

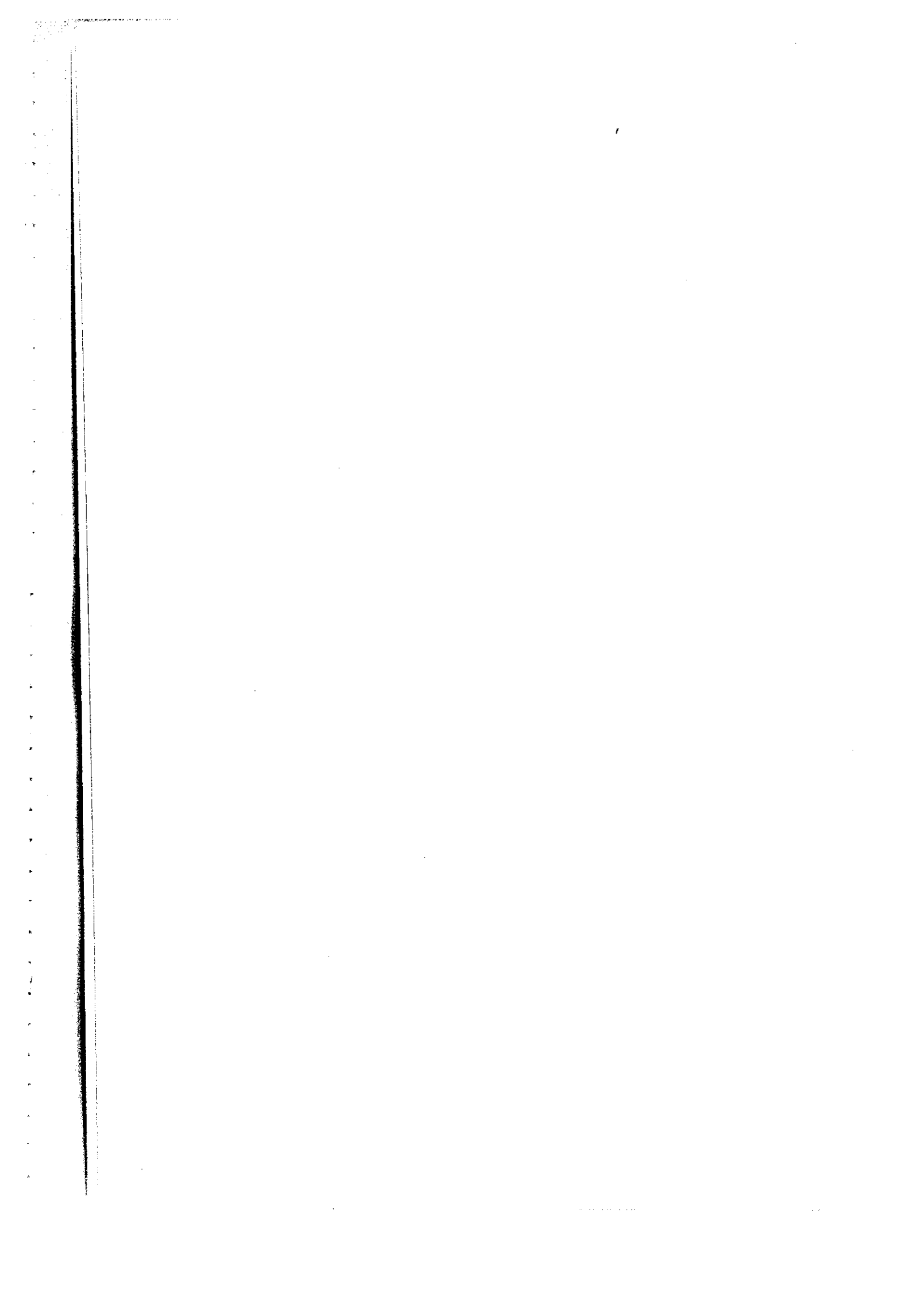


U.S. Department of Justice  
Federal Bureau of Investigation

# INTERNATIONAL SYMPOSIUM ON THE FUTURE OF LAW ENFORCEMENT

# POWERSHIFT

*Knowledge, Wealth, and Violence  
at the Edge of the 21st Century*





U.S. Department of Justice

Federal Bureau of Investigation  
FBI Academy  
Quantico, Virginia 22135  
April 1, 1991

Police Futurists,

Welcome to the First International Symposium on the Future of Law Enforcement. The purpose of the symposium is two-fold. First, to share information about the discipline of Futures Research. Second, to promote and encourage long-range planning among law enforcement agencies world-wide.

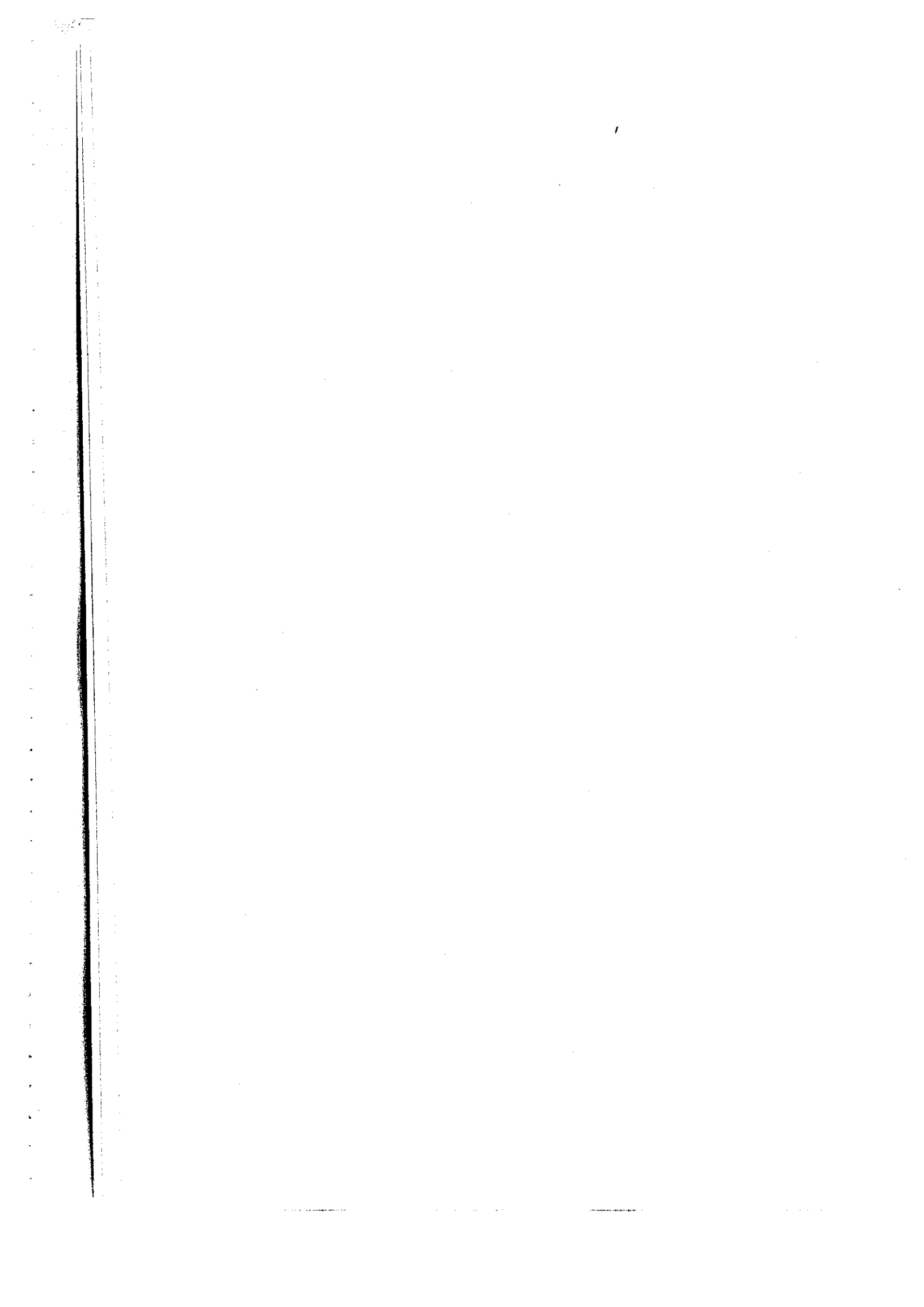
In our socially and culturally diverse, high-tech society, we daily experience unprecedented change. Such a turbulent environment evidences the need for law enforcement to stop thinking about planning as a luxury and raise it to the level of an essential function of policing. The discipline of Futures Research defines long-range planning as a period of from 10 to 20 years. Too few of us devote serious thought to policing from such a perspective. Where strategic plans have been unsuccessful, it may be because the link between the "big picture" (Futures Research) and operational (strategic) planning, has been overlooked. If strategic planning is to be successful, it must flow from forecasts and long-range planning.

The 250 delegates gathered for this historic symposium consist of three categories of professionals. The majority are law enforcement officers who have successfully completed the Futures Research graduate course while attending the FBI National Academy. The second group consists of representatives of professional associations that potentially could be powerful driving forces and catalysts for change in policing--if they choose to do so. The third group consists of international representatives of law enforcement agencies which report, through the American Embassies in their countries, that they actively engage in long-range planning. The first group has "gotten the word." Based on what they take away from this symposium, others will come to embrace the concept of Futures Research.

The august faculty that has been assembled for this professional interchange are giving selflessly of their time and energies for you. They are anxious to exchange ideas and network with you. Take advantage of this unique opportunity. The program has been consciously organized to stimulate you to want to learn more--about Futures Research and long-range planning!

Sincerely,

William L. Tafoya, Ph.D.  
Supervisory Special Agent  
Symposium Coordinator



INTERNATIONAL SYMPOSIUM ON THE FUTURE OF LAW ENFORCEMENT

FBI Academy  
Quantico, Virginia  
April 1-5, 1991  
PROGRAM

SUNDAY

5:00 - 7:30 p.m. Dinner (Dining Hall)  
5:30 p.m. Buses begin arriving at FBI Academy  
5:30 - 9:00 p.m. REGISTRATION (Atrium)

MONDAY

6:30 - 7:45 a.m. Breakfast (Dining Hall)  
8:00 a.m. Buses depart Quantico for Washington, DC  
9:30 a.m. - 12 noon "Tech 2000" Exhibit, Washington, DC  
12 noon - 1:00 p.m. Lunch (on your own)  
1:00 - 3:00 p.m. "Tech 2000" Exhibit (Continues)  
3:00 p.m. Buses depart "Tech 2000" for FBI Academy  
5:00 p.m. Buses begin arriving at FBI Academy  
5:00 - 9:00 p.m. REGISTRATION (Atrium)  
5:00 - 7:30 p.m. Dinner (Dining Hall)  
8:00 - 10:00 p.m. RECEPTION (Atrium)

TUESDAY

6:30 - 7:45 a.m. Breakfast (Dining Hall)  
7:00 - 7:45 a.m. LATE REGISTRATION (Williamsburg Room)  
8:00 - 8:30 a.m. COMMENCEMENT (Forum)  
Director William S. Sessions &  
Assistant Director Anthony E. Daniels  
8:30 - 10:00 a.m. KEYNOTE ADDRESS (Forum)  
"PowerShift"  
Mr. Alvin Toffler  
10:15 - 10:45 a.m. Coffee Break (Hall of Honor)  
Dialectic with Alvin & Heidi Toffler

**TUESDAY (Continued)**

**11:00 a.m. - 12:30 p.m. CONCURRENT PRESENTATIONS:**

1. "1990 Census: Implications for the Future"  
(Classroom 104)  
Mr. William Butz, Associate Director, Bureau of Census  
Washington, DC
2. "Forecasting Methodologies"  
(Classroom 307)  
Dr. Richard McCleary, University of California, Irvine
3. "Demographics: Implications for the Future"  
(Classroom 303)  
Dr. Manuel Lopez, Minnesota State University
4. "Futures Research: Implications for Policing"  
(Classroom 304)  
Dr. Clem Bezold, Alternative Futures Associates,  
Alexandria, Virginia
5. "Paradigm Paralysis"  
(Classroom 305)  
Mr. Joel Barker, Infinity Limited,  
Lake Elmo, Minnesota
6. "Futures Research Applied in 'Real World' Policing"  
(Forensic Science Classroom 107)  
Mr. John Abbey, President, The Abbey Group  
Nevada City, California  
[COP Retired, Morgan Hill, California]
7. "CyberQuest" Computer Workshop (Glass Menagerie #1)  
Dr. Sidney Snellenburg &  
Dr. John Dickey, Virginia Tech State University
8. "Metapol" Computer System Workshop (Glass Menagerie #2)  
Ms. Sophia Carr, Police Executive Research Forum  
Washington, DC
9. "Automation of Artist Composite & Facial Aging" Workshop  
(Forensic Science Classroom 103)  
FBI Laboratory Division, Special Projects Section

12:30 - 1:30 p.m. Lunch (Dining Hall)

1:45 - 3:30 p.m. PLENARY SESSION (Forum)  
"The State of the Economy: Implications  
for the Future"  
Dr. Ravi Batra  
Southern Methodist University

3:30 - 4:00 p.m. Afternoon Break (Hall of Honor)  
Dialectic with Dr. Batra

**TUESDAY (Continued)**

4:15 - 5:45 p.m.

**CONCURRENT PRESENTATIONS:**

1. "Values and Ethics: Future Implications"  
(Classroom 104)  
General Vasit Dejkunjorn (Retired)  
Royal Thai Police, Bangkok, Thailand
2. "Violence in America: Future Implications"  
(Classroom 307)  
Dr. David Carter, Michigan State University &  
Mr. John Campbell, FBI Academy
3. "Extremist Groups: Future Implications"  
(Classroom 303)  
Dr. Richard Holden & Dr. Allen Sapp,  
Central Missouri State University
4. "Drugs: Future Implications" Workshop  
(Classroom 304)  
SA June Stansbury & Dr. Martin Kurke, DEA Training
5. "Future Crime: Focus on the Older Predator"  
(Classroom 305)  
Dr. Steven Egger, Sangamon State University
6. "Crime Trends: The Past as Prologue"  
(Forensic Science Classroom 107)  
Dr. Roger Depue, President, The Academy Group  
Manassas, Virginia, [Retired FBI Academy Unit Chief]
7. "CyberQuest" Computer System Workshop  
(Glass Menagerie #1)  
Dr. Sidney Snellenburg &  
Dr. John Dickey, Virginia Tech State University
8. "Metapol" Computer System Workshop  
(Glass Menagerie #2)  
Ms. Sophia Carr, Police Executive Research Forum  
Washington, DC
9. "Automation of Artist Composite & Facial Aging" Workshop  
(Forensic Science Classroom 103)  
FBI Laboratory Division, Special Projects Section

6:00 - 6:45 p.m.

PLENARY SESSION: Mini-Delphi Exercise I  
(Forum) Dr. William Tafoya, FBI Academy

7:00 - 8:00 p.m.

Dinner (Dining Hall)

8:30 - 10:00 p.m.

RECEPTION (Atrium)

WEDNESDAY

- 6:30 - 7:45 a.m. Breakfast (Dining Hall)
- 8:00 - 10 a.m. PLENARY SESSION (Forum)  
"The State of Police Education: Policy Direction for the 21st Century"  
Dr. David Carter, Michigan State Univ &  
Dr. Allen Sapp, Central Missouri State
- 10:15 - 10:45 a.m. Coffee Break (Hall of Honor)  
Dialectic with Dr. Carter & Dr. Sapp
- 11:00 a.m. - 12:30 p.m. CONCURRENT PRESENTATIONS:
1. "Cycles of Violent Crime: Historical Trends in Europe and the United States" (Classroom 104)  
Dr. Ted Robert Gurr, University of Maryland
  2. "International Cooperation" Roundtable  
(Classroom 307)  
Dep. Supndt. George Davis, Victoria, Australia P.D.
  3. "Legal Liability: Implications for the Future"  
(Classroom 303)  
Dr. Rolando delCarmen, Sam Houston State University &  
Dr. Victor Kappeler, Central Missouri State University
  4. "Law Enforcement Training: Past, Present, Future"  
(Classroom 304)  
Dr. James O'Connor, Northern Virginia Community College  
[Retired FBI Academy Deputy Assistant Director]
  5. "Crime Prevention: The Future" Roundtable  
(Classroom 305)  
Mr. Richard Sill, Captain, Chino, California P.D.
  6. "Crimes Against the Environment" Roundtable  
(Forensic Science Classroom 107)  
Mr. Stephen Shackekton, U.S. National Park Service  
Anchorage, Alaska
  7. "CyberQuest" Computer System Workshop  
(Glass Menagerie #1)  
Dr. Sidney Snellenburg &  
Dr. John Dickey, Virginia Tech State University
  8. "Metapol" Computer System Workshop  
(Glass Menagerie #2)  
Ms. Sophia Carr, Police Executive Research Forum  
Washington, DC
  9. "Automation of Artist Composite & Facial Aging" Workshop  
(Forensic Science Classroom 103)  
FBI Laboratory Division, Special Projects Section

WEDNESDAY (Continued):

- 12:30 - 1:30 p.m. Lunch (Dining Hall)
- 1:45 - 3:15 p.m. PLENARY SESSION (Forum)  
"Policing: An Emerging Political Issue"  
Mr. Rob McCord, Executive Director  
Congressional Clearinghouse on the  
Future, U. S. Congress, Washington, DC
- 3:30 - 4:00 p.m. Afternoon Break (Hall of Honor)  
Dialectic with Mr. McCord
- 4:15 - 5:45 p.m. CONCURRENT PRESENTATIONS:
1. "Implementing Change in Policing: Today & Tomorrow"  
(Classroom 104)  
Dr. Jerry Williams, COP, Aurora, Colorado P.D.
  2. "Privatization and the Future of Municipal Policing"  
(Classroom 307)  
Dr. Jay Albanese, Niagara University
  3. "Leadership vs. Management and the Future of Policing"  
(Classroom 303)  
Mr. David Couper, COP, Madison, Wisconsin P.D.
  4. "Reflections on Police Personnel Issues: Past,  
Present, Future"  
(Classroom 304)  
Dr. Larry Gaines, Eastern Kentucky University
  5. "Policing a Democracy in the 21st Century" Roundtable  
(Classroom 305)  
Dr. Louis Mayo, President, Murphy, Mayo & Associates,  
Alexandria, Virginia
  6. "Organized Crime: Future Implications"  
(Forensic Science Classroom 107)  
Mr. Giuseppe Marti, American Embassy, Rome, Italy
  7. "CyberQuest" Computer System Workshop  
(Glass Menagerie #1)  
Dr. Sidney Snellenburg &  
Dr. John Dickey, Virginia Tech State University
  8. "Metapol" Computer System Workshop  
(Glass Menagerie #2)  
Ms. Sophia Carr  
Police Executive Research Forum  
Washington, DC
  9. "Automation of Artist Composite & Facial Aging" Workshop  
(Forensic Science Classroom 103)  
FBI Laboratory Division, Special Projects Section

WEDNESDAY (Continued)

6:00 - 6:45 p.m.

PLENARY SESSION: Mini-Delphi Exercise II  
(Forum) Dr. William Tafoya, FBI Academy

7:00 - 7:45 p.m.

RECEPTION (Atrium)

8:00 - 10:00 p.m.

FORMAL DINNER (Lyceum)  
Host: Dr. James Reese  
Behavioral Science Services,  
FBI Academy

"Process for Change: A Bureaucratic  
Garage Sale"  
Superintendent Christopher R. Braiden  
Edmonton Police Service, Alberta, Canada

Thursday

6:30 - 7:45 a.m.

Breakfast (Dining Hall)

8:00 - 8:45 a.m.

PLENARY SESSION (Forum)  
National Assn. Police Planners &  
Assn. Police Planning and Research Offs.  
Mr. Thomas Reding, Deputy Chief  
St. Paul, Minnesota P.D.

9:00 - 10:00 a.m.

PLENARY SESSION (Forum)  
"Techno-Crime in the 21st Century"  
Mr. August Bequai, Attorney-at-Law  
McLean, Virginia

10:15 - 10:45 a.m.

Coffee Break (Hall of Honor)  
Dialectic with Mr. Bequai

11:00 a.m. - 12:30 p.m. CONCURRENT PRESENTATIONS:

1. "Expert Systems in Law Enforcement" Workshop  
(Classroom 104)  
Ms. Joan Jacoby, Jefferson Institute Justice Studies  
Washington, D.C.;  
Dr. Edward Ratledge, University of Delaware; &  
Dr. Roland Reboussin, FBI Academy
2. "Criminal Justice System Challenges for the Future"  
(Classroom 307)  
Dr. Gene Stephens, University of South Carolina
3. "Computer Crime & The Computer Underground"  
(Classroom 303)  
Dr. Frank Schmallegger, Pembroke State University &  
Dr. Robert Taylor, University of Texas at Tyler

Thursday (Continued)

11:00 a.m. - 12:30 p.m. CONCURRENT PRESENTATIONS:

4. "Utilizing the MMPI to Forecast the Future Performance of Police Officers"  
(Classroom 304)  
Dr. Charles Bozza, Irvine, California P.D.
5. "Recruitment and Selection: Future Implications"  
(Classroom 305)  
Dr. Frank Horvath, Michigan State University
6. "Long-Range Planning & Strategic Planning: Nexis?"  
(Forensic Science Classroom 107)  
Dr. Gary Sykes, Southwestern Law Enforcement Institute
7. "CyberQuest" Computer System Workshop  
(Glass Menagerie #1)  
Dr. Sidney Snellenburg &  
Dr. John Dickey, Virginia Tech State University
8. "Metapol" Computer System Workshop  
(Glass Menagerie #2)  
Ms. Sophia Carr  
Police Executive Research Forum  
Washington, DC
9. "Automation of Artist Composite & Facial Aging" Workshop  
(Forensic Science Classroom 103)  
FBI Laboratory Division, Special Projects Section

12:30 - 1:30 p.m. Lunch (Dining Hall)

1:45 - 3:15 p.m. PLENARY SESSION (Forum)  
"Building Bridges with the Community:  
Future Implications"  
Professor Herman Goldstein,  
University of Wisconsin Law School;  
Dr. Robert Trojanowicz,  
Michigan State University; &  
Mr. Darrel Stephens, Executive Director,  
Police Executive Research Forum

3:30 - 4:00 p.m. Afternoon Break (Hall of Honor)  
Dialectic with Professor Goldstein,  
Professor Trojanowicz & Mr. Stephens

**THURSDAY (Continued)**

4:15 - 5:45 p.m.

**CONCURRENT PRESENTATIONS:**

1. "Innovation in Policing: Today and Tomorrow"  
(Classroom 104)  
Mr. Bruce Glasscock, COP, Plano, Texas P.D.;  
Mr. Gary Leonard, COP, Sandy, Utah P.D.; &  
Mr. Mack Vines, former COP, Dallas, Texas P.D.
2. "Collective Bargaining: Future Implications"  
(Classroom 307)  
Dr. Allen Sapp, Central Missouri State University &  
Dr. David Carter, Michigan State University
3. "Arson: Today and Tomorrow"  
(Classroom 303)  
Dr. David Icove, FBI Academy
4. "Police Management & Administration: Future Direction"  
(Classroom 304)  
Dr. Gordon Misner, University of Illinois at Chicago
5. "The Future of Terrorism: Perspectives on a Changing  
Phenomenon"  
(Classroom 305)  
Dr. Richard Ward, University of Illinois at Chicago
6. "The Glass Ceiling: The Role of Women in Policing in  
the Future"  
(Forensic Science Classroom 107)  
Dr. Dorothy Bracey, John Jay College Criminal Justice
7. "CyberQuest" Computer System Workshop  
(Glass Menagerie #1)  
Dr. Sidney Snellenburg &  
Dr. John Dickey, Virginia Tech State University
8. "Metapol" Computer System Workshop  
(Glass Menagerie #2)  
Ms. Sophia Carr  
Police Executive Research Forum  
Washington, DC
9. "Automation of Artist Composite & Facial Aging" Workshop  
(Forensic Science Classroom 103)  
FBI Laboratory Division, Special Projects Section

6:00 - 6:45 p.m.

PLENARY SESSION: Mini-Delphi Results  
(Forum)  
Dr. William Tafoya, FBI Academy

7:00 - 8:00 p.m.

Dinner (Dining Hall)

Thursday (Continued)

8:15 - 10:00 p.m.

PLENARY SESSION (Forum)  
National Assn. Police Planners &  
Assn. Police Planning and Research Offs.  
Mr. Thomas Reding, Deputy Chief  
St. Paul, Minnesota P.D.

FRIDAY

6:30 - 7:45 a.m.

Breakfast (Dining Hall)

8:00 - 10:00 a.m.

PLENARY SESSION (Forum)  
"Changes and Challenges: Anticipating  
Our Role in Tomorrow's World"  
Associate Deputy Director Oliver  
B. Revell

10:15 - 10:45 a.m.

Coffee Break (Hall of Honor)  
Dialectic with Mr. Revell

11:30 a.m. - 1:30 p.m.

FORMAL LUNCHEON (Lyceum)  
Host: Dr. William Tafoya  
Behavioral Science Services,  
FBI Academy

"Closing Remarks"  
Mr. Harold Dow, CBS Television

2:00 p.m.

Buses depart for Washington National  
Airport