

*"The Voice of New Jersey Law Enforcement"*

# NEW JERSEY COPS



The official publication of the New Jersey State PBA

[www.njcopsmagazine.com](http://www.njcopsmagazine.com)

**MAY 2020**

## *Remember...*

Fallen officers honored during  
National Police Week, May 10-16  
PBA members lost to COVID-19





# Education from the Experts

## Professors from local universities spotlight lifelong benefits of continuing education for officers

As the need for law enforcement officers to pursue education for career advancement progresses, key questions have come up about the importance of enrolling in a continuing education program. To find answers, we posed the following questions to these experts:

- **Gary Krulish**, Berkeley College, chair of the Department of Justice Studies and National Security
- **Dr. Jim Ford**, College of Saint Elizabeth, director of the Graduate Program in Criminal Justice
- **Frank Pantaleo**, Fairleigh Dickinson University, coordinator of Off-Campus Undergraduate Studies
- **Marny Requa**, Georgian Court University, chair of the Department of Criminal Justice, Anthropology, Sociology and Human Rights
- **Douglas Collier**, Monmouth University, director of Outreach and Engagement
- **Michael Walker**, Passaic County Community College, chair of the Department of Criminal Justice
- **Tom Williver**, Rutgers University, certified public manager instructor with Rutgers School of Public Administration

### How can education/continuing education support the professionalization of policing?

**Walker:** A college-educated police officer is more important in today's world, which focuses on global issues and technological innovation, than ever before. A college education exposes future police officers and leaders to a variety of academic experiences and disciplines and better prepares them for the challenges posed by society today.

**Requa:** Furthering education by obtaining a bachelor's degree and/or graduate degrees benefits officers, and police forces more generally, by enhancing analytic and problem-solving skills, adeptness at ethical decision-making, technological and communications skills, and improving diversity awareness and cultural awareness. Research studies show that law enforcement officers with degrees are subject to fewer disciplinary and personnel issues and complaints, less likely to be injured on the job and engage in fewer use-of-force incidents.

**Williver:** Education as a whole is very important to the policing profession. As an officer moves through his or her career, it is important that they continue to train on tactics and techniques and keep up with the ever-changing laws, policies, procedures and directives that affect their careers. Officers in larger agencies often have the opportunity to work in specialized units, which will require additional training and continuing education. Officers in smaller agencies often have to have a broader knowledge in all areas of law enforcement because of the manpower limitations those agencies face.

**Ford:** Today more than ever, police officers are dealing with people of many different cultural backgrounds. Colleges and universities today have an obligation to help meet the needs of

the law enforcement community by offering courses designed to work with all populations.

### How can continuing education and/or an advanced degree enhance the career of a New Jersey police officer?

**Pantaleo:** As a retired police officer, I can assure you that getting an advanced degree goes a long way in enhancing one's law enforcement career. Whether your department is civil service or not, a bachelor's or master's degree will always help toward a promotion. The education you receive prepares you for the tests and the tasks ahead. The fact is, it doesn't matter if your job requires a degree for promotion; having received the education makes you better prepared for that new position. When it comes to the highest positions, especially the appointed ones, it makes all the difference in the world.

**Walker:** Over the past several decades, police officers have been recognized as being more professional than in the past, and that professionalism has been accompanied, in many cases, by remuneration befitting a professional. Today's law enforcement leaders run organizations with dozens, if not hundreds, of police officers and budgets reaching far into the millions of dollars. Before entrusting such resources to a potential police leader, municipal, county and state administrators will increasingly look toward those who have advanced academic credentials.

**Krulish:** Several research studies have demonstrated that education can increase an officer's overall ability to perform their duty. A degree could enhance an officer's proficiency in report writing and increase creativity and problem-solving skills.

**Collier:** The days of saying, "We will teach you everything you need to know in the academy" are over. Education can be the key to success in policing, as our profession is ever-changing and fluid. Education can assist you in the rational decision-making, along with critical thinking, that is necessary in policing.

**Williver:** When I started out in my career, I needed an associate's degree to even apply for the position. So while attending a local county college, I was able to see just how my belief system and values stood up next to other students and teachers who came from many different backgrounds and cultures. Obtaining my bachelor's and master's degrees allowed me to expand my knowledge while at the same time allowing for me to discuss different ideas and viewpoints. Often times in policing, we encounter people with differing opinions on almost everything, and attending college enhanced my communications skills with those who had alternative viewpoints. As an officer progresses through his or her career, they may want to become promoted to a supervisory position. Having a more advanced degree will help you expand your career options with an agency, earn more money and possibly have higher job satisfaction.



**What advice can you offer New Jersey police officers to motivate them to further their education?**

**Requa:** Education is open-ended, positive and transformative. You will make crucial contributions to the classroom environment while gaining new bases of knowledge and enriching critical analysis and practical skills.

**Krulich:** Law enforcement personnel will always benefit from seeking additional training and/or education opportunities. This will prepare them for a constantly evolving environment and increase their networking opportunities.

**Pantaleo:** Invest in yourself and your education. It will help you achieve the goals you seek beyond your law enforcement career. Prepare for your retirement by having a sound plan and a sound education to back it up. When you are ready, email me or call me. I'll show you how possible this all is. I ought to know — I'm a retired police officer and past delegate of PBA Local 245 and a graduate of FDU.

**Collier:** It is a long — but short — career, and officers need to challenge themselves to be the leaders of our noble profession. Do not become complacent. Enjoy the great opportunity to learn and reflect on your education as you develop and expand this vocation. Lastly, education will provide you the confidence, leadership, communication, problem-solving, critical thinking and rational decision-making skill sets that will enhance your law enforcement career.

**Ford:** As a retired police officer and having two sons in law enforcement currently, I strongly advise you to take full advantage of every training opportunity, whether it is to attend an in-service training school or to earn a bachelor's or master's degree. As a professor, I have seen more officers coming back for their master's degree for promotion purposes and to set an example for their children.

**IACULLO MARTINO, LLC**

ATTORNEYS AT LAW

(973) 235-1550

**Twenty years of experience achieving results for the Law Enforcement Community**



Law firm members are Certified by the New Jersey Supreme Court

- Criminal Law - Anthony J. Iacullo
- Matrimonial Law - Steven J. Martino
- Municipal Law - Joshua H. Reinitz

247 Franklin Avenue, Nutley NJ 07110  
www.iacullomartino.com

**24 Hr Access for Law Enforcement Officers**  
**(973) 809-3702**

MONMOUTH UNIVERSITY | GRADUATE STUDIES

**YOUR FUTURE:  
MASTERED**

Advance your career with an M.A. in Criminal Justice. This innovative 30-credit program develops research skills, critical thinking, and strategic rationale needed for problem solving and policy making in the profession:

- No GRE required
- Optional Homeland Security Track, Leadership Track or **NEW Intelligence Analyst Track**
- Hybrid model with select courses offered off campus
- Graduate scholarships available for eligible students

*Full-time federal, state, and local government criminal justice professionals may receive a 25% tuition discount.*

**LEARN MORE: INFO.MONMOUTH.EDU/CJ**

732-571-3452 | West Long Branch, NJ

