

UK Introduces National Police Competency Framework



Alan Beckley, PFI Vice President sends a message from over 'ere – a national police competency framework – will it result in increased police proficiency?

The big news in the UK is the introduction of a nationally accepted police national competency framework. The Police Skills and Standards Organisation, operating as an agency of the Home Office (or Ministry of the Interior equivalent) has been working for the past two years to put the framework together for every rank and role in the police service plus desired competencies for police support staff.

This has proved to be a massive task but it is now coming to fruition. A whole framework for general police work has been published and work is continuing on competencies for specialist roles. Police support staff have not been forgotten and a competency framework is also being produced for all levels of civilian staff.

The National Competency framework (NCF) is delivered at different levels according to the rank structure with more complex and 'strategic' behaviours being required at the higher management levels.

The National Competency Framework comprises of:

- A Behavioural Competency framework
- A library of Activities which includes Knowledge and Skills
- Thirty three Role Profiles
- Six Rank Profiles
- A Performance Development Review (PDR) process which uses the above elements

The purpose of the NCF is to enable performance to be measured against clear standards and thereby allow 'performance management' and personal development to take place. The eventual aim is to further professionalise the police service in the UK. Let us hope it works

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21st Century--Opportunities and Challenges

World Future Society Conference 2003

PFI Annual Meeting



PFI 2nd Vice President Steve Hennessy has been planning for the July 18-20 meeting at the Hyatt Regency Hotel in San Francisco's Embarcadero Center—including a 24-hour-a-day hospitality-meeting room, a networking room, two receptions, and the 4th Annual PFI Run to the Future, open for the first time in 2003 to WFS members also.

The first joint Society of Police Futurists International-World Future Society meeting was held in San Francisco in 1997. This year we'll return to the City by the Bay for a much improved and bigger event.

Besides the hospitality and networking rooms as meeting places for PFIs attending, there will be the annual business meeting followed by a reception at the hotel.

PFIer Dr. Sandy Boyd, a Californian, has generously offered her home for a second reception to be hosted by Seven Points Partners of San Rafael. "This is in keeping with our goal to have a large California contingency at the conference, including some new members," Hennessy said.

As coordinator, Hennessy, Ed.D., training administrator for the Phoenix Police Training Academy, has scheduled a series of informative PFI panel presentations and knowledgeable speakers.

Policing in the Year 2013

The future is a set of options, options that may often surprise us even though we try to forecast what will take place. The panel will look at what the future of policing may be like 10 years from now. Several dif-

ferent perspectives including image and power, service, leadership, and community involvement will be discussed. Attendees will be encouraged to comment on other trends and factors that may shape the future of policing.

What you'll learn: Attendees will learn and compare various ways to improve image, build community resources, develop and enhance a culture of leadership, and the importance of expanded inclusion of the community.

Panel: **Tom Esensten**, principal, Organizational Effectiveness Consulting; course manager and faculty, California Law Enforcement Command College, Sacramento, California

Bob Harrison, chief of police, Vacaville Police Department, Vacaville, California

John Hoyle, professor of educational administration, Texas A&M University; faculty, California Law Enforcement Command College, College Station, Texas

Katherine Roberts, captain, Ontario Police Department, Ontario, California

Preventing Terrorism: The Future of Policing and Community Partnerships

It has been said that "all politics is local," so is it also true that "real safety must be provided locally," or at least prevention of crime and terrorism starts with a partnership of citizenry and police at the community level. How can community partnerships make us safer and prevent the fear and real danger posed by terrorists such as snipers and bombers? What is the citizen's role? Who else must be involved to make the community safe? Police Futurists International panelists and others will discuss a variety of approaches and will entertain questions and comments from the audience. Participants should be able to take ideas home with some thoughts on how these systems are interconnected

Conference

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and what each can do to start to make their communities safer.

What you'll learn: Participants will learn about comparative law enforcement methods, the effects of police and community cooperation, and the future of policing in U.S. society. Discussions will involve the roles of public and private enterprise along with the important role of the news media, all that are interconnected with police roles and the importance of recognizing what each can bring to the table.

Panel: **G. Marcus Aurelius**, emergency management coordinator, City of Phoenix, Phoenix, Arizona

Thomas J. Christoffel, executive director, Regional Intelligence, Front Royal, Virginia

Ed Cisneros, lieutenant, Chino Police Department, Chino, California

Gene Stephens, consulting futurist; professor

Registering for the Conference

PFI members are encouraged to register early for the joint meeting, as the cost escalates as the time approaches.

For more information on the meeting, see page seventeen, or go to www.wfs.org.

Noting the \$195 rate per night for the hotel, Hennessy said he will be developing a list of nearby, cheaper alternatives. "We're really going to publicize this meeting, so we'll post information on the PFI web site and we will have mailings of the program to members and prospective members," he said.

Future Strategies for Elder Communities and Crime Prevention

As seniors become elders, they are exposed to new criminal threats and liabilities. The characteristics of being civic-minded and remaining involved in the community suggests they would be more vulnerable to crime. It is important to consider what changes need to occur in environmental design, education on crime prevention, environmental design, and policing strategies in order to increase the safety of these elders.

Traditionally, we have depended on law enforcement to take a leadership role in crime prevention.

That has not worked very well—law enforcement agencies have limited manpower and most will lack the skills that will be needed to help our new elders. Where and how can the new elders learn to protect themselves? What protections should facility/community managers provide for them? What will become the online standards of care? The speakers will outline the characteristics of elders, those unique implications for crime prevention, and possible solutions. The audience will further discuss ideas as well as consider the dilemma of balancing individual freedom with community safety, the decision points between taking risks and maintaining an acceptable quality of life.

Panel: **Marta Keane**, president, The Strategies Group, Earlysville, Virginia

Bernard H. Levin, commander, Waynesboro Police Departments Policy and Planning Bureau; professor, psychology and administration of justice, Blue Ridge Community College, Weyers Cave, Virginia

Assuming Risk: Will We Be a World Facing Chronic Terror?

Within the past few years, we have been assaulted by media reports of bombings, sniper attacks, anthrax, and mass murder. Pundits seriously discuss the possibility of near-term nuclear attack. As a result, citizens have become chronically frightened. The speakers will address the notion of risk in our daily lives and what we can do to ameliorate the damage created by threats and fears. Topics addressed will include realistic evaluation of risks and vulnerabilities, prevention and protection, effects of optimism versus pessimism, and internationalization of threat analysis.

What you'll learn: Participants will learn, with respect to the risks, what alternative futures seem likely and how behavior of governments and social groups can affect those futures.

Panel: **Michael Buerger**, associate professor and graduate coordinator, criminal justice program, Bowling Green State University, Bowling Green, Ohio

Eugene Hernandez, chief of police, Chino Police Department, Chino, California

Carl J. Jensen, III, supervisory special agent, Federal Bureau of Investigation (FBI), Quantico, Virginia

Bernard H. Levin, commander, Waynesboro Police Departments Policy and Planning Bureau; professor, psychology and administration of justice, Blue Ridge Community College, Weyers Cave, Virginia

Got a Virus? Don't Call a Doctor, Call a Cop



***A virus or a worm?
Officers serving in local
jurisdictions should know
the difference.***

***By Cmdr. Dave Pettinari
Pueblo CO
County Sheriff's Office***

A virus? A worm? A Trojan horse? A hacker tool? A dedicated denial of service attack?

As a local or state peace officer, do we really need to be concerned with these details? Don't the feds handle all criminal

hacker forays and Internet attacks?

Not really. Most investigations of this type will either be handled at the local level, or no one will work them. Federal authorities have their hands full with digital investigations with much more at stake, such as national security issues, international terrorism, and protection of critical infrastructure.

A virus is computer code with a mission (delete files, corrupt data, send data) that is propagated with a triggering mechanism (a certain event, such as turning a computer on or firing up a browser, that will awaken the virus; or a certain time that will activate it). A criminal might use a virus to damage data or cause panic among targeted computer users who depend on data in that system.

A worm acts like a virus in that it uses network connections, such as a Local Area Network (LAN) and the Internet, to replicate itself from computer to computer on the network. It differs from generic viruses in that it is a self-contained program that does not need to attach itself to another application

or file as viruses do. Worms spread from host to host over a network, consuming resources and often culminating in a denial of service for network users. A criminal might use a worm to take down a certain local area network, or, as has been tried in the past, in an attempt to bring the entire Internet to its knees.

A Trojan horse is NOT a virus, but a remote administration tool if used without criminal purpose. But if used with intent to deceive, the Trojan is generally disguised as a benign utility, helpful program, or cute screensaver or joke. Trojans cannot replicate themselves, but are often installed on a system because they were payloads delivered by true viruses. Covertly installed Trojan horse programs allow hackers to monitor everything going on in your computer, and even take control of the system from a remote location. Back Orifice and Netbus are two examples of Trojan horse programs. A criminal might use a Trojan horse as a remote access tool on an executive's personal computer to extort money from the company.

A denial of service attack is a hacker's means for using several thousand other computers (called *slaves* or *zombies*) to simultaneously send data or e-mail to servers or people's individual computers to bog them down and bring them to a screeching halt. They are also employed to flood web sites with data requests that outstrip their capacity to deal with the requests. Yahoo, eBay, and Amazon.com were attacked in this fashion. A DOS program often gets a toehold in an innocent computer user's system because the hacker-perpetrators use a Trojan horse to access the innocent user's system, then employ that computer and thousands of others to launch the attack.

Would-be intruders do not have to learn technical aspects of Windows vulnerabilities or TCP/IP security flaws. With no training or complex software techniques to learn, the hacker can steal his way into

Got a Virus?

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some business or university computer system and launch a massive denial-of-service attack. A criminal might use a denial of service attack to deny other people use of their computers, or to blackmail the threatened party into paying money to be left alone.

To further complicate things, there are now newer hacking programs that combine the characteristics of the virus, the Trojan horse and the worm, making them even more sinister and effective.

Trojans are swept out and kept out of networks by properly configured firewalls, and, if antiviral software fails to detect them, eliminated by programs such as Trojan Remover. They are also prevented by regularly downloading security patches, and by being careful when downloading files and opening attachments from unknown people.

An investigator not knowing the difference between a virus, worm or hacker tool can be compared to an officer who mixes up the elements of burglary and robbery.

An investigator not knowing the difference between a virus, worm or hacker tool can be compared to an officer who mixes up the elements of burglary and robbery. Without being able to articulate the difference, the investigator working on the cybercrime case could file the wrong charges against the cybercriminal, or, worse yet, work diligently on a case that will never stand up in court.

Knowing what you are up against is half the battle in getting a toehold in digital investigations. Here are some things to consider if, indeed, the case you investigate really does involve a virus, and not one of these other tools of the digital criminal.

Investigating true virus cases

How often will you encounter a virus case? While a large percentage of reported cybercrimes are

frauds, thefts and cases of unauthorized access, the most frequently reported cybercrime is child pornography. Next in order of frequency of reporting are hacker intrusions, which often involve attempts to plant Trojan horses or introduce viruses.

Your first investigative step is to make sure it is a virus and not one of the other threats mentioned above. Again, viruses, often self-replicating, are malicious program segments that attach themselves to an application program or other executable system component and leave no obvious signs of their presence. Viruses not only can destroy files, but cause systems to crash, or damage data on hard drives to the extent that no one can use the computer.

Computer viruses can be compared to biological viruses. Not strictly alive in their own right, they need a living host in order to operate. Biological viruses infect healthy living cells and cause them to replicate the virus. In this way, the virus spreads to other cells. In a computer, a virus is a program that modifies other programs so they replicate the virus.

Viruses are mainly a problem with IBM-compatible personal computers and Macintoshes. Virus infection is fortunately hard to accomplish on UNIX systems and mainframes. Viruses don't infect networks in the way worms do. However, if a virus infects a program that is copied to a disk and transferred to another computer, it could also infect programs on that computer. This is how a computer virus spreads.

To detect and prevent these problems, we use software programs called virus scanners (or anti-virus software) such as McAfee Antivirus (Network Associates) and Norton Antivirus (Symantec) to search out, locate, and remove or isolate a virus.

What will I charge the suspect with?

Though it is technically legal to write a virus, distributing one can be illegal if it causes damage, such as destroying property or preventing people from using their computers (denial of service). Most state computer crime statutes have some catch-all language that will get you in the ballpark, such as intruding into another's computer system without

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permission with the intent to “use, alter or destroy” information on that system.

Where can the victim report a digital crime?

They can report any infection that has a potential criminal intent to a law enforcement high-tech crimes unit in the city or county where they live, or contact the local FBI office.

Types of viruses:

File infector or program virus – This variety acts directly on executable files, generally inserting its code at the beginning of executable files. Each time the program executes, the various codes place a copy of themselves in another executable file. This results in a large number of files being infected system-wide. The virus is also written with a certain payload that describes the damage that the virus was written to cause – display a message, delete files, format the hard drive, or disable an operating system or program. Once the virus has replicated itself into several different files, it is ready to release its payload.

Boot sector infector — Infects the hard drive’s master boot record, which means it will continue to infect any floppy disk that is placed in this computer.

Stealth virus - A virus that can hide from detection. While very hard to detect, several common ones are detectable by most effective virus scanners.

Polymorphic virus — Able to evade detection by changing or “morphing” itself into what appears to be a different virus.

Macro virus – A macro is a set of instructions (“applets”) that a program can use repeatedly to automate performing some task or sequence of events. Microsoft’s Word and Excel use them extensively, so they are the most often infected programs. The macro virus infects a common template in these programs so that every new document or spreadsheet created — and every older file opened with the program — is also infected with the macro virus.

Common viruses you may have heard about:

Viruses come in literally thousands of varieties, with new and more sinister strains continually being invented as previous releases are countered by antivirus companies. Here are a few that cause or continue to cause major mayhem:

Chernobyl Appearing in April 1999 on the anniversary of the Chernobyl nuclear disaster, it destroyed software-sensitive chips in thousands of computers running on Windows.

Happy99 – Sported the infamous happy-face attachment.

Klez An Outlook or Outlook Express e-mail worm that spread throughout the Internet in 2001 and 2002.

Love Bug Appearing in May 2000, this virus, a variation of Melissa, spread faster and did more damage than any bug before it.

Melissa A nasty pest of a worm that finds a person’s address book in their Outlook or Outlook Express e-mail programs, snags 50 names to e-mail a tantalizing message to. The subject line of the e-mail reads: “Important Message From (you, a name your 50 address book friends already know). Here is the document you asked for...Don’t show anyone else.” It then displayed a file of porno web sites.

Michelangelo Overwrites all data on hard disk with random characters making retrieval of data impossible. This virus, which erases hard drives, was triggered when the computer’s internal clock reached March 6 in any given year, the anniversary of the birth of Michelangelo.

Morris Worm Reproduced wildly and choked traffic on the Pentagon’s Arpanet in 1988.

Three Tunes Plays three German folk tunes when launched. Not particularly threatening unless you are one who detests German folk music!

Remote Explorer (RICHES) Selects files, compresses and/or encrypts them, making them unusable.

Wazzu Its creator designed it to insert the word “Wazzu” randomly into text documents.

W97m macro Still around and still infecting lots of computers, this virus latches onto the user name in the computer, and repeats an insulting message with the user’s name attached every time it enters a new user’s computer.

What do viruses do to a computer?

Once a virus has burrowed into a system, the most common impact is loss of productivity. People simply

Got a Virus?

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can't access their data; they can't pull up files. The computer locks up, corrupted files can't be opened, the user can't get to the computer while the virus scanner is cleaning up, or, worse yet, the dreaded "Blue Screen of Death" sets in.

What will this particular virus do?

If you suspect your computer or your victim's computer might have a virus, how do you find out for sure? One good way is to have your virus scanner read it and tell you what it is. Norton Antivirus takes the additional precaution of quarantining viruses and letting you decide what to do with them.

How would you know if an attacker actually succeeded in placing the virus on the victim's system?

You would see some telltale traces of it. in the System folder (c:\WINDOWS\SYSTEM). If it were, say, the Happy99 virus, you would spot the file wsock32.dll in the System folder. Both Norton

team?

- A floppy from co-worker?
- A suspect-introduced disk?

Forensic processing of suspected viruses

If you are examining a floppy disk, write-protect the floppy, then use DOS to do a diskcopy to get an exact, bit-by-bit, byte-by-byte copy of the floppy. Diskcopy a: a: is the command to use. After copying the source diskette to the target diskette, set aside the original, and work on the copy.

Use a virus scanner that will allow you to quarantine the virus without cleaning or deleting it. Allow your virus protector to tell you what the virus is.

If the virus must be shared with the defense in a case, provide a copy of the floppy with a warning label that it contains an active virus that could infect their system, along with a copy of instructions for processing.

Presenting in court

If a demonstration is needed, take in a laptop with current virus protection, and allow it to find the virus on the copy of the original evidence.

If you should run into a bona fide hacker case...

Users who do not have a robust firewall program or intrusion detection system installed on their computers or networks would be surprised at how many hackers are methodically probing their computers on a daily basis. Automatic port-scanning software makes this possible. Using these tools, hackers can probe hundreds of thousands of computers in a single hour, with the scanning programs reporting back to them on the vulnerabilities of each individual computer.

Investigative checklist

Beyond the basic information you would gather in any investigation (date and time, victim operating system and network information, IP address of attacker and victim, details of what occurred, damage done, point of contact, etc.), the following are checklist items to logically handle a digital investigation, whether it involves a virus, worm, or

Where to research particular viruses and other Internet threats:

Norton Antivirus site (Network Associates Inc.)
<http://www.symantec.com/nav/index.html>, or www.nai.com
Computer Emergency Response Team at Carnegie Mellon University: www.cert.org
Virus hoaxes such as GOOD TIMES
www.hr.doe.gov/goodtime.html
National Infrastructure Protection Center (NIPC)
www.nipc.gov

Antivirus and McAfee Antivirus have detailed explanations at their web sites on what the thousands of different viruses do, how to detect them, and how to neutralize them.

Isolating the infection source

As an investigator, you'll want to track down the source of infection if you suspect malicious intent. Could the virus have come from:

- A diagnostic disk from the PC tech support

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hack attack.

Type of incident

- Denial of service
- Attack/intrusion
- Virus
- Trojan horse
- Worm
- Probe or scan (information gathering, not malicious)

How detected

- Unusual computer behavior
- Intrusion detection system
- Computer user
- Packet sniffer
- Log files
- Incident response team

Possible source

- Downloading software
- E-mail attachment

- Floppy diskette

Method of operation

- Type of virus – stealth, polymorphic, macro
- Payload
- E-mail propagating
- Infected programs
- Erased/modified/deleted/encrypted files

Means of attack

- Hacker tool/tactic (e.g., Trojan horse, IP spoofing, packet flood)
- Targeting of network utility or port
- Vulnerability exploit
- Access to trusted host
- Social engineering
- Cracked, guessed or sniffed password

Possible suspect

- Insider
- Domestic
- Foreign

Rules of thumb for preventing virus infections:

- Install, update, and religiously use one of the major anti-virus software packages. They can prevent downloading viruses as well as disinfect files once you have a virus.
- If you receive an e-mail message or download a posting from an Internet newsgroup that contains an attached program or document, before you open it, be sure of what it is and who posted it. **DO NOT EVER CLICK ON ATTACHMENTS THAT YOU AREN'T SURE ABOUT!**
- In the case of executable programs such as *Happy99.exe*, *don't run the program!* If you do, you will be infected. Always look at the attachment to be sure it doesn't have an .exe extension. Visual Basic Script (.vbs) files are also particularly troublesome. Watch out for them.
- Scan every incoming program before you run it, no matter who sent it to you, even if you have to save the file onto your hard drive and run the scanner on it directly.
- Don't let other people use your personal computer. They might not be as careful as you are about virus issues.
- Avoid using files and floppies from communal PCs.
- Employees who bring software to the office from their home machines (usually free software they have downloaded from the Internet) are the greatest threat. Don't allow them to demonstrate or to give you files on a floppy.
- Successful recovery from a virus attack depends on early detection. As soon as your PC starts acting suspiciously (e.g., if your PC suddenly slows to a crawl or programs take an inordinately long time to load), you will want to check for a virus. • Also be alert for unexplained changes to your computer's configuration, loss of system memory, files that all of a sudden come up missing, and unexpected messages or sounds.

Mentioning Members



Captain Tom Cowper

Captain **Tom Cowper's** (New York State Police) article on Law Enforcement and Emerging Technology was published in Foresight Institute Newsletter. The article is available at:

<http://www.foresight.org/Updates/Update49/index.html>

Cowper also traveled through significant winter weather to Appleton, Wisconsin to present a full day's training to the Criminal Justice Executive Development Institute.

Dr. Stephen M. Hennessy, Phoenix, AZ PD was nominated for the Dr. Martin Luther King, Jr. Living the Dream Award for his work in teaching cultural awareness courses throughout the US, Canada and the Far East and for championing the cause of minorities and women in law enforcement.

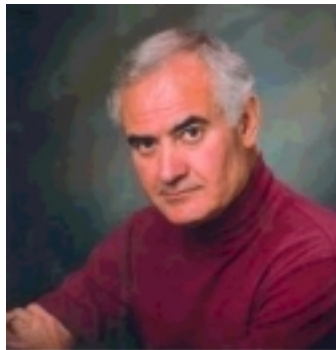
Joe Schafer, Professor, Southern Illinois University co-authored "Citizen Police Academies in the November issue of the FBI Law

Enforcement Bulletin.

Chief **Lynn Button**, a Charter Member retired from California State University at Fresno.

Cmdr **Dave Pettinari**, Pueblo County SO, Colorado, trained officers at the Southeastern Public Safety Institute in St. Petersburg, Florida on computer crime, internet crime, and identity theft.

Founder **Bill Tafoya** will serve as member of the editorial board for the second edition of the World Encyclopedia of Police Forces & Correctional Systems scheduled for publication in 2005.



Professor Bill Tafoya

Professor Tafoya was quoted in US News 11/4/02 on the subject of John Allen Muhammad and John Lee Malvo and their terror spree.

Scott Cunningham, was promoted to Deputy Chief, Tampa, Florida PD.

Chief **Larry Hansen** retired from the Lodi CA PD.

Andreas M. Olligschlaeger, Ph.D., President of TruNorthData Systems will deliver a guest lecture at the University of New Haven on May 8, 2003 on the

We'd Like to Hear From You

Have you or a PFI colleague moved, retired, been promoted, been published, or changed jobs?

Are you doing something exciting in the field of Futures Research? We love to hear about our members.

Post your information on the PFI Member List @ groups.yahoo.com, or E-mail spf@acs.eku.edu, or write your PFI Editor at judilewis@aol.com.

topic of "Privacy Concerns about the Internet."

Earl Moulton, RCMP has been promoted to Assistant Commissioner, "F" Division in Saskatchewan.

A New York Times article on December 21, 2002 reported on the President's Critical Infrastructure Protection Board. PFI member **Howard Schmidt** serves as Vice Chairman of this board.

Chief **Bob Olson**, Minneapolis was host chief for the October IACP conference where 15,000 of his favorite chiefs and accompanying folks took over his city.



Chief Bob Olson



Scanning Trends & Events

One of the methodologies taught in futures research is scanning trends and events by reviewing a variety of newspapers, magazines, the Internet and other sources. Following are recent articles that may suggest trends.

Social

NIDA Survey--Teen Use of Drugs Decline:

American teenagers are cutting their use of illicit drugs, cigarettes and alcohol, said a report to the government Monday... a survey of eighth-, 10th- and 12th-graders done for the Department of Health and Human Services.

Still, half of all 12th-graders reported using an illicit drug, with marijuana the most popular. Use of the drug Ecstasy has fallen after exploding during the 1990s. 20 percent of eighth-graders said they drank alcohol in the last month, a 23 percent decline from the 26 percent who answered similarly in the 1996 survey.

Neurofeedback and Memory: Memory could be dramatically improved through the use of neurofeedback, a process of learning to control one's brain-wave activity. Imperial College London, <http://www.ic.ac.uk/P3872.htm>

Memories Made to Order at UCI: With manipulation, people can 'recall' what they're led to, researchers find. The findings are among the latest work on false memories by UC Irvine cognitive psychologist Elizabeth Loftus. Loftus' work has implications in criminal cases in which childhood memories of supposed sexual abuse and other crimes crop up decades later, and in situations where memory distortion comes into play, such as in the recent sniper attacks around

Washington, D.C. <http://www.latimes.com/news/local/orange/la-memory17feb17,1,3531057.story>

So does this mean we'll be better able to remember false memories?

Women's salaries are beginning to approach equality with men's. Women's salaries in the United States grew from 61% of men's in 1960 to 74% in 1991. This figure will soon will top 83%. The Futurist March-Apr 2003.

Technology

Internet growing logarithmically and globally.

Net users now number around 500 million worldwide; various forecasts put that figure at between 709 million and 946 million by 2005. The Futurist Mar-Apr 2003.

Expert Systems: By 2005, expert systems will permeate manufacturing, energy prospecting, automotive diagnostics, medicine, insurance underwriting, and law enforcement.

Personal robots will appear in the home by 2010. From trends shaping the Future by Cetron and Davies, The Futurist March-Apr 2003

Economic

Shortages of Skilled Workers: U.S. businesses may soon be crippled by shortages of skilled workers, according to John A. Challenger, chief executive officer of the outplacement firm Challenger, Gray & Christmas. "With so many companies announcing job cuts, it may be surprising to many Americans that we are not far from significant shortages of skilled workers," says Challenger, citing fewer college graduates, diminishing interest in corporate jobs, looming retirement of baby boomers, and other

Scanning Trends & Events

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trends... <http://www.challengergray.com>

Environment

In a First, U.S. Puts Limits on California's Thirst:

Three of the eight pumps that tap into the glistening reservoir of Colorado River water near here are sitting idle, by order of the federal government. With the pumps switched off since 8 a.m. New Year's Day, less water is churning down the 242-mile aqueduct toward coastal Southern California, where 17 million people rely on snowmelt from the Rocky Mountains for washing dishes, flushing toilets and watering lawns. New York Times 1/5/03

Political

9/11 Aftermath Trends

Pentagon Debates Propaganda Push in Allied

Nations: The Defense Department is considering issuing a secret directive to the American military to conduct covert operations aimed at influencing public opinion and policy makers in friendly and neutral countries. New York Times 12/16/02

Student Data Passed Off to the Military:

A little-noticed provision in a new federal education law is requiring high schools to hand over to military recruiters some key information about its juniors and seniors: name, address and phone number. The Pentagon says the information will help it recruit young people to defend their country. But the new law disturbs parents and administrators in some liberal communities that aren't exactly gung-ho about the armed forces.

Panel Calls for High-Tech Warning System:

An expert panel that includes some of the government's leading emergency managers has recommended the creation of a high-technology national warning system that would alert the public to emergencies, including terrorist attacks and other crises.

Despite Terror Threats, Cities Laying Off Police:

With the nation looking to local governments to provide essential homeland security functions, many

cities are actually laying off police officers to cope with growing fiscal pressure, according to a survey released Wednesday by the National League of Cities. <http://www.Governing.com>

Other Trends

The Long Bets Foundation, established in 2001, aims to improve long-term thinking by encouraging futurists to back up their predictions with cash--to be donated to charity. Following are a few of those predictions:

- A computer - or "machine intelligence" - will pass the Turing Test (ability to impersonate a human) by 2029. Ray Kurzweil
- In a Google search of five keywords or phrases representing the top five news stories of 2007, weblogs will rank higher than the New York Times' Web site. Dave Winer
- By 2030, commercial passengers will routinely fly in pilotless planes. Craig Mundie
- By 2010, more than 50 percent of books sold worldwide will be printed on demand at the point of sale in the form of library-quality paperbacks. Jason Epstein <http://www.longbets.org/>

Knock-Your-Socks-Off-Futures: Breakthroughs in nanotechnology, robotics, genetic engineering, and artificial intelligence could create breathtaking changes ahead, predicts Douglas Mulhall in his new book, OUR MOLECULAR FUTURE. Among the possible developments he thinks will knock our future socks off:

- A supersonic tunnel will link New York, London, Berlin, Moscow, Shanghai, Tokyo, and Los Angeles. Travelers will zoom around the world at 2,500 miles per hour.
- Neural implants will allow us to read at super-fast speeds and enhance our retention of what we read.
- Marriages between septuagenarians and 20-year-olds will be common as genetic therapy reduces the impacts of aging.
- Synthesized food will replace animal-based food; animals will no longer be killed for food or clothing. <http://www.amazon.com/exec/obidos/ASIN/1573929921/thefuturistbooks>

Any PFI member on the Internet is welcome to join pfimembers@groups.yahoo.com and to join in or start one of these discussions.

Overheard on the PFI List serv

Privacy versus the need for more and better information for homeland security have been hot topics on the Listserv for the last several months. The technology is either already out there or rapidly developing that can accurately track and identify American citizens and visitors. But how much is enough? How much is too much? Are we compromising the right of the people to be secure in their persons, houses, papers and effects, against unreasonable searches and seizures? Following are some news items and comments from our membership:

The Articles:

Defense Advance Research Projects Agency (DARPA) announced its Human ID at a Distance program, which aims to move beyond face-recognition technology and identify people by the way they walk. <http://gtresearchnews.gatech.edu/images/gait1.jpg>

“Police Dragnets for DNA Tests” In Baton Rouge, Louisiana, 800 men were requested to submit to a DNA swab in a search for the serial killer of four young women.....Critics say the voluntary tests are coercive, raising questions by lawyers and experts about the growing use of DNA dragnets. <http://www.nytimes.com/2003/01/04/national/04DNA.html>

Data-mining algorithms are making it possible for everyone from police departments to clothing merchants to global manufacturers to search through ever expanding data warehouses and draw valuable connections that would otherwise be lost to human eyes. <http://www.time.com/time/globalbusiness/article/0,9171,1101021223-400017,00.html>

“A Radio Chip in Every Consumer Product”

retailers pioneering radio-frequency identification, in which electronic sensors monitor signals sent by radio chips would be embedded in products.

<http://www.nytimes.com/2003/02/25/technology/25THEF.html>

City of New York is issuing high-tech identification cards with microchips, holograms and other hidden security codes to prevent identity theft and electronically track employee work hours. <http://nypost.com/news/regionalnews/50003.htm>

Surgical tags for sex offenders proposed. Silicon chip to be inserted under skin <http://www.observer.co.uk/politics/story/0,6903,841827,00.html>

“No Hiding Place,” ...a surveillance-based society is emerging, thanks to people’s increasing access to the Internet and the proliferation and advancement of technologies that are used for monitoring, including digital cameras, face-recognition software, and mobile phones. Opinion polls show that people are generally against near-constant surveillance, but the public is split between those who do not believe that it will become a reality, and those who feel powerless to prevent it from happening. http://www.economist.com/printedition/displayStory.cfm?Story_ID=1534283

The Comments:

Bud Levin: I think the public—running scared from the bogeyman—has clearly signaled that it is quite happy to give up freedom/privacy for the promise of security/safety. As with most other government efforts, the public is unlikely to care enough to check on whether the loss of freedom/privacy accomplished the stated goal.

Andreas M. Olligschlaeger: The concerns are overblown, though, IMHO. I was fortunate enough to

have worked with some of the individuals mentioned at Carnegie Mellon's Human ID project on a different project....even if a reliable new technology does emerge, it is always a matter of public policy with respect to how, where, or if it is implemented. It's not really fair to fault the scientists for being creative.

Lynn Button: There is an old saying....if you have nothing to hide then why does it mattersounds like Wambaugh's "The Blooding." What is more important, a killer on the loose?

Bud Levin: With respect, in response to Lynn's comment: 1. I don't know anyone who has "nothing" to hide, or at least nothing he/she would rather not have known by others and 2. I don't trust government that much nor think that finding killers that way would be worth the price.

Armando Stavole: Privacy is my apartment with closed windows. DNA is like my fingerprint, why deny it, if I have nothing to hide?

Alan Beckley: An interesting argument on DNA dragnets - but in the good ole UK the argument is already lost! ...every person arrested for a 'recordable offence' - one that carries possible imprisonment upon a finding of guilt - has his / her DNA sample taken by police by law....the police can still keep the DNA sample by law and put it into the national DNA database!

Bud Levin: It ain't only the UK moving in that direction, e.g., (Virginia law): § 16.1-299.1. Blood sample required for DNA analysis upon conviction or adjudication of felony.

Tom Cowper: We...might want what we always thought of as privacy—our ability to be largely anonymous everywhere we go—to stay the same. That...is probably not possible given advances in wireless, optical, genetic, cybernetic, cognitive and information technologies. So it only behooves us today, to strategize and think about and then plan the type of future we want to live in, given all of the various and very probable eventualities coming our way....

I do want a safe and secure and peaceful and free society in which to live life, have liberty and

pursue happiness, but in order to achieve that I do know that certain notions we have today about life and liberty and the pursuit of happiness have to change, will change, and will change with increasing rapidity in the coming years.

J.C.Scepanski: What is the difference between a cop driving down a street and a surveillance camera on the roof of a building looking down the same street?

Gene Stephens: So are [some of you] saying cops should stop driving down the street? The real problem is cameras now available that see through walls and listening devices that hear through walls. Do we have a "reasonable expectation of privacy" from such devices?

William Tafoya: The Constitutional *right* to privacy is not absolute.

John C. Scepanski: Privacy, I would say, is a matter of manners and courtesy, not a Constitutional right. However, security as used in the 4th Amendment implies some degree or shade of privacy. I would agree that there is no absolute right of privacy in a public place....

Tom Cowper: [I] heard an interesting quote attributed to Allan Dershowitz - "The constitution guarantees us the right to privacy, not the right to anonymity." That's a very good point and strikes at the heart of the problem many people have concerning freedom and technology.

Andreas M. Olligschlaeger: A national ID card, provided there are protections against abuse and safeguards to preserve privacy, is a good idea. Just about every other country has it...I am ...amazed at how people are more than willing to give up personal information to private companies (such as social security numbers...) which then quickly turn around and sell it to the highest bidder, yet are not willing to give anything to the government.

Gerald Konkler: ...just 'cause we CAN do it, doesn't necessarily mean we always should. I'll use that worn out phrase about a slippery slope if I need to, but to tell the truth, we NEED folks like some of those quoted in the article----putting the spotlight/emphasis on privacy and protection of rights.

PFI News in Brief



FBI Director Robert S. Mueller III and Professor William Tafoya

Website Update

In case you haven't visited the PFI website lately, it's been updated with a new "cleaner" look and new material thanks to the efforts of **Peggie Haggerty**. She's also added the capability to track website statistics. Since November when this was instituted, the site has had over 104,000 hits or an average 1,400 hits per day.

U.S. Regional Advisors

To promote local communication and participation, the following members have been appointed as regional advisors:

- **Randy Schoen** Deputy Chief Medford (OR) PD
randys@ci.medford.us Covering: Oregon, Washington, Idaho, Montana, Wyoming and Alaska
- **Eugene Hernandez** Past PFI President 1997-1998 Chief Chino (CA) PD
cpdchief@pacbell.net Covering: California, Nevada, Utah, Colorado, Arizona, New Mexico and Hawaii
- **Richard Myers** Past PFI President 1998-1999 Chief Appleton (WI) PD
richard.myers@appleton.org Covering: Wisconsin, Illinois, Iowa, Minnesota, Nebraska, South Dakota and North Dakota
- **Alberto Melis**, Chief Waco (TX) PD
amelis@ci.waco.tx.us Covering: Texas, Oklahoma, Arkansas, Kansas, Missouri and Louisiana
- **Gordon Bass**, MA, Chief Jacksonville (FL)

Sheriff's Office

6636GAB@jaxsheriff.com Covering: Florida, Tennessee, Mississippi, Alabama, Georgia, North Carolina, South Carolina, Kentucky, Virginia, West Virginia, United State Virgin Islands and Puerto Rico

- **Gerald Burke** Director New England Institute of LE Management
gburke@neilem.com Covering: Massachusetts, Rhoda Island, Maine, New Hampshire, Vermont, Connecticut, New York, New Jersey, Pennsylvania, Delaware, Maryland, Ohio, Michigan, Indiana and District of Columbia

PFI Panel at the IACP Convention

In October, 2002, PFI panelists went to Minneapolis for the 109th Annual IACP Conference. There they discussed topics ranging from immigration and terrorism to the PFI/FBI futures work group with a goal of bringing effective change to police organizations.

Chairing this panel was charter PFI member, Chief **Philip Broadfoot** of Waynesboro Police Department. Other presenters were **Mora Fiedler**, Analyst, Colorado Springs PD; **Carl Jensen**, FBI; **Al Youngs**, Div Chief, Lakewood CO PD; **Joseph Schafer**, Professor, So. Illinois University; **Alberto Melis**, Chief, Waco TX PD and **Bud Levin**, Professor, Blue Ridge Community College VA.

Futures Working Group

In our Spring 2002 edition, we featured the official signing of the FBI-PFI Partnership to form a Futures Working Group.

The Futures Working Group (FWG) is a collaboration between the FBI and the Society of Police Futurists International (PFI). Its purpose is to develop and encourage others to develop forecasts and strategies to ethically maximize the effectiveness of local, state, federal, and international law enforcement bodies as they strive to maintain peace and security in the 21st century. A website has also been established at <http://www.fbi.gov/hq/td/fwg/workhome.htm>

That group met again at the World Future Conference in July 2003. The FWG will be meeting in late March in conjunction with a Center for American and International Law (CAILAW) Conference on Homeland Security.

Last December, several PFI members: **Carl Jensen**, **Bud Levin** and **Tom Cowper** met at Hogans Alley in Quantico, Virginia for a PFI/FBI Futures Working Group working session.

Futures Working Group Members:

- Chief Constable **Alan Beckley**, West Mercia Constabulary, United Kingdom (retired)
- Major **Tyree C. Blocker**, Pennsylvania State Police
- Dr. **Sandy Boyd**, College of Marin
- Dr. **Michael E. Buerger**, Bowling Green State University
- Captain **Thomas J. Cowper**, New York State Police
- Supervisory Special Agent **Joseph A. Harpold**, Behavioral Science Unit, FBI Academy
- Chief **Eugene J. Hernandez**, Chino, California Police Department
- Dr. **John P. Jarvis**, Behavioral Science Unit, FBI Academy
- Supervisory Special Agent **Carl J. Jensen, III** (Chairman), Behavioral Science Unit, FBI Academy
- Captain **Gerald W. Konkler**, Tulsa, Oklahoma Police Department
- Dr. **Bernard H. "Bud" Levin** (Vice Chairman), Blue Ridge Community College/Waynesboro, Virginia Police Department
- Mr. **Terrence J. Mangan**, Leadership Development Unit, FBI Academy
- Chief **Alberto M. Melis**, Waco, Texas Police Department
- Chief **Richard W. Myers**, Appleton, Wisconsin

Police Department

- Dr. **Larry G. "Nick" Nicholson**, Leadership Development Unit, FBI Academy
- Dr. **Andreas M. Olligschlaeger**, TruNorth Data Systems, Inc.
- Dr. **Gary W. Sykes**, Institute for Law Enforcement Administration
- Dr. **William L. Tafoya**, University of New Haven
- Mr. **Arthur E. Westveer**, Behavioral Science Unit, FBI Academy
- Division Chief **Alan C. Youngs**, Lakewood, Colorado Police Department

Member Publishes Text

Joseph A. Schafer, Assistant Professor in the Center for the Study of Crime, Delinquency and Corrections, Southern Illinois University recently published his new book, *Community Policing: The Challenges of Successful Organizational Change*.

The book explores the difficulties of changing organizational philosophy and efficiently instituting community policing. integration of a community policing philosophy into an organization remains a serious challenge. Police organizations must do more than change their rhetoric; they must also change their culture and traditions.

The study highlights a variety of diverse issues that police planners and administrators must account for in changing the structure or philosophy of their organization. These include organizational culture, employee socialization, and methods of implementing change.

New Look for Police Futurist Newsletter

Perhaps you've noticed the new newsletter layout. **Toby Finnie**, High Tech Crime Consortium, Tacoma, Washington, has a background in graphics design and made some suggestions for the new look. Your editor, who has no such background, managed to incorporate most, but not all, of Toby's suggested changes. The online PDF version will be in color. Because of costs, for the time being, the printed version will continue to be in black and white.

Web Surfing



Statistical Assessment Service exposes inaccuracies in the popular press. <http://www.stats.org>

RobotsLife: <http://www.robotslife.com> Covers ongoing projects such as the merger of robotics and nanotechnology, the development of flying microbots, and robotic devices to assist the disabled.

Fremont police 10 most wanted fugitives. www.fremontpolice.org/wanted/wanted.html,

<http://www.foresight.org> Foresight Institute deal with nanotech and other emerging technologies.

<http://www.search.org> National Consortium for Justice Information and Statistics.

<http://www.kurzweilai.net> A great site for future technology and all manner of issues and information about the future.

<http://www.nano.gov/> Website for the National Nanotechnology Initiative.

http://www.ornl.gov/TechResources/Human_Genome/home.html Website on information about the Human Genome Project.

<http://www.genome.gov/> The National Human Genome Research Institute.

<http://wtcc.org/ConvergingTechnologies/> NFS "Converging Technologies for Improving Human Performance: Nanotechnology, Biotechnology, Information Technology and Cognitive Science"

<http://www.odci.gov/cia/publications/globaltrends2015/index.html> The CIA report Global Trends 2015: A Dialogue About the Future

Welcome New Members

Jeffrey Hunter, Police Officer
Chicago Police Dept IL

Colin Cramphorn, Constable
Police Service of No Ireland

Jerry Adams, Chief
Lodi Police Dept CA

Robert K. Olson, Chief
Minneapolis Police Dept MN

William E. McCollom,
Dep Chief
Delray Beach Police Dept FL

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Login, Inc. Minneapolis MN

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US Dept. of Justice, Wash DC

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Lakewood Police Dept. CO

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Lakewood Police Dept. CO

Scott Vickers, Sergeant
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University of Wisconsin
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WorldFuture 2003: 21st Century Opportunities & Challenges

World Future Society/Police Futurists Society—July 18-20, 2003

Hyatt Regency San Francisco@Embarcadero Center

Mail/Fax Registration Form

I understand registration includes admission to all sessions, the welcoming reception, lists of resources, and a list of pre-registrants. And if for any reason I am unable to attend, I may cancel and receive a full refund until June 28, 2002.

<u>Register by:</u>	<u>Feb 28</u>	<u>Apr 30</u>	<u>June 30</u>	<u>On Site</u>	<u>Total</u>
Registration	\$385	\$420	\$450	\$520	_____
WFS Member Rate	\$330	\$365	\$395	\$465	_____
<u>PFI Members Discounted Rate</u>	\$308	\$336	\$360	\$416	_____
2 Day Luncheon Package (with speakers)	\$87.				_____
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World Future Society Membership	\$45	() Renewal	() New		_____
Professional WFS Membership	\$118.	() Renewal	() New		_____
Comprehensive Professional Membership	\$225.	() Renewal	() New		_____

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 Mailing received from the Society
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Police Futurists International (PFI) is published four times annually. It is intended to provide accurate, authoritative information to its subscribers with regard to the subject matter presented. The content, however, should not be interpreted to constitute legal, accounting, technological, or other professional advice. The opinions expressed are those of the authors. Publication of their views does not constitute endorsement by this newsletter, PFI or our membership or sponsors.

Submissions for publication within the broad range of the discipline of Futures Research and policing are welcome. Articles of 100-500 words are preferred; longer submissions may be included or summarized as space permits. Manuscripts should be submitted in hard copy and on disk or by e-mail submissions. Microsoft Word, Word Perfect or generic text files are acceptable. Authors should submit a photo and short bio. Material submitted cannot be returned unless accompanied by a postage-paid, self-addressed return mailer.

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Police Futurist

Newsletter of the Society of Police Futurists International

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PFI, an institutional member of the Academy of Criminal Justice Sciences (ACJS) and the World Future Society (WFS), offers a unique opportunity for those with an interest in the future of policing to learn about and apply new technologies and discuss futures trends and research. Futures research is, quite simply, a way to plan your route for the long haul instead of groping your way over unfamiliar terrain to get to where you need to go.

PFI membership offers a unique alternative or addition to the more traditional police and academic associations, helping law enforcement professionals expand their circle of contacts and information sources.

PFI Membership Application or Renewal

July 1st is the Date for Annual Dues Renewal

Membership in Police Futurists International is open to criminal justice and academic professionals and those in the private sector having an interest in, and commitment to, the future of proactive policing strategies and the application of futures research technology to policy planning in criminal justice.

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The Membership Category for which I am applying or renewing my annual dues is:

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