

MINUTES
North Carolina Criminal Justice
Education and Training Standards Commission

Planning and Standards Committee
May 28, 2009

The Planning and Standards Committee of the North Carolina Criminal Justice Education and Training Standards Commission met in Room 229 of the Department of Correction Office of Staff Development and Training in Apex, on May 28, 2009 at 1:00 pm.

Members Present

Commissioner Kevin Wallace, Chairman
Commissioner Bill Post, Vice-Chairman
Commissioner Lee Farnsworth
Commissioner Mike Evers
Commissioner Lorie Hersey
Commissioner Stephanie Freeman
Commissioner Greg Harrington

Members Absent

Commissioner Johnson Britt
Commissioner Tom Thornburg

Visitors

Sheriff Van Duncan, Bucombe County Sheriff's Office
Captain Rusty Sweezy, Buncombe County Sheriff's Office
Ms. Monica Shabo, NC Department of Correction
Mr. Moses Cannon, NC Department of Correction

Staff

Ms. Teresa Marrella, Criminal Justice Standards Division
Ms. Claudelle Julien, Criminal Justice Standards Division

I. Call to Order

Chairman Kevin Wallace called the meeting to order, welcomed those present, and declared a quorum.

II. Approval of February 19, 2009 Meeting Minutes

The minutes from the February 19, 2009 meeting were approved. Motion was made by Commissioner Lee Farnsworth and **seconded** by Commissioner Mike Evers. **Motion carried** unanimously.

III. Recruitment and Retention Subcommittee Report

Vice-Chairman Bill Post provided the committee with a report titled: "White Paper: Hiring and Retention Practices in North Carolina Criminal Justice Agencies." The report contained a summary of the statewide recruitment and retention survey conducted in 2008, the findings from the surveys that Vice-Chairman Post sent to six agencies selected for their excellent recruitment and retention programs, and a brief description of the concept of emotional intelligence and how it can be applied to recruitment and retention in the criminal justice profession.

Chairman Wallace requested that the section of the report on emotional intelligence be expanded and asked Ms. Teresa Marrella to email a copy of the final draft to all committee members prior to the August meeting. Committee members agreed the paper should be presented to the full Commission at the August meeting.

IV. Emotional Intelligence in Recruiting and Retention

Commissioner Farnsworth introduced Sheriff Van Duncan and Captain Rusty Sweezy, both from the Buncombe County Sheriff's Office. Sheriff Duncan gave a presentation on the concept of Emotional Intelligence as it applies to the criminal justice profession.

He stated that emotional intelligence was first discussed as a psychological concept in the 1990s and is defined as "the ability to monitor one's own and other's feelings and emotions, to discriminate among them and use this information to guide one's thinking and actions." He said studies have shown that emotional intelligence is a better predictor of future job success and leadership ability than many of the psychological tests commonly used today, including IQ tests.

Sheriff Duncan said that emotional intelligence is divided into five components:

- Self-Awareness – knowing how you are perceived by others, how your behavior effects others
- Self-Regulation – think before acting, and acting appropriately
- Motivation – passion to work, to pursue goals with energy and persistence
- Empathy – Ability to understand emotional makeup of other people, treat people according to their emotional reaction. Ex. Use of force – officer will explain his actions to the arrestee.
- Social Skills – manage relationships and build networks, find common ground and build rapport

Generally, emotional intelligence looks at how well a person is in touch with their own feelings and can accurately identify why they are experiencing emotions. It also includes the ability to accurately recognize the emotions of others and examines how well a person uses the combination of those observations to effectively manage interpersonal interaction. These skills are important to success in working in all areas of the criminal justice system.

Sheriff Duncan stated that emotional intelligence tends to increase with age and life experience until it peaks between the ages of 60 and 65. After age 65 emotional intelligence tends to slowly decrease.

Vice-Chairman Post stated that some agencies in North Carolina have incorporated emotional intelligence testing as a successful component of the hiring process. Sheriff Duncan said that while he does not include emotional intelligence as an evaluation tool during the recruitment and hiring process, he does provide instruction on the concept to new officers during their orientation to the department.

Chairman Wallace and the committee members thanked Sheriff Duncan for his presentation.

After a brief discussion committee recommended that consideration be given to including a block of instruction on emotional intelligence in the Basic Law Enforcement Training curriculum.

V. Changes to the Personal History Statement Form F-3(LE)

Ms. Jane Gilchrist, Assistant Attorney General, requested that the committee review Question # 47, which deals with criminal charges and contains the following wording and introductory note: "Have you ever been arrested by a law enforcement officer or otherwise charged with a criminal offense? If "Yes," give details. (the term "charged" as used in this question includes being issued a citation or criminal summons.) NOTE: Include all offenses other than minor traffic offenses. The following are not minor traffic offenses and must be listed below: DWI, DUI (alcohol or drugs), failure to stop in the event of an accident, and driving while license permanently revoked or permanently suspended."

Ms. Gilchrist explained that no other guidance is provided to explain what constitutes a minor traffic offense and some confusion has arisen as to what information an applicant should include in response to this

question. She stated that applicants have also indicated that they did not understand that "otherwise charged" would include receiving a citation or summons to appear in court.

She provided the committee with several options for rephrasing the question and introductory statement to better explain what information applicants are required to include on the form. After some discussion the committee agreed to include a brief definition of the phrase "otherwise charged" and to require applicants to list all offenses other than speeding tickets.

Chairman Wallace stated that the proposed amendments to the form would be presented to the Executive Committee later in the day.

VI. Other Business

Ms. Marrella stated she was happy to announce that the new Criminal Justice Standards Division website, part of the NC Department of Justice website (www.ncdoj.gov) is now online. She provided committee members with an outline of the different sections and explained that the new website is more user friendly and contains more information than the old website. She reported that she has added information for candidates who are interested in pursuing a career in law enforcement, and included links to the North Carolina Justice Academy's training pages and job bank. Ms. Marrella advised the committee that she welcomes feedback and suggestions about the website and encouraged committee members to view the website at their convenience.

Chairman Wallace announced that as Vice-Chairman Post would be retiring on August 1, 2009, this would be his last meeting. Chairman Wallace stated that he and the committee enjoyed working with Vice-Chairman Post and he would be sadly missed.

VII. Date of Next Meeting

Chairman Wallace announced that the next committee meeting will be held on August 27, 2009, at the North Carolina Department of Correction Office of Staff Development and Training in Apex.

IX. Motion to Adjourn

Motion to adjourn was made by Commissioner Post and **seconded** by Commissioner Farnsworth. **Motion carried** unanimously.