meeting would take place. After some discussion, it was decided that the next meeting will be Tuesday, August 11, 2020 at 3:00 p.m. Jim said he will send the Zoom invite to the Officers and Directors.

11. Moving Forward – President Easterling

- a. The President said she will send out an announcement to the membership regarding the Annual Conference.
- b. The President will email CJ professors of 4-Year colleges/universities from the Excel File inviting them to join the Association. Martin said he will reach out to the ACJS.
- c. The President asked for volunteers to reach out to the community colleges and invite them. (Just a note from me to Beth...we should not forget the "private-for-profit" colleges like ECPI, etc.)
- d. The President said she is anxious for us to upgrade our billing protocols.
- e. The Special Committee will report at the next meeting.
- f. Delmar thanked Jim for his work on the paper and for our solidarity in standing together on the issue. Jim said it was a good example of the teamwork in the Association.

In closing, the President thanked the Officers and Directors for their support and help the past several weeks. She said it was very helpful to her.

There being no further business, the Board Meeting was adjourned at 4:37 p.m.



Minutes Recorded by Charles J. Kehoe

July 10, 2020

DATE

These Minutes were approved by the Board on August 11, 2020

MINUTES

VIRGINIA ASSOCIATION OF CRIMINAL JUSTICE EDUCATORS

Board Meeting August 11, 2020

The Board of Directors Meeting was called to order by President Beth Easterling at 3:00 p.m. Because of the COVID-19 Pandemic, this meeting was conducted using Zoom conferencing technology. As per the By-Laws, Article 5, Section D. this is the fourth meeting of the Association Year.

Members Present: President, Beth Easterling (Mary Baldwin University), Vice President, Dr. Delmar Wright (St. Leo University – Fort Lee Center), Past President, Dr. James F. Hodgson (Averett University), Secretary, Charles Kehoe, (Virginia, Commonwealth University), and Board Members, Martin Greenberg, (Life Member), Lynne Harrison, (Averett University) and John Wilt (Averett University) Newsletter Editor. Robert Roth and Paige Merkord-Reed, (Mary Baldwin University), Treasurer, were excused. A quorum was present.

1. Approval of the Minutes of July 7, 2020 - The President asked if there were any additions corrections or changes to the minutes. There being none a motion was made and seconded that the minutes be approved as presented. The motion carried. The Secretary said he would delete the draft water-mark and file the minutes.
2. Conference Plans – Vice President Wright reported that he and Board Member Lynne Harrison have had several phone conversations about the Annual Conference. They believe the dates of November 18, 19, and 20 or November 19 and 20 are the best given the circumstances surrounding COVID-19 decisions that are being made at the college and university levels. The Vice President said he and Ms. Harrison felt the meeting would have to be virtually given the present state of the COVID-19 virus and CDC guidelines. The Board discussed using Zoom technology. Ms. Harrison said the format they suggest would be having two presentations per day (one morning and one afternoon) of not more than two and a half hours in length. If the conference is two days, the presentations could be up to three hours in length. Ms. Harrison said the presentations could be a “Ted-Talks,” format which we could call “ED TALKS,” (maximum of 30 minutes) and some panel discussions. She said she and the Vice President discussed several topics and shared a list of the topics with the group. The Theme/Title of the conference was also discussed. The Vice President and Ms.

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Harrison said it is very important that the presenters be very engaging. Several names were considered.

On the last day of the conference the Association would hold its Annual Membership Meeting. A registration fee was also discussed and the Board decided to waive the registration fee this year given the circumstances of having to hold a virtual meeting and universities and colleges coping with budget cuts.

The Vice President said he and Ms. Harrison would have more details at the September Board Meeting.

The President thanked Vice President Wright and Ms. Harrison for their excellent work.

3. Registered Agent – Secretary Kehoe reported that the Association will need to designate a person to serve as the “registered agent” on the State Corporation Commission (SCC) application. He said this person would receive the notice when the annual report is due and the invoice for the annual fee. The Secretary said that since there is a good deal of turnover in the officers and boards in associations such as the VACJE, some associations and corporations have asked attorneys to serve as registered agents. The Secretary said he knows an attorney who would be willing to serve in this capacity for a fee of \$200 per year. Ms. Harrison said before the Board decides on this route, it should receive a written confirmation from the attorney that would state the specific duties he would do as the registered agent and that this agreement does not mean this attorney would represent the Association in any legal business, without further Board approval. Board members agreed. The Secretary said he would communicate this to the attorney. The Secretary said Board members should understand that a “registered agent” does not have to be an attorney, but only someone who will be responsible for insuring the annual report and fee is paid on time, as directed by the SCC.
4. Insurance – Secretary Kehoe discussed the benefits of having commercial general liability insurance. Several Board members felt the first priority should be on a policy that would protect the Board of Directors. There are specific policies for this. The Board asked Secretary Kehoe and Board Member Lynne Harrison to get additional information on an insurance policy for the Board.

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5. Special Committee on Membership – President Easterling said the Special Committee on Membership, which includes President Easterling, Vice President Wright, and Board Member Greenberg, makes the following recommendations:
 - a. An increase in the dues should be deferred at least until 2021.
 - b. The Committee suggests we accept credit card payments for dues and conference fees.
 - c. Student Members should be adopted with dues set at \$10.00 per year. Students would receive the newsletter and be allowed to attend and present at the Annual Meeting. Student members would not have voting privileges.
 - d. The Web site should have a “button” by which people can donate to the VACJE without joining. The question was asked if a donation could be earmarked for specific activities or projects. The general consensus was that donation could be earmarked or designated for “the general support of the organization.
 - e. Letters should be sent reminding members that it is time to pay their dues in September or October.

It was also suggested the Association consider Corporate/Sponsor Memberships, such as publishing companies and other organization that would appeal to members. Listing job postings was also suggested. Colleges and universities could also join as corporate members, if they so wished. Dues of \$100 a year were discussed. The question was raised as to what the Corporate/Sponsor Members would get for their contribution? The question was also asked if our Employer Identification Number (EIN) should be listed on receipts. Secretary Kehoe said the Association needs to be careful not to represent itself as a tax-exempt organization until it is registered with the Internal Revenue Service (IRS). It was suggested that Corporate/Sponsor Members could have different levels of giving, such as Platinum, Gold, and Silver and be given special lapel pins, pens, or other symbols of their membership. Other organizations that might register on the Web site are funeral homes, victims’ rights groups, etc.

Immediate Past President, Hodgson said a category of corporate member is being discussed in the Bylaws Committee.

6. Potential of Adopting *Law Enforcement News* – Martin Greenberg said he reached out to DR. James Ness, Editor of *Law Enforcement News* to discuss possible collaboration opportunities. He said Dr. Ness is primarily interested in having the VACJE be the financial sponsor of the newsletter. Dr. Greenberg said the cost is

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beyond the means of the association and that we promote the newsletter as a valuable resource, by word of mouth. It was decided to table this subject for the time being.

7. Update on Open Letter's Reach – Immediate Past President, James Hodgson reported that the Open Letter has been widely distributed and accepted. He said that Beth, Delmar, Lynne and he were been invited to present the paper with a PowerPoint at the Governor's Task Force on Criminal Justice Reform. He said he has also shared the Open Letter with the Virginia Association of Campus Law Enforcement Administrators (VACLEA), the Virginia Association of Chiefs of Police (VACP), and other agencies. It is our understanding that the VACLEA and the VACP has endorsed our open letter. He said the presentation was well received by the Task Force that is a very diverse group of professionals. The Open Letter is still a very current topic and will continue to be shared as other organizations are identified.
8. Facebook Page – President Easterling said the Association's Facebook page is "live," and the members can send her information to be posted. She asked Board members to her promote the Facebook page so it will develop a following and recruit new members. She encouraged all members to submit brief articles and photos throughout the semester. The President said articles are useful to members are especially important. She said posting links to other related association Web sites will serve as a resource for faculty when they are creating a course syllabus or to use as part of a class lecture. (Other associations include, but are not limited to, the American Correctional Association, the American Jail Association, the American Probation and Parole Association, the , the Council of Juvenile Justice Administrators, the Correctional Leaders Association, the National Institute of Corrections, the National Partnership for Juvenile Services, the Virginia Association of Chiefs of Police, the Virginia Correctional Association, the Virginia Juvenile Detention Association, the Virginia Juvenile Justice Association, the Virginia Probation and Probation Association, the Virginia Association of Regional Jails, the Virginia Sheriffs Association, the Virginia State Police Association, and others). There was also discussion about selling ad space on the Association's Web site. The President said the Facebook page can be a forum that will list state and national conferences that are related criminal justice and public safety and highlight VACJE members who have been recently published, received awards, or gave presentations at the national or international levels. A "Passing" section would also list CJ faculty who have passed away in recent months. Links to current criminal justice and public

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safety news would also be available. The President said the Facebook page will be discussed at future meetings.

9. New Business – The President asked if there was any new business or announcements to come before the Board.
 - John Wilt, Editor of the newsletter said an issue will be published before the Annual Meeting.
 - President Easterling said she and Martin Greenberg submitted an article for publication on the Model Precinct which addressed a new training model for pre-service training. Dr. Greenberg said he and the President would be giving a virtual presentation on the subject to the Niskayuna Rotary Club at 7:30 p.m. on August 24, 2020
 - The President also congratulated John Wilt for earning a second Master's Degree in Criminal Justice Administration & Leadership from Averett University.
10. Next Meeting – President Easterling said the next meeting will be held on Zoom on Tuesday, September 8, 2020 at 3:00 p.m. EDT.

There being no further business, the Board Meeting was adjourned at 4:15 p.m.



Minutes Recorded by Charles J. Kehoe

September 3, 2020

DATE

These Minutes were approved by the Board, as amended, on September 8, 2020.

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VIRGINIA ASSOCIATION OF CRIMINAL JUSTICE EDUCATORS

Board Meeting September 8, 2020

The Board of Directors Meeting was called to order by President Beth Easterling at 3:00 p.m. Because of the COVID-19 Pandemic, this meeting was conducted using Zoom conferencing technology. As per the By-Laws, Article 5, Section D. this is the fifth meeting of the Association Year.

Members Present: President, Beth Easterling (Mary Baldwin University), Vice President, Dr. Delmar Wright (St. Leo University – Fort Lee Center), Past President, Dr. James F. Hodgson (Averett University), Secretary, Charles Kehoe, (Virginia, Commonwealth University), Paige Merkord-Reed, (Mary Baldwin University), Treasurer, and Board Members, Martin Greenberg, (Life Member), and John Wilt (Averett University) Newsletter Editor. Lynne Harrison, (Averett University) and Robert Roth were excused. A quorum was present.

Guests Present: Mr. George Braxton, Chief Diversity and Inclusion Officer, Virginia Department of Wildlife Resources (DWR), Major Bryan Young, Conservation Police, DWR, and Lieutenant Travis Murray, Conservation Police, DWR.

The President welcomed the Board Members and guests to the September VACJE Board Meeting. President Easterling asked Secretary Kehoe to introduce our guests and provide the background for the discussion to follow.

1. Department of Wildlife Resources – Conservation Police – Mr. Kehoe said several weeks earlier he read a story in the Richmond Times-Dispatch that reported that the Department of Wildlife Resources (formerly the Department of Game and Inland Fisheries), hereinafter referred to as DWR, Conservation Police Division employed very few minorities and women in conservation officer positions and that a more aggressive effort was needed in recruiting and hiring minorities and women conservation officers. That article was shared with the Board. After consulting the President, Mr. Kehoe invited Mr. Braxton, Major Young, and Lieutenant Murray to our meeting to discuss the feasibility of the VACJE assisting the DWR in this endeavor. Mr. Kehoe then introduced Mr. Braxton. Mr. Braxton described the DWR and its various responsibilities and said the new director of the DWR wants the

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agency to be more diversified. He said the demographics show DWR must do more to reach out to the underrepresented populations. Mr. Braxton then introduced Major Young and Lieutenant Murray.

Major Young said DWR has been doing recruitment for decades, but in some communities the conservation officers do not look like the citizens. He said the department must think "outside the box," and he is excited about this opportunity to work with the VACJE. He then introduced Lieutenant Murray. Lieutenant Murray is the Conservation Officer Training Academy director and also directs in-service training and recruitment. He said he is not sure when the next Conservation Officer Academy will be held because the agency is working to open positions. He said the message he is giving to the staff is to keep people interested in conservation officer positions while the Department works to get approval for additional positions and a date for an academy.

Past President Hodgson said he has worked with the DWR on transferring training credits to college credits at Averett University. President Easterling asked if DWR is doing internships. She said Mary Baldwin University has a large African-American enrollment and sizeable female enrollment. Lieutenant Murray said DWR does offer internships at the DWR Command Center. The student learns about the DWR and Conservation Policing. He said they are flexible on schedules. He also said they are working on accreditation and there is an internship in that area, as well. The Lieutenant said DWR internships are not paid positions, but if funds are available, DWR may be able to provide a stipend. Mr. Braxton said the department wants to increase the number of internships.

Past President Hodgson said at Averett "service learning internships" are a must and provide the University with another way to assess students.

Several of the Board said Career Days are also an excellent way to recruit students. Lieutenant Murray said they have participated in some Career Day events around the Commonwealth.

Vice President Wright asked what is the best source of information on the DWR Conservation Police Division. Mr. Braxton said the DWR Web site provides answers to many "frequently asked questions." The most common question is, "How old do you have to be to be a conservation officer?" The answer is 21. He said the Web site provides information on age, education, and training. Mr. Braxton said there are currently 150 conservation officers and the maximum employment level is 185. He

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added that there is tremendous interest in this work and that for every 25 to 40 postings for conservation officers, DWR will receive 1,200 to 1,300 applications.

A discussion followed about using the VACJE Newsletter as a way to inform people about DWR's goal of recruiting more minorities and women in conservation officer positions. It was suggested that an article about the DWR recruitment goals be written. Vice President Wright said the newsletter has a broad audience of readers who may not know about DWR. Past President Hodgson also suggested a resource page or document that would be shared with members and university faculty and would highlight agencies such as DWR. He also suggested that schools with criminal justice advisory councils invite DWR to participate on those councils.

Mr. Braxton said he believes there will be a recruiter for all the Natural Resources agencies, in the near future.

Secretary Kehoe suggested that the Board have these guests back in January to discuss further opportunities. The Major said DWR is anxious to communicate all their needs. He added his willingness to do a presentation on conservation law enforcement if the opportunity comes along at a conference workshop.

President Easterling thanked Mr. Braxton, Major Young, and Lieutenant Murray for taking the time to meet with the Board today and said we will be back in touch with them toward the end of the year.

2. Approval of the Minutes of August 11, 2020 - The President asked if there were any additions corrections or changes to the minutes. Dr. Greenberg said that under New Business, he wished to clarify that he and President Easterling "submitted" an article on the Model Precinct. They are waiting to hear if the article has been approved for publication. There being no other changes to the minutes, a motion was made by Delmar Wright and seconded by John Wilt that the minutes be approved as amended. The motion carried. The Secretary said he would delete the draft watermark and file the minutes
3. Updated Bylaws – Given the time and items left on the agenda, Past President Hodgson recommended that a discussion on the suggested changes to the Bylaws be tabled until the October meeting. All agreed.

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4. Updated Mission Statement – Given the time and items left on the agenda, Past President Hodgson recommended that a discussion on the suggested changes to the Mission Statement be tabled until the October meeting. All agreed.
5. Recruiting Letter – President Easterling said she would like to send a recruiting letter to college/university faculty and training academy faculty, inviting them to join VACJE. This was approved by voice by the Board. A letter will also be sent to all current members saying, “2021 Dues are Due.” It was also suggested that letters be sent to former members to encourage them to become active, again.

President Easterling said she was thinking of combining the membership application and the conference registration forms together, but after discussion it was decided to keep those communications separate.

6. Conference Committee Update – Vice President Delmar Wright said he and Board Member Lynne Harrison have had several phone conversations and recommend to the Board that the Conference title be Reshaping Today’s Criminal Justice Education for Tomorrow’s Practitioners. The conference dates would be Thursday, November 19 and Friday, November 20, 2020. Three “outside” guest speakers would present on Thursday and include a presentation from Virginia State University, and a presentation from Brand Brown on an inmate’s perspective. On Friday a student will present a paper and other VACJE members who would like an opportunity to present a paper (resume builder) would be invited to do so. The Business Meeting will also be held on Friday. On Thursday there will be a 30 minute lunch break. The Board complimented the Vice President and Board Member Harrison on the development of the conference program.
7. Treasurer’s Report - Paige Merkord-Reed reported that she paid two bills this month. \$286.20 was paid to Site 5 Web Hosting (via reimbursement to John Wilt) for Web hosting services through 2023, and \$100.00 to Jon Upfold for Webmaster services. Paige also reported she got the credit card changed. Mr. Wilt moved to adopt the Treasurer’s Report, second by Mr. Kehoe, the motion was passed.
8. New Business:
 - a. Expanding VACJE Membership to DC – Dr. Greenberg said he has not gotten any feedback from any DC schools about joining the VACJE. He said he will resend the emails and play it by ear.
 - b. Texas Criminal Justice Educator’s Zoom – nothing to report.

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President Easterling asked if there was any other new business to come before the Board. There was none

9. Next Meeting – President Easterling said the next meeting will be held on Zoom on Tuesday, October 6, 2020 at 3:00 p.m. EDT.

There being no further business, the Board Meeting was adjourned at 4:35 p.m.



Minutes Recorded by Charles J. Kehoe

September 3, 2020

DATE

These Minutes were approved by the Board on October 6, 2020.