

VENTURA COLLEGE SABBATICAL LEAVE PROPOSAL
FOR SPRING 2011

Sabbatical Leave Status:

Full-time Professor of Criminal Justice hired in August of 1974.
Previous sabbatical leave in Fall, 1993. Granted a second sabbatical leave for Spring 2005 but was unable to accept and an alternative candidate received a sabbatical.
Member: American Academy for Professional Law Enforcement, American Society of Criminology, Association for Criminal Justice Research, California.

Purpose for Sabbatical Leave Request:

The purpose of this request is to give me the time to conduct research on a paradox in police work, develop and hold the first symposium in the United States of female peace officers of all ranks and help create a national organization of females in law enforcement.

Background for the Sabbatical Research Project:

Police work is a classic subculture. As a member of the New York City Police Department in the 1960's and 1970's I was pleased to observe early recruitment efforts to admit African-Americans, Latins, Asians and females to a police subculture which had been white, male and in New York City, Irish-American or men from Ireland. I had hoped that the addition of minorities and females would dilute the police subculture and force it to become more service-oriented than it was. In hindsight, I see I was overly optimistic. The integration of police work spawned smaller self-interest groups within the larger American police subculture. African-Americans, Latins, Asians and Gays formed their own effective vested interest sub-groups within the American police subculture, save female peace officers. Female peace officers remain unaffiliated with each other in their efforts to function successfully within police work and the police subculture despite their unique susceptibility to sexual harassment and exploitation.

Female peace officers have succeeded in police work disproportionate to their numbers in police work. It is acknowledged that in the thirty-five years women have been performing the same police tasks of patrol, investigation, and management as male officers of all ethnicities, they have proven to write better reports, earn higher arrest-conviction ratios and have greater success rates in promotion to ranks from Detective, Sergeant, etc., to Chief of Police. Nevertheless, they have been discriminated against more than Gay peace officers or any ethnic minority peace officer.

Phases of the Sabbatical Research Project:

The first phase of the research project will be to develop a survey research instrument compatible with guidelines established by the American Society of Criminology (ASC) to survey female peace officers in selected southern California law enforcement agencies to include all such agencies in Ventura County and the Los Angeles Police Department and the Los Angeles County Sheriff's Department. Results of the survey along with appropriate observations will be submitted to the ASC's journal "Criminology" for publication.

The second phase of the research project will be to hold a symposium of female peace officers of all ranks from varied law enforcement agencies at Ventura College in May or June of 2011 whereat the results of the survey mentioned above will be discussed along with issues in police work unique to women. The symposium will then separate into work groups which will endeavor to propose solutions, or steps towards solutions, commonly encountered by female peace officers at all levels.

The final phase of the research project will be to organize a local, state, and national association of female peace officers for research into issues unique to women in law enforcement and to advocate in the interests of female peace officers as male African-American, Latin, Asian, Gay, and Jewish peace officers have done at local, state and national levels throughout the United States.

Value of Sabbatical Research Project to V.C. Students:

When I began teaching criminal justice classes at Ventura College in the Fall of 1974 about ten percent of students were women. Today, half or slightly more than half of the students in criminal justice classes are female depending upon the subject. The results of the proposed sabbatical research proposed will help our female students prepare themselves for rigors and challenges of succeeding in all aspects of police work. If establishing an association of female peace officers succeeds, our female students who enter police work from our criminal justice program will have an unprecedented level of professional peer support and guidance.

The value to male and female criminal justice students will be that they will benefit from revised curriculum content which should raise their awareness of the contributions of female peace officers in combating crime, preventing crime and managing law enforcement organizations. Hopefully, male criminal justice students will eventually perceive female peace officers as crime fighting partners rather than competition, potential liabilities, or people to be sexually exploited or discriminated against.

Value of Sabbatical Research Project to Ventura College and the V.C.C.C.D. :

The value of this project to Ventura College and its criminal justice program will be to cast Ventura College as one which is innovative, forward-thinking and supports college departments attempting to advance the body of knowledge in their discipline by

conducting innovative social research which may benefit specific professions and other colleges and universities.

Value of Sabbatical Research Project to the Instructor:

As a member of N.Y.P.D. in the early 1970's, I was part of the first team of training officers who trained and mentored the first female police academy graduates to be assigned solo to regular patrol duties for the first time in N.Y.P.D.'s history and, indeed, in the history of solo routine patrol of high, medium and low crime police patrol commands in the United States. Female peace officers have done remarkably well in the intervening thirty-five years despite the disproportionately lower numbers of female officers to male officers or male officers of any other ethnic group than white males. The paradox is that despite their success, female officers experience disproportionately more incidents of discrimination in the work place than males and more commonly retire and resign at rates significantly exceeding male peace officers of any group.

The final value of the results of the proposed research to the instructor would be to help provide a vehicle for job satisfaction, success and recruitment of one of the most valuable assets to police work and public safety: female peace officers. Then the circle may be complete. If sabbatical is granted the petitioner and if the research project is successfully completed, petitioner may be published in the journal "Criminology" and the journal of the Police Foundation in Washington, D.C. As a result of such recognition, the criminal justice program at Ventura College will not only gain national status in the field of criminal justice research, but national grants for further research.

Respectfully submitted for consideration by:



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