

IACLEA Members – Moving Up and Heading Out



Thomas Mackel, University of West Georgia, Carrollton, Georgia

Who: Thomas Mackel

Campus: University of West Georgia, Carrollton, Georgia

Move: Retired as University of West Georgia police chief

Quoted: “If I could give advice to the next chief it would be to always keep in mind that the center of things we do here is serve the students. It may not always be the way the students want us to, but you have to look at what is best for the students and how we can make them better people. The thing I always tell people is that the biggest thrill we have is when we see those students walking across that stage at graduation.”



Frank Coots, Hamilton College, Clinton, New York

Who: Frank Coots

Campus: Hamilton College, Clinton, New York

Move: Major Frank Coots retired from the New York State Police in January after serving 33 years, most recently as Troop D Commander. He became Campus Safety Director at Hamilton College on March 1, 2017.

Quoted: “This is an exciting time to be part of campus safety, and I realize what a unique opportunity I have been given to be on the Hamilton College team. Hamilton College has established itself as an academic institution that puts the safety of its students, faculty and administration as one of its top priorities.”



Tony Lee, University of California at Los Angeles

Who: Tony Lee

Campus: University of California at Los Angeles

Move: Lee became Chief of Police March 13, 2017.

Quoted: “It’s truly an amazing honor to have been selected as the police chief in what I consider to be one of the finest university police departments in the nation. I know first-hand the high caliber of personnel at the UCLA Police Department, and I look forward to working with the faculty, staff and students to enhance campus safety.”



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Ken Koch, University of Colorado

Who: Ken Koch

Campus: University of Colorado

Move: Deputy Chief Koch was promoted to Chief of Police. He has assumed command.

Quoted: “I can’t express how excited I am about this opportunity. I look forward to where we are going to be going in a couple of years.” He said that recruitment and retention is one of the biggest challenges currently facing the department, because officers become “highly valuable” to other agencies after they put in a few years of work.

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Connections offers several easy-to-use services:

- IACLEA-L, an online discussion among members on a range of topics
- Communities, discussions, and information on dozens of matters
- Resource Libraries with sample documents, industry best practices, photos, videos, and more on public safety topics and IACLEA business.

Members consistently say this is one of the most valuable elements of their membership.

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Iowa State Selects Michael Newton as Chief of Police



Michael Newton

Michael Newton became Iowa State University's next chief of police, an expanded role that also includes an assistant vice president post, effective April 3. Newton will oversee the public safety department, which includes the police and parking divisions. In addition, his responsibilities will include community engagement and outreach; emergency planning and management; threat assessment and response; and Clery Act compliance.

Newton leaves the University of Wisconsin – Madison Police Department where he had served since 1998 and was a captain.

Newton earned a criminal justice degree from Mount Senario College, Ladysmith, Wisconsin; a master's degree in administration of justice from the University of Louisville, Kentucky; and a Ph.D. in business administration from Northcentral University, Prescott Valley, Arizona. Newton also is a graduate from the 113th Administrative Officers Course at the University of Louisville's Southern Police Institute.

Why did you choose law enforcement as a profession?

"From an early age I had an interest in the field of public safety. While I was still in high school, I became a lifeguard and an emergency medical technician. My path started when I became a manager at Michigan's Adventure, an amusement and water park. There I met LeRoy Scott, a police chief working as a security officer. While I already had an interest in law enforcement, talking with Scott helped shape the eventual path that I took."

What is the best career advice you received?

"There are a few pieces of advice that have stuck with me. Stop to take time and really listen to what people are saying and then learn from what they have said. Once you do that, then you can truly lead. Also remember "Can I / Should I?" In this profession there are things that we can do – but should we really? Also, being a lifelong learner in this profession is very beneficial."

What is your guiding philosophy of leadership?

"A leadership philosophy that takes into account mentoring and coaching leads to a more productive team atmosphere. In this environment, you are able to get the most out of the team while also seeking their input. And the goals of the organization become a collaborative effort from the team. Also you are able to accomplish more while teaching, which should be a large part of leadership."

What advice do you give to young public safety officers?

"Slow down and take time to learn from those around you. The people who are attracted to law enforcement tend to be eager to move through the ranks and want to learn everything. Take time to really develop your skills and not only focus on things that interest you. Take a big-picture view of the profession and be willing to take on challenges that are outside your comfort zone. Realize that we do not all develop in the career at the same pace. Be patient and set goals."

How important is planning in police operations?

"Planning is key! Every aspect of the police organization can be influenced by proper planning. Planning helps us to understand where our organization is currently and where we will be going in the future. Planning can include the development of operational plans, continuity planning, succession planning, plans for a single event or multiyear strategic plans. All areas of the

Stop to take time and really listen to what people are saying and then learn from what they have said.

department can benefit from planning, and it will be and has been key to me as a leader."

What new tactic or innovation do you hope to bring to your department?

"The first thing that I will need to do is assess what is already in place at Iowa State. Then I can pull from my experience to assist the team in developing new ideas or, in some cases, enhancing what is already being done. I have had significant experience

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Southeast Region Holds Inspiring, Educational Conference at North Carolina State

UT's Troy Lane Honored as Southeast Region Director of the Year

On March 6, the North Carolina State University Police Department hosted the **Southeast Regional Conference**. The 123 participants and 19 vendors heard an inspiring keynote address and attended useful breakout sessions. Meeting organizers extend deep appreciation to the meeting's Corporate Partner STANLEY Security, whose support made the conference possible. STANLEY's support also ensured the participation of the keynote speaker, who attended from Orlando.

During the keynote address, Nathan Lee told the spellbinding – albeit tragic – story of his wife's senseless murder – and his new calling to improve 9-1-1 emergency response. He founded the Denise Amber Lee Foundation in her honor to provide



NC State University Chief of Police Jack Moorman presented and helped organize the conference.

For the first time, the Southeast Region presented awards to accomplished public safety officers.

Troy Lane, University of Tennessee at Knoxville Associate Vice Chancellor of Public Safety and Chief of Police, was named Southeast Region Director of the Year.

Lane's nomination included these accomplishments: "Chief Lane has been instrumental in numerous changes within the department since arriving five years ago. His leadership has resulted in officers being provided tools to perform their job, such as Tasers, body cameras, and a new records management system. He has been successful in addressing equitable pay issues for both police and communication officers. Chief Lane has promoted the goals of the university at the state level through the Tennessee Association of Chiefs of Police and at the national level by serving on the IACLEA Board of Directors. He remains active each year facilitating ethics training to all officers and truly leads by example."



Look who flew in for the conference: President Randy Burba and President-elect David Bousquet. They warmly greet Wake Forest University Chief of Police Regina Lawson.

better training, standardized protocols, and technological advances for 9-1-1 so it meets the expectations of all citizens. Denise's father Lt. Rick Goff,

a recent law enforcement retiree, also spoke during the address. For more information on Denise and the foundation, visit these sites:

<http://deniseamberlee.org/en/Denises-Story>

<https://www.youtube.com/watch?v=HJq82TowpEM>

Breakout sessions on stadium security and social media monitoring were on the agenda. Dolores Stafford, whose company DStafford and Associates is an IACLEA Corporate Partner Plus, presented on changes to the Clery Handbook and compliance.

Other notable sponsors included Social Sentinel, which provided lunch, and Sirchie, which sponsored the break. Conference attendees certainly appreciated that!



Dolores Stafford, president and CEO of D. Stafford & Associates, presents on Clery Act compliance.

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in emergency management planning and response, crowd management, special events planning, mental health training and response, and community collaboration. I will use my experience in these areas to bring about programs and initiatives that help enhance what is currently in place. I am aware there are practices and programs in place that will be important to keep moving forward.”

What is the lead strategy in campus community – police relations?

“The best thing that we can do is to take time and listen to the members of our community. Too often we do not pause and listen to what people are really saying. Once we begin to truly listen, people will start to build a trusting relationship with us and that is important in rebuilding overall trust and legitimacy.”

Is there a professional article or book that you would recommend?

“I highly recommend that every officer read *Emotional survival for law enforcement: A guide for officers and their families*. I recommend giving this book to new people entering the profession, and from time to time it is good to revisit the book throughout your career. I also recommend reading

a welcome change to the old-school philosophy of not dealing with the stress that exists in the profession. Law enforcement leaders are recognizing that emotional, physical, and financial stressors have a huge impact on our teams. A well-balanced team will achieve more and lead to better community engagement.”

How will your family decide where to live in Ames, Iowa?

“We immediately began looking at the local school districts to find one that fits best for our daughters. Our 14 year old

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the book *Blink: The power of thinking without thinking*.”

What trend in law enforcement are you most glad to see?

“Wellness in law enforcement! The addition of peer support teams has been

also did her own research, as she is very interested in math. The goal is to find a place that feels good to the entire family, and I think we are close to finding that, as this is a great community.”

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Troy Lane

Troy Lane

Sgt. Tim Hammonds from the North Carolina State University Police Department was selected as Southeast Region Officer of the Year. Part of his nomination reads:

“Not only does Sgt. Hammonds provide outstanding service to the campus community, but he does an amazing job with his Crime Prevention Unit. Within the past year he has received multiple letters or emails of appreciation from citizens for his great work. Sgt. Hammonds coordinates the Citizens Police Academy, conducts RAD Training, organizes the Coffee with a Cop program, organizes the annual Night Walk, and a variety of other programs. As part of a grant, he partnered with the N.C. State University Office of Institutional Equity and Diversity to create a curriculum for an Unconscious Bias class that was presented to all members of the Police Department. He now co-teaches this class to other units on campus. Regardless of what endeavor he undertakes, he always demonstrates a positive attitude and receives great reviews.”