



Eastern District Innovative Grant Program

Fiscal Year 2006/2007 Application Form

Completed application form should not exceed (3) pages, using a minimum font size of 11 point, and no less than 1-inch margins. Submit completed application electronically to karen.smiley@ces.uwex.edu, and fax signature page (if electronic signature not available), by **Friday, March 30, 2007**.

Project must be completed by December 31, 2007, unless prior approval received for extended timeline.

1. **Project Title: Everyday Wellness Solutions for Law Enforcement**
2. **Funding Requested: \$ 1,960**
3. **Project Lead/Grant Applicant (Name & County): Pam Peterson, Door County**
 - a) **Project Collaborator(s) (if applicable) Terry Vogel, Door County Sherriff Department; Stephanie Reilly, NEW Partnership for Children and Families**
4. **Signature: _____**
Grant Applicant/Lead
5. **Project Description**
 - a) Situation Statement (Describe how this relates to the UWEX strategic plan and/or your plan of work), and outline the following criteria that relate to your project.
 - i) Fosters teamwork and collaboration with other agencies, campuses, or colleagues
 - ii) Incorporates the use of other funders
 - iii) Includes a new program direction that may be replicated
 - iv) Focuses on reaching new audiences
 - v) Exposes potential employees to UWEX

The rate of suicide, divorce and alcohol abuse among law enforcement officers is at pandemic proportions compared to other professions (Lynn, 2005). Officers are exposed to hazardous conditions and uncommon events that over time can have adverse effects on their physical and emotional health. They remain in extended periods of hyper vigilance, creating a biological rollercoaster that negatively impacts their ability to deal with stress and maintain healthy relationships (Gilmartin, 2002). To be effective in their jobs, officers must exhibit "command presence" at a crime scene but many can't or don't know how to turn off that "presence" at home. Typically, when an employee is able to "fix" a work-related problem, work stress decreases. However, officers and others in helping professions (i.e. social workers) experience frustration at their inability to affect anything other than a temporary fix. Victims of domestic violence allow batterers back into their home, abused and neglected children are returned to the homes of abusive parents, delinquent juveniles recidivate and law enforcement professionals who are unable to handle their stress take it out on their families and themselves. When employees are stressed, it can manifest in increased dissatisfaction on the job, higher health insurance costs and employee turnover.

During the past eighteen months in Door County several incidents involving law enforcement have been the focus of local media attention. One reported incident involved the dismissal of a deputy who refused a psychological evaluation; in another incident an officer driving under the influence of alcohol was not ticketed by peers; and most recently, a deputy was indicated in a

second incident of domestic violence. The media focuses on egregious cases, police administration scrambles to do damage control, public perception of law enforcement suffers and officers experience burnout, increased alcohol abuse and personal violence.

Everyday Wellness Solutions for Law Enforcement, a research-based curriculum, is a new initiative for Door County that focuses on strategies to maintain emotional and physical wellness for law enforcement officers. Because a number of similarities in job function and stress exist between law enforcement and social workers, the *Everyday Wellness Solutions for Law Enforcement* curriculum will be modified for social workers through collaboration with UW-Green Bay and will be offered to social workers/social work students in the northeast region. Potential UWEX employees who will be exposed to the program include program participants (law enforcement, social workers, students) but also staff of partner agencies who learn more about UWEX through this collaboration. Programming promoting family resilience through work life management was included in the Door County Family Living 2007-2008 Plan of Work. This program will expand upon existing collaborations between UWEX, Door County Sheriff Department and include a potential partnership with UW-Green Bay Social Work Department and/or NEW Partnership for Children and Families. Angela Wiley, Ph.D., University of Illinois has also expressed interest in collaborating on the adaptation of this curriculum for social workers. Additional funders, both cash and in-kind, include Door County Sheriff Department and Sturgeon Bay Police Department.

b) Project Objectives/Expected Outcomes (include plan for sharing results with colleagues) *Everyday Wellness Solutions for Law Enforcement* is a curriculum to help officers balance their work and personal lives. The program will help officers manage stress using concrete physical and emotional coping strategies. Program participants will be able to identify internal-focused strategies for coping with stress including seeking social support and changing thought patterns and responses as well as strategies for attaining and preserving physical wellness. The curriculum was developed and will be presented by Angela Wiley, Ph.D., Associate Professor of Applied Family Studies in Human and Community Development, University of Illinois. Through participation in Angela's presentation in Door County and additional training designed to address didactic issues, members of the Families in Stress & Transition Team will be trained as facilitators, allowing similar presentations to law enforcement throughout Wisconsin, programs for correctional officers (Chippewa County) and adaptation of the curricula for social workers (Door County).

The target population for the program will include law enforcement officers from Door County Sheriff Department, Sturgeon Bay Police Department and Kewaunee County Sheriff Department. Program participants will be able to identify and understand sources of stress, identify a personal approach to coping with stress and strategies for achieving physical wellness. As a result of the program, officers will have skills to manage their work and personal lives more effectively.

c) Project Timeline (include planned responses/activities)
Angela Wiley, Ph.D. will provide two one-day program sessions for law enforcement (to address shift/overtime issues) which will also include training of UW-Extension Family Living colleagues as program facilitators. Angela has agreed to teach the program in fall 2007 (date to be determined). Adaptation of the curriculum for social workers will be drafted by fall 2007. A pilot of the curriculum adapted for social workers will be offered through UW-Green Bay NEW Partnership for Children and Families by late fall 2007/early winter 2008.

d) Evaluation Plan

Participants will complete a retrospective pre-post survey measuring knowledge and attitudes about coping with stress and achieving physical wellness before and after the program. A follow-up survey of participants six months after program completion will measure behavioral changes and identify strategies participants have found to be most effective.

6. Detailed budget breakdown (specifying the amount and purpose of funds requested from District Resource Management funds, and clarifying the source and amounts from other funds):

Everyday Wellness Solutions for Law Enforcement

Expenditures	In-kind/Cash Collaborator Contributions	District Resource Management Funds
Trainer stipend - 2 days @ \$500/day		\$1000
Travel expenses		\$610
Curriculum	\$399	
Food	\$1,125	
Facility usage	\$300	
Program materials		\$250
Printing/Postage	\$25	
Additional supplies		\$100
Total	\$1,849	\$1,960

Grant request is based upon an estimate of 75 participants from local law enforcement agencies. The cost of printing and postage will be supplied by Door County UW-Extension Family Living Programs. Facility usage for the event will be donated by Door County Sheriff Department. Cost of meals for program participants will be covered by local law enforcement agencies. *Everyday Wellness Solutions for Law Enforcement* curriculum will be provided by University of Illinois Extension.

Additional in-kind contributions (not included in the table above) include staff time from Door County UW-Extension for program preparation and facilitation, developing outreach materials and project evaluation; staff time from Door County Sheriff Department for program development and overtime costs related to personnel attending the training; mileage, meals and lodging expenses for Family Living colleagues trained as facilitators will be provided by their county UWEX offices; review of program adaptation for social workers by UW-Green Bay Social Work Department/NEW Partnership for Children and Families staff. Meals and facility for pilot of curriculum adapted for social workers will be covered by registration fees paid by county departments of social/human services.

District Resource Management Funds will be utilized to cover stipend, mileage, meals and lodging for Angela Wiley, program materials and miscellaneous additional supplies.

7. If you have received Resource Management funds for a similar/related project, in the past, include the following information: I have not previously received Resource Management funds for a similar/related project.

- a) Briefly describe your past experiences with resource management grants – project focus, funding received, project collaborators
- b) How is this project proposal new or different?

I received Resource Management funds (\$2,200) in 2006 for Fathers Reading Every Day (FRED) a literacy program targeting low income fathers and their children. Collaborators included Sturgeon Bay Library and Passtimes Books. The current request focuses on balance of work and personal life with a different audience.