



Criminal Justice Institute
University of Arkansas System

Annual Report FY 2011



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Message from the Director

The Criminal Justice Institute (CJI) is a nationally unique organization that provides comprehensive, practitioner-focused education and training for law enforcement. In the 24 years since our inception, CJI has grown by leaps and bounds, each year offering new programs and new resources for law enforcement in both the State and throughout the Nation. These programs and resources are designed to assist officers in creating communities that are not only safer, but more economically viable.

This year's annual report is designed to highlight some of CJI's most successful programs and collaborations in Fiscal Year 2011. We launched our Online Initiative this year, which is successfully allowing more officers in the State to benefit from our programs. We have continued expanding the availability of our academic programs so that more working officers have the unique opportunity of earning certificates and degrees while maintaining fulltime employment. We also made significant strides this year in expanding law enforcement initiatives that benefit children, particularly with our Dropout Awareness initiatives and our Drug Endangered Children program.

Providing officers with continued training and education is one of the most important steps in strengthening law enforcement agencies and improving services within our communities. By implementing these types of programs and policies, we are hoping to make education and training for Arkansas law enforcement more obtainable than ever before. I'm so proud of all that we've accomplished and tremendously grateful for the support we receive from the criminal justice community. I invite you to review this report and learn more about the many significant contributions CJI has made within the law enforcement profession and the communities served and protected across our State.



Dr. Cheryl May
Director

Who We Are

The Criminal Justice Institute (CJI) is a nationally unique educational entity that provides programs and services designed to enhance the performance and professionalism within the Arkansas law enforcement community. As a division of the University of Arkansas System, the Institute delivers advanced education and training across Arkansas in progressive areas of criminal justice, including law enforcement leadership and management, forensic sciences, computer technologies, illicit drug investigations, and school, traffic, and officer safety. By providing these services, CJI assists law enforcement agencies in positively impacting not only public safety, but also the economic viability of communities across the State.



Due to the rural nature of Arkansas and the associated unique challenges, CJI courses are designed to enhance accessibility for officers serving rural communities as well as their urban counterparts.

In 1997, the Institute established the National Center for Rural Law Enforcement (NCRLE) to extend many of the Institute's programs and services throughout rural America. Through federal grants, the NCRLE offers training and professional development opportunities designed specifically to benefit rural communities. The NCRLE has also assisted in expanding the technological resources available within rural and tribal law enforcement agencies across the United States.

CJI At-A-Glance

Each year, the Institute delivers **more than 200 classes** in the State in at least **60 different locations**, benefiting **more than 4,500** Arkansas law enforcement professionals and the citizens they serve and protect.



Counties in yellow indicate the diverse disbursement of locations where CJI courses were held in FY 2011.

FY 2011: By the Numbers...

Courses Delivered: **254**

Total Attendees: **5,382**

In-State Programs

Courses Delivered: **234**

Number of Different Locations in the State Where CJI Programs Were Offered: **72**

Number of Agencies Represented: **451**

Total Attendees: **4,894**

National Programs

Courses Delivered: **20**

Number of Agencies Represented: **360**

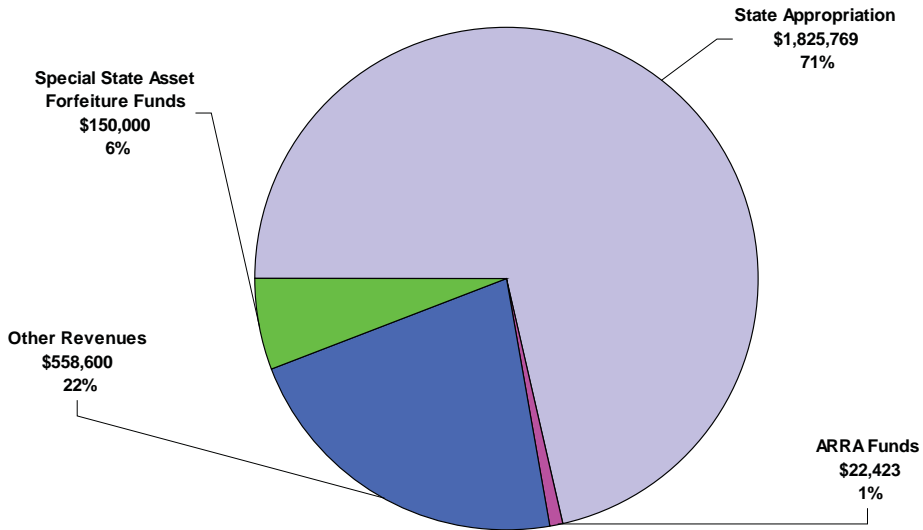
Number of States Represented: **38**

Total Attendees: **488**

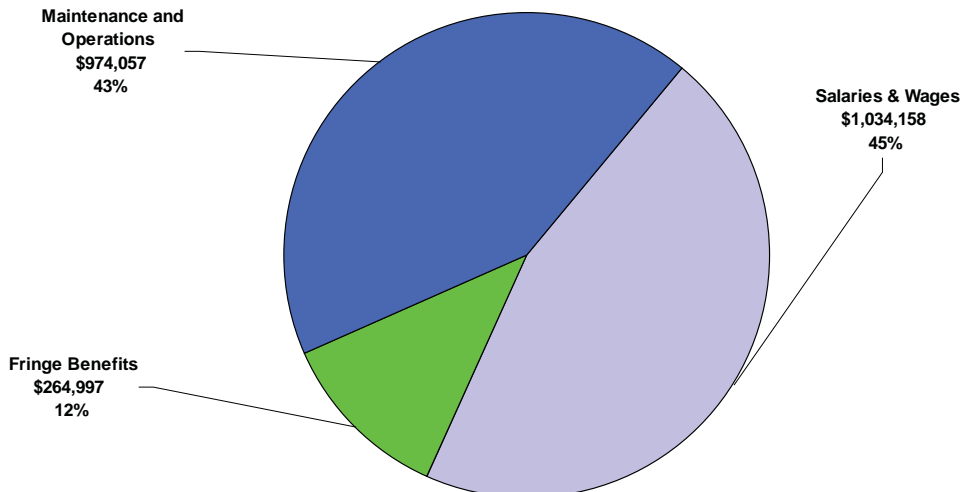
All figures reflect CJI's 2011 fiscal year: July 1, 2010 through June 30, 2011

Fiscal Overview: FY 2011 Budget—\$2,556,792

FY 2011 Revenues

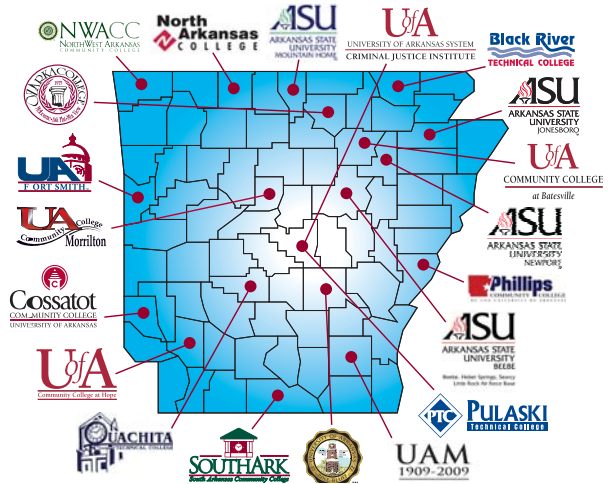


FY 2011 Expenditures



Officers Take Advantage of CJI's Higher Education Partnership

In an unprecedented effort, twenty colleges and universities across the State are collaborating with the Criminal Justice Institute to provide Arkansas law enforcement professionals with the opportunity to obtain valuable practitioner-oriented certificates and Associate of Applied Science degrees while still maintaining full-time employment.



Arkansas law enforcement officers can earn certificates of proficiency, technical certificates, and Associate of Applied Science degrees in Crime Scene Investigation (CSI) and Law Enforcement Administration (LEA) by combining law enforcement specific training provided by the Criminal Justice Institute with general education courses offered at a collaborating two- or four-year institution.

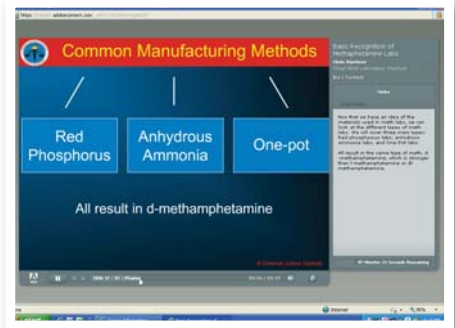
Courses provided through the Criminal Justice Institute are free of charge for Arkansas law enforcement officers. In addition, collaborating colleges/universities award college credit for applicable CJI coursework at no cost to the officer, allowing the completion of certificate and degree programs at a fraction of the normal cost.

Only active members of the Arkansas law enforcement community are eligible for enrollment in the Law Enforcement Management and Crime Scene Investigation programs. Civilians who currently perform crime scene duties in their agencies are also eligible for the Crime Scene Investigation programs.

In FY11, 78 additional Arkansas law enforcement officers enrolled in this unique program.

Expanding Access to Programs with CJJ's Online Initiative

Although CJJ's education and training programs are provided free of charge, a struggling economy has made it increasingly difficult for some agencies to cover the gas and lodging costs it requires to send their officers to CJJ programs. In addition, shortages in manpower have even made it difficult for officers and deputies to attend CJJ classes held within their community.



In FY11, CJJ implemented its first series of online programs, which are making some of CJJ's traditional classroom offerings available on the web. The implementation of distance-learning strategies helps eliminate many of the barriers officers currently face in obtaining advanced education and training by allowing officers to complete courses at their own pace and within their home, department, or community.

CJJ's online courses are accessible to certified Arkansas law enforcement officers with an Internet-connected computer. They can access self-paced courses 24 hours per day, 7 days per week for a specified period of time. As with all CJJ courses, Arkansas Commission on Law Enforcement Standards and Training (CLEST) approval is obtained for all online courses. CJJ's online courses reflect the same caliber of professionalism and first-hand knowledge that officers have come to expect from CJJ programs.

In August 2010, through funding from the Department of Justice's Community Oriented Policing Services (COPS), CJJ launched its first online course, *Methamphetamine Investigations*. Since then, two additional courses have been converted to online: *The Arkansas Methamphetamine Challenge for Law Enforcement Executives Online* and *Methamphetamine Awareness, Identification, and Safety for First Responders Online*.

Two law enforcement management courses are scheduled to be launched online in FY12: *Racial Profiling* and *Animal Fighting/Cruelty Investigations*.

CJI's Distinguished Programs

Arkansas Leader

The *Arkansas Leader* program, which is designed for chiefs, sheriffs, and other upper-level leaders within a law enforcement agency, takes a multi-faceted, dynamic approach to leadership training. Recognizing that attendees are not only leaders of their agencies but also within their communities, the course is designed to advance individual professional development and education that is transferable to their respective organizations and communities.

Arkansas Leader participants are selected annually by CJI's Director. Since its inception in 1990, 466 law enforcement leaders serving agencies across Arkansas, Alabama, Iowa, Indiana, Kansas, Louisiana, Maryland, Michigan, Mississippi, Missouri, Montana, New Mexico, Oklahoma, Oregon, Pennsylvania, South Dakota, Tennessee, and Texas have completed this prestigious program. This program, which is jointly sponsored by CJI and the Federal Bureau of Investigation (FBI), has been designated a Command College of the FBI.



School of Law Enforcement Supervision

For first and second line supervisors, CJI's *School of Law Enforcement Supervision (SLES)* is a mid-level management program that covers major aspects of police supervision. Conducted over a period of four weeks, officers are required to successfully complete a written exam at the conclusion of each week of instruction. In addition, this course requires officers to make oral presentations and prepare a research paper on a topic relevant to law enforcement supervision. Two sessions of SLES were conducted in FY11 with a total of 60 participants representing 45 different agencies in the State. SLES is the capstone of CJI's Law Enforcement Administration academic certificate and degree program partnership.

Crime Scene Technician Certificate Program

CJI's nationally unique *Crime Scene Technician Certificate Program (CSTCP)* provides specialized coursework on the six fundamental components of

crime scene investigation. All sessions include lectures on the theory behind each basic element of crime scene investigation and require the completion of practical exercises to reinforce the skills necessary to examine and process physical evidence found at a crime scene. CSTCP is the cornerstone of CJI's Crime Scene Investigation academic certificate and degree program partnership. After completion of all six components, officers meet the minimum requirements necessary for application for certification as a crime scene specialist through the International Association for Identification. In FY11, 20 officers graduated from this challenging program. Since its inception in 1999, 260 officers representing 110 different Arkansas agencies have completed this program and are helping to solve more crimes in their community.



Advanced Crime Scene Technician Certificate Program

The *Advanced Crime Scene Technician Certificate Program (ACSTCP)* assists CSTCP graduates to build on the essential crime solving skills they acquired in the six-week session. Through intensive hands-on exercises and one-on-one interaction with instructors, graduates are provided with additional skills to enhance their agency's ability to more effectively investigate crimes against persons. Since the original delivery of the program in 2001, 69 law enforcement professionals representing 46 agencies across the State have completed this unique program.

Narcotics Officer Certificate Program

CJI's *Narcotics Officer Certificate Program (NOCP)* is the only program of its kind in Arkansas and is designed to assist the law enforcement community in meeting the challenges posed by illegal drug possession, use, production, and distribution. This program provides officers with the fundamental knowledge and skills they need to conduct safe and successful narcotics investigations, and is particularly beneficial to new narcotics officers. In FY11, 18 law enforcement officers completed this program. To date, 10 sessions have been completed with 192 participants representing 115 different agencies.

Creating Strong Leaders:

CJI's Law Enforcement Management Division

CJI's **Law Enforcement Management Division (LEMD)** has built a strong reputation for providing educational and training opportunities carefully designed to meet the expressed needs of Arkansas law enforcement officers. We continued this tradition in FY11 by implementing several new courses based on requests from professionals in the field.

Identity theft is a growing menace in our society. The process of recovering assets and restoring a victim's credit is arduous and confusing. This confusion can be compounded for law enforcement when jurisdictional boundaries and responsibilities are not clear. Our new one-day course on identity theft teaches officers how identity theft and identity fraud occur, strategies for the investigation and prosecution of identity theft/fraud, and available resources to assist both victims and investigators.

Another new development in FY11 included the addition of a practicing psychologist to our *Coping with Law Enforcement Stress* class. Law enforcement officers are frequently exposed to traumatic, stressful events that can take a toll on not only their emotional well-being but also their health. This course helps supervisors and officers to identify potential problems and provides an avenue for obtaining professional services when needed.

Given Arkansas's growing Hispanic population, an *Enhanced Spanish* course was included in FY11 for those officers that wanted to continue their foreign language development skills, particularly those interacting with citizens of Hispanic descent.



There are a multitude of legal orders and writs, collection options, and sheriff's sales that must be carried out properly by sheriff's office personnel. To assist sheriff office personnel in executing these actions, our *Civil Process* course was developed and delivered for the first time in FY11.

Each year, LEMD offers classes to assist supervisors and officers in increasing their knowledge and expertise, as well as provides professional development opportunities. There are three supervision courses to provide future, new, and currently assigned supervisors with the tools they need for their present positions and prepare them for higher levels of increased responsibility and authority. *Communication Excellence in Law Enforcement* and *Conflict Resolution for Supervisors* enable supervisors to refine their communications skills in dealing with members of the community and with other members of their agency.

Additional classes were offered to assist officers with the dynamics of the legal system, such as preparing a case file and testifying in court. Classes on search and seizure, preparing search warrants, and changes in the law not only enhance the professionalism of Arkansas officers but help protect the constitutional rights of the public they serve.

LEMD offers professional development classes for officers who wish to become instructors or field training officers. These officers will guide and mentor recent graduates of the basic academy and help the transition from student to being a competent patrolman on the street. To prepare officers transitioning to the investigations sections of their agencies, courses such as *Managing Informants and Cooperative Witnesses* and *Managing Interviews and Interrogations* are helpful.

LEMD relishes the challenge of meeting the training and education needs of Arkansas law enforcement professionals. Our task is to research and implement new tactics, techniques, and materials in our course offerings that are beneficial to law enforcement personnel in both rural and urban agencies. We are proactive and responsive to training needs that are expressed from the field and ensure their prompt development and implementation.

In FY11, LEMD presented 77 classes at 35 different locations throughout Arkansas.

These classes were attended by 1,564 officers from 180 different law enforcement agencies.

Developing Partnership to Benefit Law Enforcement

A Department of Justice Grant was awarded to Mid-South Mental Health for a Mental Health Court pilot program in Craighead and Crittenden Counties. LEMD was responsible for providing a class entitled *Law Enforcement Response to the Mentally Ill*. This training is modeled on the Memphis Police Department's Crisis Intervention Team training and helps officers identify people with mental disorders and learn methods to make those encounters safe while also getting the individual the proper assistance they need.

Expanded Accessibility to Management Programs

As funding is available and the schedule permits, select management courses can now be delivered at law enforcement agencies in the State upon request. Available courses include *Officer Safety*, *Communication Spanish*, and *Animal Fighting/Animal Cruelty Investigations*.

Focusing on Officer Safety

Officer safety is paramount in all aspects of law enforcement. Unfortunately, Arkansas has not been immune to the increasing number of officers killed in the line of duty. To assist in reducing this risk in Arkansas, four courses were offered in FY11 that reinforce officer safety, previously learned skills, introduce new methods and techniques, and emphasize the correct use and application of force if and when it becomes necessary. Internationally recognized presenters such as Gordon Graham, who discusses risk management, and Dave Grossman, who helps prepare officers for the psychological and physical aspects of confrontational situations, allow Arkansas law enforcement officers opportunities to be on the cutting edge of training and development focusing on officer safety. Representatives from the U.S. Attorneys for the Eastern and Western Districts of Arkansas, the Arkansas Attorney



General, Arkansas State Police and CJI have met to identify needs and develop a training program to enhance agency and individual officer skills in dealing with potentially fatal encounters. The result was to implement a reality-based training program (RBT) in officer safety. A grant provided by the Arkansas Attorney General's Office has allowed for the training of select CJI and Arkansas State Police personnel to act as cadre for a train-the-trainer course for officers throughout the state who would then be able to assist their agencies in providing the training at the local level. The grant also provided funds to purchase training equipment that will be used statewide and to ensure smaller departments have access to this much needed program.

CJI Launches Animal Cruelty Initiative

After conducting a series of two-hour seminar sessions to educate law enforcement officials on the features of Act 33 of 2009—Arkansas's new animal cruelty law—the Institute began presenting *Animal Fighting/Animal Cruelty Investigations* in FY11, a one-day class designed for law enforcement investigators.

Act 33 created a first offense felony for intentional acts of torture committed against dogs, cats, and horses. Anyone who commits one of these heinous acts is guilty of a Class D Felony. In addition, if someone commits a second felony offense within five years of the first offense, they are guilty of a Class C felony. Prosecutors may also seek enhanced penalties for acts of animal torture that are knowingly committed in the presence of children.

Animal Fighting/Animal Cruelty Investigations was presented in regions throughout the State. In addition, CJI accepted requests from law enforcement agencies who wanted the training conducted in their area. Funding for this program was provided through the Arkansas Attorney General's Office.



Enhancing Investigations:

CJI's Forensic Sciences and Computer Education Division

**In FY11,
FSCED presented
32 programs at
locations
throughout
Arkansas.**

**526 officers
from 99 different
law enforcement
agencies attended
CJI Forensic
Sciences Programs.**

CJI's **Forensic Sciences and Computer Education Division** (FSCED) provides training opportunities for Arkansas law enforcement personnel to enhance their knowledge, skills, and abilities through coursework and practical application in forensic science and computer applications.

CJI's Forensic Sciences Program

The recognition, collection, and preservation of potential physical evidence can be the difference in solving a crime or having a suspect go free. The Forensic Sciences Program at CJI provides education and training opportunities for law enforcement personnel engaged in crime scene investigations. The acquisition of photography, evidence processing, evidence and scene management skills are essential for effective crime scene work. Through introductory and specialized classes offered in the program, law enforcement personnel can acquire the expertise needed to effectively perform their crime scene investigation responsibilities and contribute to solving more crimes in their community.

During FY11, two introductory classes, *Basic Crime Scene Processing* and *Basic Digital Photography*, were delivered in different locations in the State. These two foundational classes were the starting point for officers to acquire the basic knowledge and skills necessary to properly recognize, document, recover, and preserve physical evidence. Practical application of the techniques and procedures learned were assessed through a variety of mock crime scene exercises.

A new class offering for FY11 was *Advanced Crime Scene Processing*. This class built upon the foundational skills acquired in the *Basic Crime Scene Processing* and *Basic Digital Photography* classes. Students expanded their skills in photography,



processing latent prints, and photographing and casting footwear, tire tracks, and tool marks.

Participants practiced crime scene reconstruction techniques and were encouraged to bring interesting and difficult case information to class for analysis. To further crime scene investigators' expertise on specialized subject matter relating to evidence documentation, identification, recovery, collection, and preservation the following classes were offered during fiscal year 2011: *Crime Scene Sketching: Using Crime Zone; Using Forensic Light Sources; Latent Prints; Bloodstain Pattern Analysis; Death Investigation Issues for Law Enforcement and Coroners;* and *Management of Evidence and Recovered Property.*



Crime scene specialists and investigators who process crime scenes are frequently required to testify to their observations and actions at a crime scene. Our 14-hour course, *Crime Scene Courtroom Testimony*, provided suggested guidelines in testifying as an expert witness in crime scene investigation. In addition to the lecture, students were required to participate in a mock court trial. The knowledge gained through attending this class is beneficial in helping crime scene personnel provide more effective testimony in court.

Another new class offered in FY11 was *Taking the Crime Scene into the Interrogation Room—Do the Pieces Fit?* This two-day class provided officers with information on analyzing a crime scene, determining the psychological fingerprint of a suspect, suggesting elements of the suspect's personality, tailoring interview techniques to given personalities, using crime scene information in the interrogation, and learning methods to obtain confessions.

In Fiscal Year 2012, the Forensic Program will continue the delivery of crime scene investigation-focused classes with a total of 15 class deliveries. A new three-day class, *Shooting Scene Investigation*, will be offered.

CJI's Computer Training Program

As more and more agencies implement computer applications to facilitate administrative and case management functions, CJI's Computer Training courses provide an important avenue for agency heads to ensure their officers and administrative personnel receive the training needed to effectively and efficiently utilize this technology. With proper training, computer technology can decrease the time required to prepare reports and other administrative documents needed by law enforcement personnel such as data compilation and analysis, case management, and report functions.

During FY11, CJI began to offer some of our most popular computer classes at agencies throughout the state. This was made possible by using mobile labs and computer labs at regional colleges and universities. This new way of offering computer classes has helped reach many agencies that otherwise would not have been able to attend this training.



In addition to certified law enforcement officers, CJI computer classes are available to administrative support personnel within law enforcement agencies. FY11 course offerings included: *Advanced Microsoft Excel: Database Features*; *Advanced Microsoft Word: Styles, Reference Tables, Large Documents, Forms and Templates*; *Essentials of Computer Operations*; *Transitioning from Windows XP to Windows Vista*; *Using Microsoft Access*; *Using Microsoft Excel*; *Using Microsoft PowerPoint*; *Using Microsoft PowerPoint Custom Shows & More*; and *Using Microsoft Word*.

Eradicating Meth:

CJI's Methamphetamine Training Initiative

Illicit methamphetamine activities continue to be a key concern for law enforcement professionals and communities across Arkansas. To be safe and effective in combating Arkansas's meth problem, law enforcement personnel must be able to recognize meth chemicals and equipment used in the various manufacturing methods, as well as meth lab waste. In addition, the recognition of the signs and symptoms of persons using and abusing meth is necessary for officers to maintain their safety as well as ensure the safety and well-being of the community.

Through federal grants and state funding, CJI has developed and delivered programs that assist Arkansas law enforcement in identifying, safely responding to, and investigating illicit meth production. With previous Community Oriented Policing Services and Byrne funding, a total of twenty-seven different meth-focused courses have been developed, targeting law enforcement personnel at all ranks from patrol to chief executive officer. These courses have provided vital information on officer safety, Arkansas drug laws, clandestine lab identification, precursor chemicals and materials, and the investigation of other meth-related crimes and activities.

**In FY11,
CJI presented
40 courses
through CJI's Meth
Training Initiative.**

**These classes
were attended by
920 officers
from 212
different law
enforcement
agencies.**



CJI's meth awareness and safety programs are credited with increasing the number of clandestine lab seizures reported across the State. In addition, *Clan Lab Sampling and Evidence Preparation* has assisted crime lab personnel in increasing the number of cases completed by decreasing the frequency of instances where crime lab personnel are needed to travel to lab seizure scenes to collect evidence.

Arkansas Narcotics Officer Association

The **Arkansas Narcotics Officer Association (ANOA)** held its annual training conference May 24-27, 2011, and, for the first time, the event was co-sponsored by the Criminal Justice Institute. CJI provided several sessions of instruction, including *Drug Endangered Children* and *Mexican Cartel Wars*. ANOA's mission is to exchange drug-related information between members, provide the public with information on narcotics and drug abuse, and work for the professionalization of drug enforcement. CJI is honored to support ANOA and the assistance this organization provides to officers charged with the dangerous responsibilities of eradicating illicit drug activities in their communities.

Arkansas Meth Summit

On May 3, 2011, Arkansas law enforcement professionals gathered at the Wyndham Riverfront Hotel in North Little Rock to attend the **Arkansas Methamphetamine Summit**, an event co-sponsored by the Arkansas Attorney General's Office and the Criminal Justice Institute.

Thanks to the diligent work of Arkansas law enforcement personnel and the successful efforts of legislators and the Attorney General to restrict available amounts of pseudoephedrine, the number of clandestine meth labs being seized dramatically decreased in 2010 and early 2011. Despite these commendable strides, illicit meth activities continue to be a significant issue for many communities across our State.

The Summit was held to provide law enforcement executives with resources and information to assist in more effectively combating meth distribution, production, and abuse. The Summit included presentations to help public safety professionals better utilize "Leads on Labs" as an investigative tool, identify and rescue drug endangered children, and identify community resources. A panel of experts provided information to update law enforcement on the current status of illicit meth activities in Arkansas. Due to the success of this initial program, CJI and the Attorney General's Office will be holding this event annually.



The Drug Endangered Children Initiative

Each year the health, welfare and future of hundreds, if not thousands, of Arkansas's children are jeopardized by caregivers who use, distribute, or produce illicit drugs. While law enforcement, social services, medical, judicial, and educational professionals are committed to assisting the children affected by illicit drug activities, there is an absence of multidisciplinary national strategies for the comprehensive identification and treatment of drug endangered children and their families.

Drug endangered children are at increased risk of injury or death, physical and sexual abuse, and nutritional, educational, supervisory, and emotional neglect. These children are also at risk of perpetuating the cycle of drug and child abuse.

The **Drug Endangered Children (DEC) Initiative**, implemented by the Criminal Justice Institute in partnership with the Arkansas Alliance for Drug Endangered Children, will benefit children and families in our state who are impacted by drug abuse each year. This initiative will assist in developing a sustainable, effective, and efficient evidence-based drug endangered children program for Arkansas. Helping drug affected children and their families break the cycle of child and drug abuse will contribute to enhancing the quality of life and economic future in local communities across the State.

Through a grant from the U. S. Department of Justice (COPS), CJ was able to expand the number of counties participating in this unique DEC program in 2010.

Through this grant in FY11, a total of 113 Arkansas law enforcement and social service professionals representing 3 additional judicial districts have attended collaboration training.

Arkansas Becomes the First State in the Nation to Formalize DEC Partnerships

In an unprecedented effort, thirteen state and federal leaders entered into a collaborative partnership to identify and protect drug endangered children in the State of Arkansas. Facilitated by CJI in May of 2005, the Arkansas Alliance for Drug Endangered Children is a coalition of professionals—including law enforcement officers, social services specialists, child advocates, judges, prosecutors, physicians, and educators—who are striving to effectively and efficiently identify and protect children in their communities who are endangered by caregivers who produce, distribute, or use illegal drugs such as methamphetamine, cocaine, heroin, and marijuana.

Since its inception, Dr. Cheryl May of CJI has served as President of the Alliance. Arkansas is one of twenty-two states that has formed a statewide alliance dedicated to drug endangered children issues and is the first state in the U.S. to establish a formal Memorandum of Understanding committing the collaboration and communication of state and federal agencies.

Through this formal partnership, agencies representing law enforcement, social service, judicial, and medical professionals who play a key role in identifying and protecting drug endangered children have agreed to work together to ensure a unified response to cases of child abuse and neglect. By sharing resources and information, these partnering agencies are attempting to reduce any duplication in efforts, ensure the efficient use of limited resources, and ultimately sustain this important initiative.



“I am very proud our office has joined in this partnership,” said Attorney General Dustin McDaniel. “We remain committed to protecting the children and families of Arkansas. I applaud those who partnered in this effort to make our communities and children safer.”

In addition to CJJ and the Office of the Arkansas Attorney General, other agencies formally committed to this partnership include the Arkansas Division of Children and Family Services; the Office of the U.S. Attorney—Eastern District of Arkansas; Arkansas Children’s Hospital’s Center for Children at Risk; the Arkansas State Police—Crimes Against Children Division; the Arkansas Commission on Child Abuse, Rape and Domestic Violence; the Administrative Office of the Courts—Juvenile Courts Division; the Office of the Arkansas Drug Director; the Drug Enforcement Administration; the Arkansas Sheriffs’ Association; and the Arkansas Association of Chiefs of Police.

“The Arkansas Alliance for Drug Endangered Children has achieved an unprecedented level of effective collaboration through a formal statewide partnership of key agencies. This partnership will make a tremendous difference in the lives of children and families affected by illicit drugs throughout Arkansas. The Arkansas DEC Alliance deserves widespread recognition for this achievement.”

— Mr. Chuck Noerenberg
President of the National Alliance
for Drug Endangered Children

CJJ Works With Little Rock Police Department on DEC

Through a Community-Oriented Policing Services (COPS) Office sub-grant award from the Little Rock Police Department, CJJ delivered three, two-day law enforcement and social services collaboration workshops for Pulaski County. The purpose of the workshops was to enhance the communication and collaboration in drug-involved child welfare cases between law enforcement and social services professionals. By sharing information, the safety of not only the case worker or officer, but also the children can be enhanced. A total of 46 participants attended the workshops representing 16 agencies in Pulaski County.

Protecting the Streets:

CJI's Traffic Safety Programs and Resources

During FY 11, CJI's Traffic Safety Program presented 52 classes and trained 1016 officers from 179 different agencies.

With funding from the National Highway Traffic Safety Administration (NHTSA) and administered through the Arkansas State Police Highway Safety Office, CJI makes traffic safety education and resources available to law enforcement professionals throughout the State.

Through CJI's **Traffic Safety Law Enforcement and Prosecutor Training Project**, classes and certifications are available in *Standardized Field Sobriety Testing (SFST)*, *Traffic Occupant Protection Strategies (TOPS)*, *SFST Refresher*, *Drugged Driving*, *Drug Recognition Expert (DRE)*, and *Instructor Development for SFST and DRE*. In FY11, the division trained 381 law enforcement officers in SFST/TOPS.

Through the **Law Enforcement Liaison Project (LEL)**, CJI sponsors traffic safety summits in conjunction with the Arkansas Sheriffs' Association, the Arkansas Association of Chiefs of Police, and the Arkansas Municipal Police Association to make law enforcement officers aware of issues in traffic safety. Each year, the Institute also enlists enforcement agencies throughout the state to participate in two annual national traffic mobilizations—**Click It**

Or Ticket (CIOT) to increase seat belt use and **Over the Limit Under Arrest (OLUA)**, which focuses on the enforcement of state laws to prevent drunk driving and distracted driving. Last fiscal year, more than 150 agencies participated and were eligible for a total of \$60,000 in incentive grants to be used for the purchase of traffic safety equipment. Eighteen grant awards were distributed in FY11.



In March, the U.S. Department of Transportation announced that the number of overall traffic fatalities reported at the end of 2009 reached the lowest level since 1954, declining for the 15th consecutive quarter. The National Highway Traffic Safety Administration attributes the decline in 2009 to a combination of factors, including campaigns like Click It or Ticket and Over the Limit Under Arrest.

CJI Offers New Drug Use Course For Arkansas Law Enforcement

Drug use is rampant in our society and this is never more evident than in car crashes and unfortunate fatalities. Law enforcement will always be the front-line defenders in averting roadside tragedies. Increased awareness and diligence in identifying drug use indicators can prevent many needless fatalities. The first step in deterrence is identification, followed by arrest and conviction of the offender.

While Standardized Field Sobriety Testing will always be the best identifier of impairment, regardless of the substance causing the impairment, CJI's new course, *Drug Use Identification (DUI) for the Patrol Officer*, provides a better understanding of how vast the drug-impaired driving problem is and the many different intoxicating substances being used by drivers. It also aids officers in providing sufficient descriptions of signs and symptoms of drug use that will be beneficial for report writing and courtroom testimony. This opportunity enhances the ability of patrol officers to expand their DWI investigative tools and skills to make Arkansas roadways safer and to be "Traffic Safety Heroes."



Keeping Arkansas Schools Safe: CJI's Safe Schools Initiative Division

**In FY11,
868 attendees
representing
208 different
organizations
participated in
CJI's Safe Schools
Initiative.**

**33 programs
were delivered
across the State.**

CJI's **Safe Schools Initiative Division (SSID)** was established to provide education, training, resources, and technical assistance to all involved in school safety, including school resource officers, security officers, and school personnel. The division's aim is to assist in creating and maintaining a safe learning environment for Arkansas's children.

Arkansas School Resource Officer Program

Safety in schools remains a top issue for law enforcement, educators, parents, and students. Because students cannot academically achieve in an environment that is threatening and volatile, school officials and law enforcement agencies advocate for

effective school resource officer (SRO) programs as a way to ensure a more conducive learning environment. Law enforcement officers must acquire a number of specialized skills to be proactive on school campuses, with an emphasis on prevention.

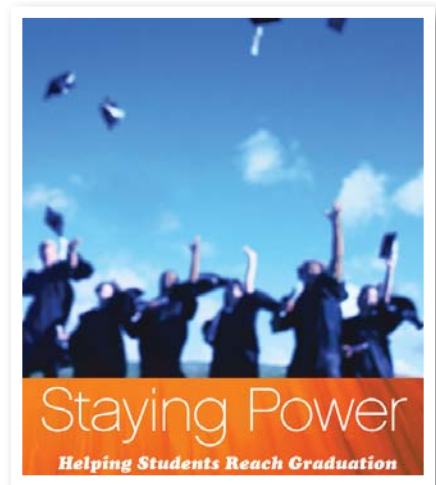


Through grants from the U.S. Department of Justice, Office of Community-Oriented Policing Service (COPS), CJI launched the **Arkansas School Resource Officer Program** in January 2009. The program allows CJI to provide a uniform education and training program to help increase the knowledge and skill sets of law enforcement officers working in a school setting to establish a safe school environment. In addition to classroom training, the program is finalizing an SRO program manual that will serve as a guide for local law enforcement agencies and schools

when implementing their SRO programs, a juvenile law desk reference guide, and multi-media trainings for school resource officers and other law enforcement that may respond to incidents on school campus.

Dropout Prevention

Following an unfortunate nationwide trend, only 68% of high school students in Arkansas are graduating. For students who don't graduate, the future can be bleak. They are more likely to be incarcerated, more likely to rely on public programs and social services, and their earning potential is also nearly \$10,000 less per year than even those who only earn a high school diploma. Ultimately, these variables negatively impact not only dropouts and their families, but communities as a whole.



The **Dropout Prevention Resource**

Database and Toolkit Project, funded by the Winthrop Rockefeller Foundation, is a resource designed by CJL to assist Arkansas schools and community groups in finding programs and strategies to assist in preventing students from dropping out of school.

This web-based resource features a database of 100 evidence-based model prevention and intervention programs from across the nation. The database contains comprehensive information about each program, including program descriptions, key outcomes, key strategies, risk factors, targeted grades, resources needed, time required, current contact information and cost. Also included in this web-based resource is a toolkit that contains easy-to-read fact sheets addressing the awareness, impact, and solutions for dropout issues. All of this information can be found on SSID's website at www.arsafeschools.com.

Students Work Together to Increase Dropout Prevention Awareness

In a contest designed to increase dropout prevention awareness in Arkansas, middle school and high school students across the State wrote and produced their own Public Service Announcements (PSA).

The contest challenged students to create a PSA for television that would raise student awareness of problems associated with dropping out of school. The contest was open to all public schools in the state that facilitate an Environmental and Spatial Technology (EAST) Program, an education initiative that allows students to utilize technology as a catalyst for learning. Although students were under the supervision of their EAST Program facilitators, each PSA had to be written and produced exclusively by students. Thirty PSA videos were submitted from across the state. Pulaski Heights Middle School in Little Rock took top honors, followed by Wynne High School and Star City High School. The winning PSA was utilized as part of a promotional campaign to continue efforts to increase school dropout awareness.

“I am pleased with the efforts of SSID to raise awareness throughout our State about the dropout epidemic and the resulting negative consequences for both the individual and their community,” said Dr. Cheryl May, Director of the Criminal Justice Institute. “We are grateful to all of the Arkansas students who participated in this program. The ‘peer-to-peer’ messages they created will hopefully encourage some students to reconsider before making the decision to discontinue their education.”



Officers Receive Training in Cyber Crimes Investigation

Criminals are exploiting vulnerabilities within the Internet and its communications infrastructure to conduct a variety of illicit activities, including identity theft, phishing schemes, and the pornographic exploitation of children. These types of cyber crimes are increasing in frequency and threatening the quality of life within communities across the State. Arkansas law enforcement officers are the first line of defense against cyber crime. As such, it is critical that they have access to the tools and resources they need to combat this threat.

The goal of the Criminal Justice Institute's **Cyber Crimes Investigation Training Initiative (CCI)** is to create better-educated law enforcement investigators who are fully equipped to deal with all phases of a cyber crime investigation. With assistance from the Arkansas Attorney General's Office and the U.S. Attorney's Office–Eastern District, CJI developed a 3.5 day course, *Cyber Crimes Investigation*. Officers learn procedures to follow in the criminal investigation, as well as the seizure, preservation, recovery, and submission of digital evidence for further forensic examination. The course is taught by use of a blended learning approach incorporating instructor-driven classroom lecture and hands-on applications with officers utilizing a mobile computer lab that simulates actual cyber crime events.

The CCI course was developed specifically for Arkansas law enforcement officers under a Cooperative Agreement from the National Institute of Justice.



Expanding CJI's Programs Nationally



The Institute established the **National Center for Rural Law Enforcement (NCRLE)** to extend programs and services nationally. Through federal funding, the NCRLE offers training and professional development opportunities designed specifically to benefit rural and tribal communities. The NCRLE develops and delivers curricula in a variety of subject areas, including sexual assault management and investigation, leadership and supervision, criminal justice information sharing, and cyberterrorism defense. Upon completion of NCRLE

courses and programs, rural and tribal law enforcement professionals are able to return to their agencies and implement principles they have learned to streamline the functions of their agencies and to improve service within their communities. All of the programs developed through the NCRLE also expand the training and professional development opportunities for Arkansas law enforcement professionals serving rural communities.

Rural Executive Management Institute (REMI)

One of the primary obstacles rural law enforcement managers must overcome when they accept a leadership position within their community is

a lack of management training specific to their needs.

Because crime has typically been characterized as “urban,” education and training programs in law enforcement management often focus on issues inherent to urban agencies. In reality, crime is becoming increasingly prevalent in rural, remote communities, and the training programs that have targeted urban departments in the past cannot be presented with the same effectiveness to rural agencies. The **Rural Executive Management Institute (REMI)** was created to meet this need. Since April 1996, 33 sessions of the REMI project have been held in 39 states spanning the United States.

Approximately 866 rural executives representing 49 states (including Alaska) have received education and training through the REMI Project.

The REMI Project is a management education and training program designed to prepare rural law enforcement executives for the unique challenges they face as agency heads of small law enforcement agencies. While attending this intense four-day training program created exclusively for rural law enforcement agency heads, participants receive up-to-date information on key issues in rural law enforcement management and also have the unique opportunity to interact with peers from neighboring states.



Cyberterrorism Defense Initiative (CDI)

Cyberterrorism threats to our nation's technical infrastructure are real and immediate. To counter this threat, CJI's **Cyberterrorism Defense Initiative (CDI)** has developed and delivered four (4) courses provided at no cost to technical personnel working within our nation's critical infrastructures. CDI training focuses on preventing or greatly reducing the risk for a cyber breach of computer networks or other critical information systems, and effectively responding to or recovering from a cyber-based terror attack.

The two main CDI courses focus on combating cyberterrorism: *Comprehensive Cyberterrorism Defense (CCD)* and *The Cyberterrorism First Responder (CFR)*. Two other courses were drawn from NCRLE's previous, highly successful SENTINEL program: *Cybersecurity: Prevention, Deterrence, and Recovery (PDR)*, and *Cybersecurity: Incident Handling and Response (IHR)*. SENTINEL classes are provided upon special request and as needed. All of the courses are certified by the U.S. Department of Homeland Security.

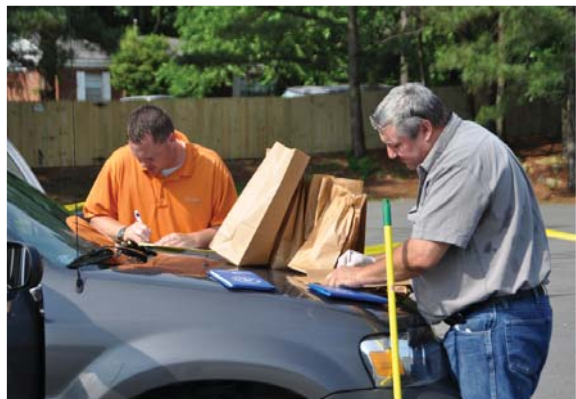
CDI and its courses were developed under a cooperative agreement from the U.S. Department of Homeland Security/FEMA, National Training and Exercises Division.

Sexual Assault Training for Rural Law Enforcement

The **Sexual Assault Training for Rural Law Enforcement Project** has been funded since 1999 by the Office on Violence Against Women (OVW), U.S. Department of Justice (USDOJ). In 2002, CJI began delivering both a management and investigation curriculum to rural law enforcement executives and investigators. The two-day management curriculum provides rural law enforcement executives with the knowledge, skills, and resources for establishing a victim-centered response from their agency personnel. Law enforcement executives are updated on model policies and procedures, community response teams, advances in forensics and equipment, and evidence collection techniques to ensure executives know what to expect from their investigators.

The two and a half day curriculum for investigators provides a roadmap to ensure that each step in the investigative process is thoroughly conducted. Other topics such as dynamics of sexual assault, medical forensic examination, forensic laboratory, and the survivor's perspective are presented to provide a well rounded knowledge base for investigators as they work sexual assault cases within their rural communities.

Since 1999, 494 criminal justice professionals from Arkansas and other states have been trained through the rural sexual assault project. These professionals represent 333 separate agencies.



CJI Invited to Attend National Justice Conference to Exhibit Our National Programs

The Bureau of Justice Assistance (BJA) held its 2010 National Conference, entitled Advancing Justice Through Evidence and Innovation, from December 6-8 in Washington, DC. The conference emphasized how evidence and innovation can be leveraged to improve the nation's justice systems and to ensure community safety, and how BJA funding is supporting this approach across the nation. CJI was honored to participate in this monumental event. It had been 10 years since the Bureau of Justice Assistance held a conference of this magnitude.

CJI Invited to Attend National Meeting on Training and Technical Assistance

The Criminal Justice Institute was invited along with 100 others agencies that have a cooperative agreement with the Bureau of Justice Assistance to attend a BJA 2011 Training and Technical Assistance Grantee Meeting. The purpose of the meeting was to get input and feedback into the delivery of training and technical assistance services to the criminal justice community, and how these services can be improved and enhanced to meet current and future needs and challenges in an era of reduced budgets at the federal and local levels. CJI was also invited to exhibit our accomplishments and programs on the national and state levels.

CJI Participates in a National Symposium on Sexual Violence

On October 27-28, 2010, the Criminal Justice Institute was invited to participate in the Roundtable Discussion of Sexual Violence in the United States. This meeting was sponsored by the U.S. Department of Justice Office on Violence Against Women, the White House Council on Women and Girls, and the White House Advisor on Violence Against Women. The purpose of the symposium was to bring together national and local experts and leaders from many fields to examine the barriers to advancing the issue of sexual violence, recommend strategies for improving the response to sexual violence at the local and national levels, and discuss considerations for public awareness efforts.

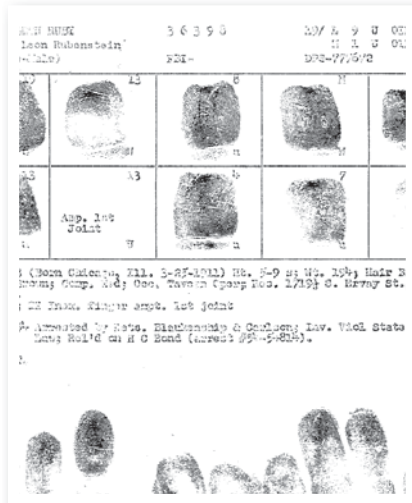
Implementing Technology in Tribal and Rural Agencies

Through the Criminal Justice Institute's National Center for Rural Law Enforcement, rural and tribal law enforcement agencies are receiving training and technical assistance programs to expand their use of criminal justice technologies.

Tribal Criminal History Records Improvement Project (TCHRIP)

The **Tribal Criminal History Records Improvement Project's (TCHRIP)** goal was to equip the Seneca-Cayuga Tribe of the Northeastern Region of Oklahoma with the ability to electronically collect and store data

associated with its judicial, law enforcement, and human services divisions. This network would allow a secured flow of both criminal and non-criminal data within the tribe and with other local, state, and Federal agencies. As part of the project's deliverables, within the offices of the Seneca-Cayuga Department of Public Safety, NCRLE installed an AFIS/Livescan workstation, servers, and software.



To ensure that tribal personnel were proficient in using these systems and that equipment and software systems were adequately maintained and upgraded, NCRLE arranged for vendor training on use of a records management system and the AFIS Livescan system. Upon completion of this

project, the Seneca-Cayuga Tribe now has the capability of reporting their criminal data as well as receiving data from other local, state, and national systems.

TCHRIP was funded by a Cooperative Agreement award from the U.S. Department of Justice, Office of Justice Programs, Bureau of Justice Statistics.

Tribal Justice Information Sharing System (TJISS)

The **Tribal Justice Information Sharing System** project is designed to provide training and technical assistance resources to tribal law enforcement and other tribal criminal justice practitioners nationwide. Technical assistance is available online at www.tjiss.net or by calling a toll-free help desk at 1-877-47-TJISS (85477).

Available technical assistance includes access to model policies and procedures, job descriptions, mutual aid agreements, work schedules, agency technology self assessment work sheets, and mentoring for new tribal chiefs of police who might need advice from a more experienced chief executive. All of these services are available by request. The staff has also developed a *Tribal Justice Information Sharing Training and Technical Assistance Needs Assessment* that will be distributed to tribal criminal justice practitioners nationwide. In addition, project staff has developed an e-mail distribution list called *TribalShare* that is available by request to tribal criminal justice practitioners. *TribalShare* provides tribal criminal justice practitioners with an information sharing tool members can use to exchange information with other tribal criminal justice professionals, within or outside jurisdictional boundaries and across the various disciplines within the criminal justice system.

A Crime Data Collection and Reporting video tutorial and an electronic manual for training purposes are also available from the project website. These tools provide tribal law enforcement personnel with a step-by-step process in learning to collect and report their crime data by use of Uniform Crime Reports or the National Incident Based Reporting System (NIBRS).

This project is funded by a grant through the Bureau of Justice Assistance, Office of Justice Programs. For more information, visit the project website at www.tjiss.net.



Spreading the Word About Our Programs

CJI Creates Official Facebook Page

The Criminal Justice Institute created a Facebook page to keep Arkansas law enforcement up-to-date on CJI programs and services. Through Facebook, officers receive timely announcements on available courses, date/location changes for CJI classes, new publications, CJI news, and job opportunities. In addition, our participation in this dynamic social media allows us to have increased interaction with the officers and organizations we serve each day.

Officers Gain Access to Online Newsletter Subscriptions

Officers can now visit www.cji.edu to subscribe for CJI notification e-mails for *The CJI Bulletin*, *CJI Management Quarterly*, and *CJI Legal Briefs*. By subscribing, officers receive a notification e-mail as soon as a new newsletter becomes available and can view it online.

The CJI Bulletin provides up-to-date information on events of the Criminal Justice Institute and in Arkansas law enforcement. *CJI Legal Briefs* provides synopses of court cases that directly impact law enforcement agencies, while the *CJI Management Quarterly* is designed to improve the management skills of law enforcement supervisors.



A Year in Review:

Highlights from FY 2011

Dr. Cheryl May Named CJI Director

With the recommendation of the Criminal Justice Institute Advisory Board, University of Arkansas System President Dr. B. Alan Sugg named Dr. Cheryl P. May director of the Criminal Justice Institute. Dr. May has served and been an advocate for the Arkansas law enforcement community for the past 29 years as a forensic professional and as CJI Chief Executive Officer, CJI Deputy Director, CJI Assistant Director, and CJI Program Manager.

Dr. May earned a Ph.D. in Biological/Forensic Anthropology at the University of Tennessee, Knoxville in 1984. She also earned a M.A. in Biological Anthropology from Western Michigan University in 1982 and a B.A. in Anthropology from West Virginia University in 1978. Since her arrival in Arkansas, she has assisted Arkansas law enforcement in the investigation of hundreds of cases, either through laboratory analysis and evaluation of skeletal remains or in the identification and field recovery of suspected human remains. She has also instructed biological anthropology and forensic sciences courses as an Assistant Professor and Associate Professor within the Departments of Anthropology and Criminal Justice, respectfully, at the University of Arkansas at Little Rock. Immediately prior to joining the CJI staff, she was the Director of Clinical Research for the Department of Orthopedics at the University of Arkansas for Medical Sciences.

Dr. May played the lead role in the development of three unique academic programs that allow active members of Arkansas law enforcement to earn certificates and associate degrees in crime scene investigation and law enforcement administration. She coordinated efforts to establish partnerships with 22 Arkansas institutions of higher education and actively promotes these programs to law enforcement agencies throughout the State.

Since its formation in 2005, Dr. May has served as President of the Arkansas Alliance for Drug Endangered Children. Due to her leadership in meth-related and drug endangered children efforts, she was selected as a member of the Board of Directors for the National Alliance for Drug Endangered Children (DEC). She is also currently serving as Chair of the First Responder Subcommittee of the Legislative Task Force on Autism.

Dr. May served as a Subject Matter Expert for the Crime Scene Issues Subcommittee of the U.S. Department of Justice National Commission on the Future of DNA Evidence, helping to produce DNA evidence educational CD ROMS, a DNA pamphlet, and a cold case investigations manuscript distributed to law enforcement officers across the U.S. She has provided lectures on forensic science and DNA issues to chiefs, sheriffs, and investigators in Arkansas, Kentucky, Iowa, Mississippi, North Carolina, Nevada, Nebraska, Oregon, Rhode Island, and Utah.

Director of the U.S. COPS Office Speaks with Arkansas Law Enforcement

Bernard K. Melekian, Director of the U.S. Department of Justice's Office of Community Oriented Policing Services (COPS), visited Arkansas law enforcement professionals at the Criminal Justice Institute in May 2011 and answered questions regarding resources available for law enforcement through the COPS Office.

As Director of the COPS Office, Mr. Melekian leads an organization responsible for working closely with the nation's state, local, and tribal law enforcement agencies to enhance the safety of our communities by advancing community policing. He is committed to using COPS Office

programs and resources to help law enforcement build relationships and solve problems, which are the basic building blocks of community policing.



Director Melekian also provided the keynote address at CJI's School of Law Enforcement Supervision, Session XXXVII on May 20, 2011. Thirty-four officers from 27 agencies within the State graduated at this event. Director Melekian was presented with an Arkansas Traveler Certificate in appreciation for his trip to Arkansas and being the first Director of the COPS Office to address law enforcement in the State.

Senator Mark Pryor Visits the Criminal Justice Institute

On September 8, 2010, U.S. Senator Mark Pryor visited the Criminal Justice Institute to learn more about the programs and services that are available to law enforcement officers in the State.

A staunch advocate for Arkansas law enforcement, Senator Pryor has lent his support to the programs and services that CJI provides to officers, both in the State and throughout the Nation. We were pleased to have the opportunity to show him firsthand what officers in Arkansas are doing to enhance their skills in progressive areas of law enforcement.



During his visit, Dr. Cheryl May, CJI Director, and Melissa Rust, UA Vice President for University Relations, introduced Senator Pryor to CJI staff and gave him a tour of CJI's facilities. He was able to see our classrooms, our forensic laboratory, and our computer laboratory. We are grateful to Senator Pryor for visiting the Criminal Justice Institute and for his continued commitment to the Arkansas law enforcement community.

CJI Works With Arkansas Coalition Against Sexual Assault (ACASA)

The Criminal Justice Institute has confirmed its commitment to the mission of the Arkansas Coalition Against Sexual Assault (ACASA) by signing a Memorandum of Understanding (MOU) to assist ACASA in the promotion of training opportunities and the promotion of improved practices in dealing with sexual assault. CJI agreed to provide any expertise, knowledge, and experience to assist ACASA in the fulfillment of its project goals and objectives. During this fiscal year, CJI promoted ACASA's one-day workshop on *Improving Sexual Assault Investigations* to law enforcement personnel across the State and hosted the workshop at CJI's Little Rock facility on May 14, 2010.

CJI Participates in National Prescription Drug Take Back Event

The Criminal Justice Institute was honored to assist in marketing efforts for two statewide Prescription Drug Take Back events that were held September 25, 2010, and April 30, 2011. Both events were held as part of a national initiative of the 2010 National Drug Control Strategy.

The Office of National Drug Control Policy called for an increase of prescription drug return and disposal programs as a means to curbing prescription drug abuse and preserving the benefits of pharmaceuticals. A coalition led by the Drug Enforcement Administration, State Drug Director Fran Flener, Attorney General Dustin McDaniel, and U.S. Attorneys Jane Duke and Debbie Groom, also included federal, state, and local agencies, law enforcement, and others in an ongoing statewide effort to educate citizens on monitoring, securing and disposing of their prescription medications. Arkansas law enforcement agencies were encouraged to develop prescription drug return programs in their local jurisdiction as a means to legally discard unneeded medications in an environmentally safe manner.

Autism Task Force

In April 2009, Governor Mike Beebe signed into law Senate Bill 938, creating a new statewide legislative task force on autism. Under the law, the Arkansas Legislative Task Force on Autism examines the state's response to autism spectrum disorders, determine best practices, and make recommendations pertaining to efficient treatment methods, obtaining funds for treatment, and changes to the law that will improve education and treatment for those with autism spectrum disorders. The task force is composed of legislative officials, representatives from state agencies, educators, healthcare providers, members of the public, and other professionals with an interest in autism.

A key issue being addressed by the task force is how law enforcement and first responders interact with individuals with autism spectrum disorder. An Autism Task Force subcommittee emerged to focus on this issue, specifically for the development of training programs for law enforcement and other first responders. Dr. Cheryl P. May was named chair of this subcommittee, and the Criminal Justice Institute is honored to be involved in this initiative.

Additionally, a two-hour block of instruction specific to autism was added to CJl's *Policing Emotionally and Developmentally Disabled Persons* class. This additional training will help ensure safe interactions between individuals with autism spectrum disorder and law enforcement officers.

CJI Receives Patriot Award

The Criminal Justice Institute was recently awarded the Patriot Award from Employer Support of the Guard and Reserve (ESGR), an organization that recognizes employers who support a strong National Guard and Reserve force.

Employers qualify for recognition when they practice leadership and personnel policies that support employee participation in the Guard and Reserve.

The award was presented by Mr. Jamie Stell (*pictured center*). Accepting the award on behalf of Dr. Cheryl May were (*left to right*) Ms. Larance Johnson, Mr. Jimmy Nobles, Mr. Doug Newcomb, and Ms. Mira Frosolono.



CJI Partners Once Again With Arkansas Division of Children and Family Services for Annual Christmas Project

The Criminal Justice Institute was pleased to participate once again in a Christmas project that benefits children in foster care through the Arkansas Division of Children and Family Services (DCFS). DCFS is responsible for the safety of children and youth in Arkansas, including child abuse and neglect prevention, protective, foster care, and adoptive programs.

Each year, CJI staff donates money and other items to fulfill Christmas wish lists for children who are in foster care. This year, the ninth year CJI has been involved with this program, we were honored to provide gifts for three children in foster care.

**CJI extends a special thanks to all the members of our
Advisory Boards for your unwavering commitment to the
advancement of the law enforcement profession.**

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Chief Gary Sipes, Co-Chairman

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Chief James Allen

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**Criminal Justice Institute
University of Arkansas System**

7723 Colonel Glenn Road

Little Rock, AR 72204

Main: 501.570.8000

Toll-free: 800.635.6310

Fax: 501.565.3081

Visit CJI's Website:

www.cji.edu