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April 2016 PAC Minutes, Police Foundations

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POLICE FOUNDATIONS (SCHOOL OF PUBLIC SAFETY)

Program Advisory Committee Meeting

April 12th 0830 – 1030 HRS
D3024 – Fanshawe College

Present:
Andre Reymer          Scott McCallum          Andrew Murray          Darren Couling
Beth Pimm             Gerry Foster            Jo-Ann Savoie          Catherine Nanton
John Legault           Jason Zambo             William Hibbert        Gloria Yu
Agatha Jaskula – recording secretary  Mark Hunter          Paul Landers          Chris Herridge

REGrets:
Andrew Cowen          Paul Hess

1.0 CALL TO ORDER
  - Andre called the meeting to order and began introductions around the table

2.0 APPROVAL OF AGENDA
  - Agenda approved as presented

3.0 REVIEW OF MINUTES FROM SPRING PAC MEETING
  - Minutes approved as presented

4.0 PROGRAM REVIEW AND UPDATES 2015
  - Mark thanks everyone for their part. These meetings are our ties to the community. It helps us stay current and up to date in our programming and ideas for recommendation.
  - Advanced LICE program will be launching Fall 2017
  - Created a contract program – Community Paramedicine. Students from Chatham-Kent, this was a successful outcome.
  - Assisted with creating new programs; Fire in Technology and Cyber Security in Information Technology.
  - September 1st new school, C-west will be open. New gyms, paramedic lab, Emergency Management. Greater capacity to deliver training for community and partners.
  - Discussions with Kings College about articulation agreement. Currently you can transfer with 5 credits, new articulation would allow 2 for 2. There is significant interest in a collaborative degree – will explore this one further.
  - If there are any community partners that require training to contact us and we can deliver.
  - Police foundations currently has 1035 applicants for Fall 2016 as of April 11th while other colleges are seeing decline in numbers. 323-327 is our target and we have 188 confirmed already. In 2nd year, after attrition we have 133 students, with 100 enrolled in Protection Security and Investigation.
  - Police Foundations Volunteer Committee continue to be involved in various community events including Spring Cleanup, Racing against Drugs at Regina Mundi College in February and in Delaware in April. Easter Monday the students participated in the Blood donor clinic for Canadian Blood Services. Bake sale (students can choose the cause) in February students raised over 900$ for St. Joes Hospital Brain Cancer research and over $700 in February to the Canadian Mental Health. Santa Clause Parade in November.
  - Jon Kunder took another 28 student to Miami for 8 days. Students were engaged and interested, experiencing live autopsies.
• Future volunteer events coming up in the fall are the Canadian Country Music Awards September 11th and the London Airshow September 17th/18th.
• Students are struggling with writing skills & articulation. E-mails between professor and students are not professional and lack e-mail etiquette. Each stage of the program will include a writing component to work on these important skills. Katrina Craig, Language & Liberal Studies instructor added a book report element. The gap was recognized and we are now working with Language & Liberal Studies to revamp these courses.
• John Legault is currently teaching the Police Culminating Skills Assessment course. Over a year ago whole mapping out courses and ministry requirements, it was recognized that students had no way to reliably demonstrate their skills that they have learned. Bill delivered this course for the first time last summer in Woodstock with 12 students. John had 136 students in January 2016. This was very challenging and a lot of part timers were required to ensure proper student-faculty ratio. All faculty are retired or active police officers.
• John learned a great deal through this experience, that not all students were able to apply everything they learned throughout the program. He added a Professionalism & Participation component where students were assessed on class preparedness, punctuality and professional dress which resulted in a 90% attendance rate over a 14 week period. Student’s feedback was positive and they would like to see more courses with application components. Important to show students that are is a customer service element to policing and it’s not all just tickets and arrests. Its public relations, reference, goodwill and customer service.
• Very effective however a lot of resources are required to run this course successfully. John envisioned that at the beginning students could participate in field interviews or evaluate the nature of an arrest. He thought by the end of the course that students could make a straightforward arrest. What happened was that student’s critical thinking isn’t highly evolved and their writing is mediocre. Students went through different scenarios. These students were divided into 4 sections. It took 3 weeks for each student to get through each scenario.
• Public Appeal: Equipment/surplus for 12 pistol holsters. This would assist students with proper body positioning. They struggled with the interview and how to stand appropriately considering they have a loaded weapon on their side. These holster would also assist students how to properly move around in any situation.
• Overall student feedback was they felt it was great and want to see more. They felt comfortable with their peers who also not know everything.

5.0 ADVANCED POLICE STUDIES UPDATE

• Class of 2014/2015: 8 of 12 graduates now employed in careers type law enforcement. Remaining 4 in law enforcement field.
• Class of 2015/2016: 16 students will be graduating in June. 2 are already employed in career type jobs in policing/corrections.
• Class of 2016/2017 The target is 20 students. Currently have 55 applicants with 10 offers. Expected to have 12-15 of the 55 applicants to have admission offers.
• Question asked, what is keeping the other applicants from getting offers? Lifestyle Choices. Gloria, Darren & Beth contributed. The generation isn’t taking into consideration that marijuana is an illegal substance. When going through a recruitment process, they will go as far as they feel is a good scope for the individual, therefore past life choices can be a factor. Even if marijuana becomes legalized, it will take years for the mindset to change in policing. It’s not retroactive. It is still difficult to get into policing (local and OPP), with thousands of applicants and only 300 recruits a year for OPP.
• Records Management System: In addition to Niches, we obtained 250,000$ educational grant from Hexagon Safety Infrastructure (Intergraph) for web based RMS system. 1 server license with 30 web RMS license. Faculty training will occur in May. Only College in Canada to have Niche and only one in Ontario to have Intergraph.

6.0 PUBLIC SAFETY LEADERSHIP PROGRAM UPDATE AND DISCUSSION

• Latest promotional material as handed out
• Commitment and excitement is there however the applications are low.
• Program is now entirely online in a condensed format. Face to face element at the end. Online will be more interactive with journal entries
• Applicant pool went from 1 to 2.
• There is discussion about an articulation agreement that would allow students to take this program and enter directly into a master’s program at Athabasca and Royal Roads.
7.0 OTHER BUSINESS ARISING

- Recruitment insight – education pathway doesn’t haven’t to include university. Recruitment is looking for the whole package, school, work and experience. Working consistently throughout education developing customer service skills. There is no point system for education. Average age is 26, therefore students lack self-confidence and wait longer to apply. Students feel they need a lot of education, however that is not the case. Writing courses are important.
- Discussion on leadership education is non-existent.
- Gloria commented on PSL and how all emergency fields are dumped under one umbrella, why not have a stream just for police. Feedback was given. Despite it might not seem like it at first, much can be learned from different fields and even civilians. Collaborating roles allows to have a different perspective that teaches you. Designed to be interdisciplinary/collaborative. Projects are geared to your discipline.
- Final Input & Thoughts:
  - Great review on the Culminating Skills assessment.
  - The standards are high on Advanced Police and attract quality students.
  - Recognizing that writing skills are lacking and need to incorporate critical thinking in essays.
  - Idea to have recruiters come to COMM classes to discuss what’s important when a candidate is considered.
  - Add more tests to challenge student to work on communication skills such as body language, phone skills etc.
  - Students should consider taking writing classes in the summer, looks good on them when applying.
  - Interviewing and Interrogating is a 5 day course at OPC, something that could be incorporated during the program.
  - Guest Speakers – hostage negotiator.
  - Incorporate Desk duty into scenarios and how to deal with the many people and situations that walk into a police station, multitasking, customer service, etc.

- What are the demographics of the Adv. Police students? 30-40% are female. 3-5% of the applicant pool would be considered diverse. Of those 30-40% women, 90% are successful.

8.0 DATE AND TIME OF NEXT MEETING

- October 18th 2016 0830 – 1030; D3024

9.0 ADJOURNMENT

- Meeting adjourned at 10:15 am