

# News & Ideas

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## First Graduate Impressed with Police Administrators Training

by Marin Tengler



Monona Police Sergeant Richard O'Connor holds some of the materials he studied while working on his Certificate in Police Administration.

Sergeant Richard O'Connor of the Monona Police Department had a specific goal: He wanted to improve the quality of his leadership and enhance his administrative ability.

So, four years ago, he began the Police Administration Certificate Program, offered by the UW-Madison Department of Liberal Studies and Governmental Affairs, with involvement of several other UW campuses. The program trains police administrators who want to learn or maintain the critical skills needed to establish a proactive environment within a law enforcement agency.

Originally O'Connor started taking classes at his own time and expense. Later, the Monona Police Department supported his efforts and integrated the classes into his regular work schedule. Now, 300 class hours later, he is the program's first graduate.

O'Connor firmly believes in the relevance of the program to his work. "The format, which is two days of intensive coursework with high levels of interaction, creates an environment that is the best way to learn the skills needed to be successful on the job."

The collaborative Police Administration Certificate program is the only one in the state endorsed by the Law Enforcement Standards Board, which mandates 24 hours of continuing education per year for law enforcement administrators. Often these administrators have either a bachelor's or master's degree, but wish to continue their professional development to keep pace with the rapidly changing social and legal environment. The certificate program offers a systematic, comprehensive approach to training law enforcement managers. Skills may be immediately applied in the work setting, yet the program also allows for long-term professional

growth at a pace consistent with the demands of the law enforcement agency.

Requirements for a certificate include six CEU's of core courses, 18 CEU's of electives, and six CEU's of an individual project. The program focuses on the need for face-to-face interaction in core areas such as understanding the Constitution, leadership, finance and budgeting in police work, and in elective areas such as, "Crime Trends to the Year 2010" and "Performance Evaluation." These courses provide a foundation for analyzing a legal or social issue and understanding the complexity of organizational dynamics with emphasis on police administration as a field of public administration.

Two years ago, Kay Taube, in Continuing Education Extension, began facilitating a group of faculty and staff from UW institutions who were offering/interested in offering continuing education programs for law enforcement managers. Members included Fred Wileman, Liberal Studies and Governmental Affairs, UW-Madison; Dennis Hatch, Public Administration, UW-Milwaukee; Stan Stojkovic, Criminal Justice, UW-Mil-

waukee; Joe Lomax, Criminal Justice, UW-Platteville; Gary Keveles, Political Science, UW-Superior; and Will Vizzard, Public Affairs, UW-Oshkosh.

Consortium members designed a series of new courses to complement and strengthen the existing UW-Madison certificate program, then held a focus group of law enforcement administrators to elicit reactions to the proposed courses. The result has been a much stronger program, with new elective courses designed to appeal to the current interests and concerns of Wisconsin's law enforcement community. Courses are offered at convenient locations throughout the state. Keveles at UW-Superior is also interested in bringing courses to law enforcement managers in the Superior area through distance learning technologies.

Despite the years of juggling his schedule, O'Connor values his experiences with the police certificate program. "I use the information right away, whether it's dealing with discipline issues, ethics, or employee rights. I had a clear purpose to increase my ability and the certificate program met my needs."

## Participants Chosen For Leadership Class IV

**T**wenty-three participants have been named for the 1997-99 class of Extension Administrative Leadership Program (EALP) — a series of 12 two-day sessions that allow participants to develop and demonstrate leadership competencies and become more effective.

EALP Class IV participants include: **Pang Cher Vue** and **Douglas Stevens**, UW-Eau Claire; **Barbara McClure-Lukens**, UW-Green Bay; **Liz Nevers** and **Stephen Pudloski**, UW-Madison; **Lynne Oehlke**, **Paulette Bangura**, and **David Soeldner**, UW-Milwaukee; **Mark Marlaire**, UW-Parkside; **Jerry Rous**, UW-Stevens Point; **Jane Jones**, UWC-Marquette; **Steven Brachman**, UWEX, Milwaukee; **Nancy Franz**, UWEX, Washburn; **Joan LeFebvre**, UWEX, Vilas County; **Rosemary Lehman**, **Daniel Malacara**, **Pam Pierce**, **James Schneider**, **Pamela Seelman**, **Connie Walker**, **Bruce Webendorfer** and **John Lund**, UW-Extension; **Patricia Rychter**, UWEX Portage County.

What did the newly graduated EALP III participants get out of their two-year

leadership development experience? Here's what some of them have to say:

**Dean Kallenbach, Wisconsin Public Radio, Eau Claire:** "I got a better understanding of what is happening in the other branches of Extension. We have a lot more in common than meets the eye. Our organization has some creative, clever people who can be great resources, not only to our customers, but to the rest of us who work here."

**Donell Kerns, UW-LaCrosse, Continuing Education & Extension:** "The opportunity to examine leadership issues and philosophies in an interactive context with bright and dedicated Extension colleagues was a professional and personal growth experience! Examining our own leadership strengths while grappling with some of the issues facing the three UW-Extension divisions helped me gain a greater appreciation for the richness and complexity of UW-Extension."

**Teryl Roper, Cooperative Extension, Fruit Crops Specialist:** "EALP broadened my understanding of the nebu-

### EALP III Participants

EALP Class III participants are pictured at their "graduation" reception in December. They are (l to r, Row 1): Mary Ann Wisniewski (director), Jane Jacobs, Milly Jones. (Row 2): Rachael Lohr, Phillip (Jack) Annis, Tom Blewett, Kathy Bissen. (Row 3): Teryl Roper, Kim Beck, Kathy Gibbs. (Row 4): Tom Zinnen, Pat Brown. (Row 5): Lisa Jansen, Pam Parins. (Row 6): Joy Cardin, Debbi King, Peg Thomas. (Row 7): Wayne Behrens, Donell Kearns, Holly Breitkreutz, Dean Kallenbach.



lous UW-Extension and helped me put the various pieces of the puzzle into the appropriate space. It also challenged me to think about the things I do in new ways."

**Kathy Gibbs, Continuing Education & Extension, UW-Whitewater:** "By way of thought-provoking presentations and discussions with individuals in key leadership positions, participation in activities and workshops, and on-going dialogue with colleagues from across the state, we were guided through a series of exercises which improved our confidence and competence in leadership roles."

**Wayne Behrens, Independent Learning:** "EALP was what I always hoped my graduate courses would be like: challenging, relevant, exciting, cutting-edge, fun, and a great way to interact with colleagues who care about the institution they work for."

- Milly Kortenkamp Jones

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# FOR THE RECORD

## Think Green - Garden Expo is Coming!

Just when you think winter will never end, a touch of spring is on the horizon. Friends of WHA-TV, Wisconsin Public Television and UW-Extension will host the fourth annual Garden Expo on February 15-16, 1997.

Exhibits by area garden and landscaping businesses, master gardeners, garden clubs and UW Extension Agents will be showcased in the exhibit hall of the Dane County Expo Center. The 50,000 square feet of exhibit space will allow us to bring in more and a larger variety of exhibitors. Plenty of "greenery" will be available for purchase to spruce up your environment with a new plant or garden product. Educational seminars will be offered throughout the weekend and include topics such as: "starting from scratch with perennials," "grasses," "hostas and shade companion plants," "cooking with herbs," "home vegetable gardening," "ground covers," and much more. New to this year's event is a garden display, designed by The Bruce Company of Madison. This attraction will provide a live visual aid for planning your outdoor living space.

Shelley Ryan, Master Gardener and host of The Wisconsin Gardener, will be at the event to answer questions and provide advice on Wisconsin's gardening season. Her exhibit will be located just inside the entrance of the exhibit hall.

- Ann Smith

### Garden Expo Details:

Date: Saturday, February 15 and Sunday, February 16.  
Place: Exhibit Halls A & B, Dane County Expo Center.  
Times: February 15: 9 am-5 pm.  
February 16: 10 am-4 pm.  
Cost: Advance tickets: \$4 (one day pass), \$8 (two day pass)  
At the door: \$5. Children 12 & under - free. (Ticket prices do not include parking.) To order tickets with a credit card, call the Friends of WHA-TV office at 262-5255.

## UWEX Employee Handbook on the Web

The UW-Extension Employee Handbook is being converted from hard copy to electronic form. Sections 1, 3, 4, 5, 7, 8, and 10 are now available on the UW-Extension World Wide Web site, at <http://www.uwex.edu/hdbk.html>

The Handbook sections are presented in portable document format (PDF), which requires Adobe Acrobat Reader for viewing. When you click



Among the notables gathered for the December dedication of the new University Center for Continuing Education at UW-Milwaukee were (l to r): UW Regent JoAnne Brandes, UW-Extension Chancellor Donald Hanna, outgoing UW-Milwaukee Dean of Outreach and Continuing Education Dan Shannon, UW-Milwaukee Chancellor John Schroeder, Acting DOCEE Dean Mark Krueger, guest speaker, historian and author Stephen Ambrose, and UW Regent Virginia MacNeil.

on a section, Adobe Acrobat Reader automatically opens. If you are unable to view these files in this manner, you do not have Adobe Acrobat Reader in your browser menu. You may download the free Adobe Acrobat Reader by clicking on "the free Acrobat Reader." This will take you to Adobe's web site at <http://www.adobe.com/prodindex/acrobat/readstep.html>, which offers downloading instructions. After downloading, click on a section of the Handbook.

Sections 4,5,7,8 and 10 will open with bookmarks visible on the left side of the page to aid navigation to the different sections. Double click on the page icon of a bookmark to go directly to that section. To exit from a PDF file, go to the file menu and choose "Exit" or "Quit."

Simultaneous with conversion to the Web, these sections have been updated. Therefore, discard sections 1, 3, 4, 5, 7, 8, and 10 in your hard copy of the Handbook. The only sections of the Handbook that remain current are Sections 6 and 9 (Employee Benefits). Updated versions of Sections 6 and 9 will be placed on the Web in the near future.



Tracy Ihm and Pam Girard of Extension Communications join Chancellor Don Hanna for the December presentation of UWEX faculty and staff gifts to Salvation Army Captain James Beardsley (l) at the UWEX holiday open house. Staff donated thousands of dollars worth of toys, clothing, gifts, food, and cash to needy families.

Madison-based academic staff can attend in studio A in Radio Hall or in a room in Vilas Hall to be announced. Staff outside of Madison can participate at the ETN site at their county Extension office.

- Ken Kajer

## Peace Studies Resource Available

Looking for resources on peace or global cooperation? Look to the Wisconsin Institute: A Consortium for the Study of War, Peace and Global Cooperation.

UW-Extension is one of 23 public and private institutions of higher education that are members of the Institute. Thus, UW-Extension faculty and staff have access to the Institute's speakers bureau (at no charge) and have borrowing privileges from the Institute's media library, according to Roger Williams, UW-Extension's representative on the Institute's Executive Council. Williams or the Institute's Executive Secretary, Sharon Roberts at UW-Stevens Point, can provide a list of speakers and their topic areas, information on the Institute's spring and fall conferences, the *Viewpoints Journal*, or the February peace educators workshop. Contact Williams at Email: [roger.williams@ccmail.adp.wisc.edu](mailto:roger.williams@ccmail.adp.wisc.edu)

Employees will no longer be issued hard copies of the Handbook. However, for those who do not have access to the Web, a hard copy will soon be available in the office of every supervisor. If you have questions or comments, contact Ken Kajer, 608/262-4387. Email: [kajer@admin.uwex.edu](mailto:kajer@admin.uwex.edu).

## Open Meeting Announced for All UWEX Academic Staff

The UW-Extension Academic Staff Council is sponsoring an open meeting for all Extension academic staff. The meeting will be held via the Educational Teleconference Network (ETN) from 10:00 to 11:30 a.m. February 28.

The meeting will provide academic staff information on UW-Extension policies and benefits that apply to them and offer an opportunity for questions about these policies and benefits. The agenda also includes discussion of compensation and salary range issues, title assignments and title progression, and special topics. Staff benefits counselors and divisional human resource officers will participate.

## KUDOS

**Steve Born**, Urban and Regional Planning (MSN/EXT), received an award from the National Council of Elected County Executives for his contributions to improvements to the Black Earth Creek watershed.

**JoAnn Gruber-Hagen**, Cooperative Extension Human Resources (EXT), was appointed chair of the Personnel and Organizational Development Committee of the national Extension Committee on Organization and Policy (ECOP), a division of the National Association of State Universities and Land Grant Colleges.

**Gary Jackson**, Soil Science (MSN/EXT), was named Educator of the Year by the Mid America Crop Protection Association for his leadership in the national Farm\*A\*Syst and Home\*A\*Syst programs.

**Howard Martin**, dean, Continuing Studies (MSN/EXT), has been chosen as one of four 1996-97 North American Fellows for his continuing education expertise and experience. He will spend time in residence at the Universities of Toronto and British Columbia as part of the fellowship.

# Locating Mead Strainers—All In a Day's Work For SBDC Counselor Network

by Joel Bradtke



Loren Erickson relies on the SBDC counselor network to help his clients locate hard-to-find resources.

When Loren Erickson gets an off-the-wall request from a frantic small business owner, he pretty much takes it in stride. Erickson is a counselor at the UW-Superior Small Business Development Center. He can handle almost any business assistance request because he has instant access to the Wisconsin SBDC's counselor network.

Take the entrepreneur who needed hard-to-find strainers to convert fermented honey into the drink known as mead. "No problem," said Erickson, who electronically relayed the request to 23 other SBDC counselors around the state. Within six hours, he had the business owner

connected to a supplier who could help, because of a timely response from an SBDC colleague in another city. "I like the counselor network because it's a quick and easy way to access the wisdom of my colleagues. It eliminates re-inventing the wheel," said Erickson.

The two-year old SBDC network is an e-mail list server that synergizes the efforts of the SBDC. "I usually get four or five responses whenever I put out a request," said Vicki Lobermeier of the UW-Stevens Point SBDC. A colleague, Sue Gunderson agrees: "I use it as a tool in my client visits. I have a whole staff of experts as close as my computer screen."

At the UW-Green Bay SBDC, Ernie Johnson used the network as a resource for a business owner looking for financial backing to market a product that attracts deer for bow hunters and helps the hunters mark their trails. "Within hours of my network broadcast, I had responses from two colleagues. I give the system high ratings. It's good for all of us."

Rita Janaky, who works out of the UW-Oshkosh SBDC, said she uses the

network to field questions from UW-Extension colleagues. One was from a CRD agent who was trying to help a business find a manufacturing source for a particular type of glass bottle. Another query — a request for overhead rates for a law practice — came from the county courthouse. "I like having access to all the other counselors," said Janaky. "I've made that a point as I talk with clients about our services."

Bill Ryan of the UW-Extension Center for Community Economic Development, uses the network to link hospitality/tourism students at UW-Stout with resort operators. In 1996, they worked on a series of fact sheets for the industry. This year, Ryan has used the network to locate resort operators around the state who need technical assistance. He plans to use Lotus Notes technology with student teams to help operators and investors who are planning to develop or expand resort properties.

While the counselor network is a time saver for SBDC staff, its real benefit is to the state's business community. "It's an example of using technology to leverage our collective expertise," said Erica McIntire, Wisconsin SBDC

director. "With it, we can usually deliver service with speed that's uniformly impressive to our clients."

## Business Queries Are a Diverse Lot

What kinds of questions do SBDC counselors get that prompt them to turn to their email network? Here's a brief sampling:

- \* Improve manufacturing efficiency of wooden paddles for canoes.
- \* Set up mail-order business for pets and their "yuppie" owners.
- \* Locate an association that serves wooden sign makers.
- \* Get ballpark prices for used pizza ovens.
- \* Find a market for maple wood scraps from a manufacturing operation.
- \* Evaluate a record keeping system for a beauty/styling salon.
- \* Locate educational programs to train purchasing agents on good buying practices.
- \* Collect resources for a manufacturing process time study.

# Wisconsin Holocaust Project Used to Help Teach Tolerance

by Julia Pferdehirt

It started as an afternoon sail on Lake Mendota in Madison. In the midst of good company and good conversation, the seeds of the Wisconsin Holocaust Project were planted.

UW-Madison/Extension Assistant Professor Marion Becker discussed efforts to record the stories of Holocaust survivors with friends. "How much has already been lost?" they wondered. How can survivors' stories be used to ensure that "never again" remains both vision and reality? Becker knew many Wisconsin survivors had never spoken of their lives under Nazi oppression. She knew as well that, each year, fewer survivors remain to tell their stories to the world.

How could this testimony be recorded before the hourglass ran out? Becker joined Madison oral historian Judy Pierotti and Anita Hecht, who is involved in gathering Holocaust testimony for Steven Spielberg. Each wanted the stories of Wisconsin's survivors recorded "for ourselves and for future generations." Over countless cups of coffee and late-night discussions, they refined their vision. Area business people contributed fundraising expertise. Becker and Pierotti recruited interviewers. Becker carried the vision for outreach.

"Recording the stories is crucial," Becker said. "But we wanted more than that. These stories are an invaluable resource. We wanted to take them into high schools. How can we teach young people to live without hate, to treat others with respect, if



Co-directors of the Wisconsin Holocaust Project (l to r): Marion Becker, Judy Pierotti and Anita Hecht.

they don't understand why that is so important? These stories show why tolerance is important."

Becker saw Extension's outreach mission as a natural link to teachers and students. "Bringing Extension together with the Wisconsin Holocaust Project is an excellent example of the University going into the community, the schools, and people's lives," Becker said.

Becker developed a continuing education program, "Lessons from the Holocaust," through the UW-Madison Health and Human Issues Department. She drew resources from the Facing History and Ourselves Foundation, Yale's International Center for the Study of Trauma and Genocide, and the Wisconsin Holocaust Project. Thirty-five educators from all corners of Wisconsin enrolled.

"When we showed videotaped selections from (Wisconsin survivor) interviews, the teachers wanted copies immediately," said Pierotti. "Then I knew we were on the right track. Getting (these tapes) to teachers is going to be critical."

Meanwhile, Becker, Pierotti, and Hecht examined other testimony recording projects. Through Becker's former colleague at Yale, Dr. Dori Laub, director of the International Center for the Study of Trauma and Genocide and the Fortunoff Archives for Holocaust Testimony, they and other interviewers were trained to gather oral history. They also learned how to provide emotional support and follow-up for survivors who, some for the first time, were speaking of tragedy and terror in their lives.

"We have completed five interviews," said Pierotti. "Each more than two

hours of videotape. Once people heard we were recording testimony, the calls started. Now, every week brings someone who wants — and needs — to tell what happened." An earlier project reached 35 Holocaust survivors in Wisconsin, and this project has located 15 others who are still alive. The tapes will be placed in the state Historical Society archives and the Fortunoff Archives at Yale. Edited versions will be used for continuing education purposes.

Becker is exploring a possible national summer institute for the future, to help educators and historians use the materials developed in this project to teach tolerance, recognize universal themes in history, and understand prejudice. She's also working on a book, *Success and Its Shadow*, which examines the lives of highly successful Holocaust survivors, despite the long shadow of memories that follow them. But Becker has also interviewed many survivors who never recovered from their experiences. Last year, she was part of an international team that worked with mentally ill Holocaust survivors in Israeli psychiatric hospitals. They found that asking these patients to testify about their memories was therapeutic.

"The Project has amazed us," Becker said. "The stories are an invaluable resource... for our communities, schools, and teachers. The stories are important for the survivors themselves and for future generations who must never forget."

## FACULTY/STAFF PROFILE

### Curtis Gear

by Mary Ellen Bell

Ask Curtis Gear to look back on his UW-Extension career and name his proudest achievement. He won't hesitate before naming The Community Leadership Program.

This innovative program, launched about 10 years ago with financial support from the Kellogg Foundation, is an intensive leadership course for current and aspiring leaders in urban neighborhoods in Milwaukee, Madison, Racine, Kenosha and Beloit. Participants in the program are recruited from grass-roots and neighborhood organizations and include a healthy representation of African-Americans, Latinos, Native Americans and Asian-Americans.

"Community Leadership underlined the importance of working with under-represented audiences," Gear said. "It was meaningful for me to be able to work directly with the kind of new audiences we in Extension have wanted to reach."

Community Leadership teaches skills in communication, increases understanding of how of government, education, health care, social services and other organizations work, and enhances participants ability to influence public policy and organize



Curtis Gear accepts his national Diversity award from Chancellor Don Hanna.

community efforts. Participants attend a series of intensive seminars including an international seminar where they investigate another country and culture.

The most recent international seminar was in Egypt, where participants experienced the life and culture of modern Egypt and studied its rich historical and cultural legacy.

Gear has been a driving force behind UW-Extension's and national Cooperative Extension diversity programs. He received a prestigious national honor for this work — the 1996 National Diversity Award from the Cooperative State Research, Education

and Extension Service-USDA — only one of which is awarded each year!

In nominating Gear for this award, retired Dean and Director of Cooperative Extension, Ayse Somersan, wrote: "Curt is a pioneer — with the commitment, energy, resourcefulness and creativity necessary for that role ... He has been providing leadership for organizational change at the state and national level of Extension... As a result of his efforts, we are considering new procedures for recruitment and hiring, organizational processes and professional development."

Gear has been with UW-Extension since 1966. Throughout his career,

he says, he has tried to accomplish the Extension mission by reaching out to under-represented audiences — people who live in urban areas and members of minority groups.

"Civil rights was a strong part of that mission in the early years. We kind of lost track of it for a while, but now we have revived it in the name of diversity. We have come full circle in our commitment to inclusiveness."

Gear said he has always believed that Extension supported his efforts to increase outreach to underrepresented audiences. "I have been able to get the institution's support to do almost every educational program that I felt needed to be done," he said. "I am very grateful for that."

Gear has just retired from his Extension job, but he intends to continue to work to increase participation in community life. He and his wife Ida, who also has retired from her career as a nurse practitioner, have started an educational travel business, specializing in educational tours to Africa.

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## Funding Encourages Cross-Divisional Programming

The Chancellor's Office has provided additional funding this year to support cross-divisional program efforts. According to Vice Chancellor Kevin Reilly, "We have sought to encourage more cross-divisional programming that combines the particular strengths of units to deliver programs aimed at pressing needs that no one unit can address as effectively on its own."

Programs selected for cross-divisional program funding this year are:

**Get Real!** (\$80,000). Wisconsin Public Television's *Get Real!* kids program segments will be used to develop a curriculum with 4-H and establish a working relationship between 4-H and *Get Real!* for story ideas, focus groups and other shared purposes. Visual modules will be repackaged in a variety of formats and complementary training materials will be developed for training youth-serving professionals and volunteers, as well as peer education efforts.

**Sesame Street/PEP** (\$35,000). (Sesame Street Prevention Education Project). This innovative program from the Children's Television Workshop provides high quality training for child care providers. A partnership between the county Extension offices, the Wisconsin Child Care Association, the Association of Home

and Community Educators and Wisconsin Public Television has brought together volunteers, trainers and child care workers to implement the program across the state. Demand for the program may be expected to increase with the increasing demand for child care brought about by Wisconsin's welfare reform efforts.

**Technology Demonstrations** (\$80,000). This project will use telecommunications technologies for regular technology demonstrations coordinated through UWEX Information Systems. The use of telecommunications technologies will allow many more staff to participate in these demonstrations and allow them to be made available to a number of other internal and external groups, including K-12 and technical college educators.

**Diversity Fund** (\$15,000). Building on diversity programs already under way in the divisions and at the institutional level, this money would provide the Office of Equal Opportunity and Diversity Programs with the ability to supplement the funding of promising diversity efforts.

**Internet-Based Course - Introduction to UW-Extension** (\$52,000). Drawing upon the expertise and tools being developed in Facilitated Learning related to creating courses on the

Internet, an individual will train individuals in every UWEX department and division to use these tools to create short modules about their units and key projects. These modules will then be linked into a comprehensive interactive "course" about Extension for orientation of new staff and others.

**Distributed Learning** (\$20,000). This effort will provide continued developmental support for increased use of Lotus Notes as a learning tool.

- Sheila Mulcahy

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