



Executive Summary and Program Outline



Executive Summary

The Eastern Michigan University School of Police Staff and Command Executive Leadership Program (SPSC) is approved by the Michigan Commission on Law Enforcement Standards (MCOLES) as a police management training program. The school is designed to assist with career development for both current senior police executives and department members interested in advancing into the upper management ranks.

The Police Staff and Command Program is dynamic and on the forefront of technology. Command Officers will be challenged by management situations, in class decisive decision-making scenarios and learn new techniques to control, direct and supervise personnel under their command. The experience will take the officer beyond traditional operational methods and strategic thinking and creative and innovative problem solving skills for current and future law enforcement executives paving the way for further advancement to senior leadership positions within their department.

The program will enhance the performance of personnel in the command positions by:

- Understanding the management theorist's approach to managing law enforcement agencies including staffing, managing the problem employee, employee wellness, conflict resolution and other human resource challenges
- Utilizing Michigan Labor Law as it relates to personnel management in hiring, discipline, ADA, sexual harassment, workman's compensation, and ACT 312.
- Understanding management responsibilities for Michigan Criminal and Civil Law in cases rising from negligence retention, failure to train, and other situations that require defense in a civil court.
- Development of fiscal responsibilities for managing a budget, special project funding, grant administration, forfeiture assets, and duties required for sound fiscal management.
- Utilizing the latest instruments for planning and decision-making requirements for management responsibilities.
- Utilizing technology for computer enhancement in the workplace. This section is a hands-on approach to computer skills relating to preparing written documents, utilizing spreadsheets in the preparation of budget detail, analyzing data through data base preparation and developing professional presentations.

The School of Police Staff and Command reflects these needs. The curriculum consists of six major topic areas intended to address the changing needs of the public safety community. These topics areas are:

- Leadership
- Planning and Decision Making
- Human Resource Management
- Administering the Police Agency
- Critical Situations and Homeland Security
- Managing Technology for Public Safety

School of Police Staff and Command Executive Leadership Program Outline

The SPSC is a 360-hour training program, consisting of individual classes, spread over 9 months. The curriculum is divided into six major topic areas (1) Leadership Development, (2) Planning and Decision Making, (3) Human Resource Management, (4) Administration of the Police Agency, (5) Critical Incidents and Homeland Security, and (6) Managing Technology for Public Safety.

Leadership Courses

While leadership forms the underpinning of the entire program, the goal of the individual leadership classes is to aid students in developing their own leadership skills. This block of instruction will begin with a review of leadership theory. Students will be guided through a personalized leadership development process. Students will also explore the realities and challenges of leading in the law enforcement environment. The leadership module will conclude with the Executive Forum which allows students to pose questions to a panel of police chiefs and executives.

- Leadership Development
- Leadership in Practice
- Executive Panel
- Interpersonal and Organizational Communication
- Conflict Management
- Communications Management

Planning and Decision-Making Courses

Planning and decision-making is central to the command officer's role. The courses in this block of instruction serve as the foundation for the planning and decisions that must be made relevant to every other aspect of administering the police agency. SPSC participants will be presented with a wide variety of situations that require planning and/or systematic problem solving. The knowledge, skills, and abilities acquired through this instruction will greatly assist the student as he or she approaches the topics in human resource management, administration of the agency, and homeland security.

- Operational and Strategic Planning in Law Enforcement
- Team Building and Systematic Problem Solving
- Research Techniques
- Change Management: Managing Police Organizations
- Grant Writing

Human Resource Management Courses

While most would agree that people are an organization's greatest asset, too often, in law enforcement, the people are nearly an afterthought. This block of instruction focuses on the best practices for selecting, orienting, assigning, and training police personnel. This instruction also examines employee performance and discusses techniques for motivating, recognizing, rewarding, developing and disciplining the police employee.

- Staffing, Training and Development
- Performance Management
- Managing the Problem Employee
- Employee Mentoring
- Career Development
- Navigating Through the Disciplinary Process
- Strategic Leadership for Special Investigation Team

Administering the Police Agency Courses

Typically, as police supervisors rise through the ranks in their departments they incur an increasing number of administrative responsibilities. This block of instruction helps program participants understand and address these responsibilities.

- Introduction to Management and Police Administration
- Ethics
- Police Community Relations: Community Orientated Policing
- Media Relations
- Budgeting
- Americans with Disabilities & Michigan Autism Safety Training
- Legal Issues in Law Enforcement and Public Safety
- Understanding and Managing Generational Differences
- Contract Administration and Negotiation
- Legal Update
- Line of Duty Deaths
- Union Relations
- Internal Investigations

Critical Incidents and Homeland Security Classes

While police command officers have always been responsible for the management of critical incidents (e.g., police involved shootings) today's post 9/11 commander must also address the challenges associated with homeland security. This block of instruction will prepare the command officer to respond effectively to critical incidents. It will also provide the command officer with the knowledge and skills needed to address the homeland security concerns likely to affect his or her department and community.

- Critical Incidents Decision Making
- Introduction to Homeland Security
- Preparedness, Mitigation, Response, and Recovery
- Intelligence, Communication, and Technology (Fusion Center)
- Incident Command/NIMS

Managing Technology for Public Safety Agencies

This component is an application of current software and management of the IT function as it applies to Public Safety Agencies. The student will utilize concepts from other courses in the application of Microsoft Word, Excel, and Power Point, and understanding the deployment of these software programs to an agency.

- Research Using the Electronic Library
- Microsoft Word
- Microsoft Power Point
- Microsoft Excel
- Futuristic Law Enforcement



For more information on the Eastern Michigan University
School of Police Staff and Command Executive Leadership Program
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