

2017 IALEIA Professional Service Awards



by Lynn McCloskey

During the 2017 Awards Ceremony at the Annual Training Event in Bloomington, Minnesota, IALEIA announced the Professional Service Awards. At an earlier session, award recipients provided an overview of their work, enlightening all on technical aspects of their extraordinary efforts which earned them this honor. Awards Chair John Smith and IALEIA President Shelagh Dorn presented the awards. IALEIA congratulates all recipients for their professionalism, commitment to excellence, and advancing analysis.

Thank you to the following Awards Committee Members for their hard work and dedication to this process: John M. Smith, Chairman, Las Vegas Metropolitan Police Department (U.S.); Francis Badenes, Brazilian National Police (Brazil); Heather Barron, Henderson Police Department (U.S.); Wendell Black, U.S. Secret Service (U.S.); Shayla Overturf, Kentucky State Police (U.S.); George Gelman-Kipnis, Centro Internacional De Intelligencia (Mexico); Keith Jackson, Gloucestershire Constabulary (UK); Jarek Jakubsek, Cyber Crime Centre, Europol (Netherlands); Jill Paterson, Combined Forces Special Enforcement Unit, British Columbia (Canada); Alicia

Reitter, Florida Highway Safety and Motor Vehicles (U.S.); **Julia Smith**, New Zealand Police (New Zealand); **Danielle Williams**, Greater Manchester Police Service (UK).

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IALEIA President Shelagh Dorn and Awards Chair John Smith presented awards to:

Category 1A: To the organization making the most significant progress utilizing intelligence analytical techniques to support law enforcement objectives: **Local Level**

Community Safety and Partnership Intelligence Analyst Team (Lancashire Constabulary, United Kingdom)

The Community Safety and Partnership Intelligence Analyst Team was established to produce strategic assessments that identify crime and anti-social behavior threats as well as issues that impact community safety and health. It is a collaborative effort, which receives input from statutory partners: police, fire service, probation, city council members, and secondary partners that include: health care, community organizations, mental health groups, housing providers, drug treatment providers, many other social organizations, and even the public. This collaborative effort recognized that a public health approach to understand health threats and issues improved traditional police problem-solving techniques. The entire community then focuses on the issues identified to make itself safer.

Category 1B: To the organization making the most significant progress utilizing intelligence analytical techniques to support law enforcement objectives: **Regional**/ **State/Province Level**

Dallas Crime Gun Intelligence Center (Bureau of Alcohol, Tobacco, Firearms, and Explosives, United States)



Left to right: IALEIA Awards Chair John Smith, Group Supervisor Steven E. Toth, Special Agent in Charge William Temple and IALEIA President Shelagh Dorn.

The Dallas Crime Gun Intelligence Center (CGIC) was established by the Bureau of Alcohol, Tobacco, Firearms, and Explosives and collocated within the Texas Anti-Gang Center and the Texoma High Intensity Drug Trafficking Area. Since January 2016, the CGIC has focused its efforts on National Integrated Ballistic Information Network (NIBIN) operations. Working with law enforcement agencies in the Dallas-Fort Worth area, the CGIC has embedded Intelligence Officers and Intelligence Research Specialists within those agencies to work with detectives and investigators to assist in solving NIBIN investigations. CGIC continues to focus on the integration of intelligence analysis with operations centering on gangs and other gun related crimes.

Category 2: To individuals for outstanding contributions as intelligence analysts to the achievement of law enforcement objectives:

Russell Clark (Lancashire Constabulary, United Kingdom)

Mr. Clark leads an extensive analytical effort entitled Optimal Forager. This analytical effort uses police, the local community partnership, housing associations, youth groups, charities, and public input to drive the analytical findings for Optimal Forager. This innovative analytical approach takes law enforcement analysis from a crime mapping display tool to an integrated predictive system used for targeting offenders and providing accurate tasks for operational officers. The main objective of Optimal Forager is to have a positive impact on burglary levels, enhance community safety, and disrupt offending behavior. The burglary rate in the first target area was reduced by more than 30% in the first six months.

Rebecca Eckersley (Lancashire Constabulary, United Kingdom)

Ms. Eckersley was assigned to work as part of the Lancashire Constabulary's Community Safety Partnership. Her work and analysis demonstrated that policing is more than dealing with crime. It is about working in collaboration with social services to support the vulnerable in local communities. Her thorough and systematic research verified that anti-social behavior is more than intolerance in local communities or youths who were drunk. She developed evidence that proved the most serious cases of anti-social behavior have a detrimental impact on victims, and that dealing with mental health issues is a regular occurrence for frontline officers.

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Gina Gill (Surrey RCMP, Canada)

Ms. Gill was assigned as the lead analyst for a series of shootings between two rival narcotics trafficking groups that resulted in two homicides. Her work involved analyzing cellular telephone records and correlating them with tower locations to track suspect movements as well as analyzing text messages and calls to identify key suspects and identify the groups' internal functions. She developed target profiles, timelines, and association charts along with providing briefing for investigators and senior management. Ms. Gill's analysis is still being used in the prosecutorial phase of these cases.

Ruth O'Malley (Greater Manchester Police, United Kingdom)



Ms. O'Malley was assigned to a complex homicide investigation. She analyzed more than 100,000 call data records from 176 telephones. She also reviewed an immense amount of tracking data and computer records that would be used in the creation of 64 exhibits for inclusion at trail. At trial Ms. O'Malley testified for five weeks under direct and cross-examination. Defense attorneys commented on the thoroughness of her analysis. Ms. O'Malley's extensive analysis greatly assisted in the convictions of three suspects who were sentenced to life imprisonment.

Jenna Thomas (Cornwall Police, United Kingdom)



Ms. Thomas works as a strategic analyst. She developed an innovated way strategic risk is analyzed, understood, and presented to influence decision makers. Her innovation is based on considering the people who make up the population rather than the crimes and has helped numerous operational units and organizations understand the threats and develop appropriate responses. Ms. Thomas' work has changed the way analysis is not only seen but also how it is used to impact decision making and enforcement operations.



The IALEIA President's Award was presented to Kristie Manzi.



Letter from the President by Shelagh Dorn

2017 has been a busy year for IALEIA: the spring conference, international board elections, attending meetings and representing IALEIA on boards and committees, and coordinating invitations to speak at conferences in Central America, Latin America, Europe, and the US. I appreciate everyone who has stepped up to the challenge and "waved the IALEIA flag" in the past several months; we couldn't have done it without you.

One such valuable IALEIA member was recognized in Minnesota with the 2017 President's Award. Kristie Manzi, CICA-Lifetime, was honored for her distinguished career and relentless dedication to IALEIA. Many of you know Kristie as founder and president of the North Florida Chapter; through FIAT; or as our Certification Coordinator for a number of years. Team Manzi—Kristie and Merle, her husband—have been tremendous IALEIA volunteers and leaders in various capacities; and we appreciate Kristie's leadership and kind mentoring throughout the years.

PRESIDENT'S AWARD



KRISTIE MANZI

In recognition of lifetime advectory for the professionalization and advancement of intelligence analysts an analyst, manager, founding chapter president, instructor, and mentor, and the spectra president of an analyst the development of criminal intelligence analysis as a profession.

warded May 4, 2017

Another IALEIA initiative we have underway is our mentoring program. Analysts David Creagh and Kathy Lichay have been hard at work, designing the program and pairing up mentors and mentees. At a recent three week police leadership and management class in Boston, the PERF Senior Management Institute for Police, several police executives talked about their career trajectory and the importance of people advising, encouraging, and taking an active role in their paths to success. This resonates with me. Challenges during a long criminal iustice career can be viewed as insurmountable obstacles; or we can reframe them as opportunities for learning, growth and self-improvement. Our iobs can be spent in isolation behind a computer: or we can reach out to a network and invest in our professional development. Mentoring is a great growth and improvement opportunity for both mentors and mentees. If you're interested in participating, please contact David Creagh at mentoring@ialeia.org; the mentoring program will also have its own section on our new website for posting and correspondence.

I'd also like to recognize our outgoing International Board members for their dedication to IALEIA during the last two years: our thanks to James Lewis, Melissa Rogers, and David McClocklin. International Board members balance their daily work duties with a significant amount of responsibility to our organization – attending meetings and conference calls; identifying and carrying out tasks according to our strategic plan. We appreciate their willingness to assume a leadership role for IALEIA, and we wish them well in the future.

We also give sincere thanks to our Chapter officers, boards, program managers and coordinators, committee members, instructors, and volunteers who make IALEIA a success. There are plenty of opportunities to participate in IALEIA committees and programs. We have short-term and long-term commitments available. Please take a look at our programs and volunteer for an initiative that interests you.

Shelagh

IALEIA Board of Directors 2017-2019

IALEIA held its biannual elections. We thank the Committee Chair Kelley Kimsey and members Kate Richards, Holly Williams, Rhea Lyn Gerstenkorn, and Rachel Shelar for their hard work!

The election results of the IALEIA Board of Directors are:

President - Dr. Shelagh Dorn Vice President - Mark Massop Secretary - Lynn McCloskey Treasurer - Jennifer Dauzier Communications - Vacant International - Radoslaw Ostoja Domaradski Membership and Outreach - Alison Price McGinnis Partnership - Tracy Lempke Professional Development - Dr. Gregory Thomas

The term runs July 1, 2017 through June 30, 2019. Congratulations to all.



Jorge Espejel-Contreras Scholarship 2017 Winner

In 2005, IALEIA introduced a new membership category serving academic institutions. The dues generated from this membership category were designated to fund an IALEIA scholarship. The IALEIA-funded scholarship was renamed the Jorge Espejel-Contreras IALEIA Scholarship Award following the untimely death of the IALEIA Mexico Chapter President in 2007.

Jason Bakas

Pursuing a University of Maryland graduate certificate in Terrorism Analysis

Congratulations Jason! Watch for scholarship announcements in the new year.



Vice President's Message by Mark Massop

It was fantastic to see all the members that could make it to the IALEIA/LEIU Conference in Bloomington MN. For those of you who couldn't come, you missed a wonderful training conference. Looking back, I have attended every conference except for two starting back in 1999. I am amazed that each year, the conference sessions get better and better. That is no easy feat to pull off. It all comes down to the hard work our conference committee does each year to organize the event. I want to personal thank the committee members for their contributions to make the conference a success.

On June 27th it was 30 years since I walked in the door to the Kansas City Regional Police Academy to begin my law enforcement career. Over those 30 years, I have served in a variety of roles from patrol officer, accident investigator, detective and intelligence analyst. After 16 years with the department, I moved to the private sector where I have been supporting the intelligence analysis profession ever since. In retrospect, out of my 30 years in and around law enforcement, I have spent 20 of those years in the intelligence analysis profession. It was also 19 years ago this month that I joined IALEIA. Early on, I joined for reasons like others who joined, I wanted to be able to contact like-minded individuals who may be able to offer help or guidance to a new analyst. The membership directory was my ticket to that world. Over the years, I saw the value of IALEIA well beyond the membership directory. The focus on building professionalism in the community, the certification of analysts, the training events and of course the network opportunities. I can honestly say; my career wouldn't be where it is if it wasn't for that networking and the ability to meet the leaders of the profession who helped shape my way forward.

Why the look back at my personal history? My hope is by the time this letter is published, the new member's area of the IALEIA website will be 100% functioning and with that new and easier ways to communicate across the membership. New areas for members to share best practices. One key new bit of functionality will be the capability to offer mentorship to new analysts and for new analysts to seek those mentors. I encourage those who have been in the profession for some time to offer to mentor. To pay it forward. I encourage those just entering the profession to seek out those that are willing to give back to help your career move forward. Of course, technology doesn't replace those face to face networking opportunities, but it does jump start it. I also wanted to add my personal thanks to our Communications Director, Melissa Johnson-Rogers, for her work getting the website and member areas completed.

Foundation of Intelligence Analysis Training CLASS SCHEDULE

For more information on the courses below, or to schedule a class for 2018, contact FIAT Coordinator Kathy Martinjak at **FIAT@ialeia.org**.

- 07/31/2017 to 08/04/2017 08/07/2017 to 08/11/2017 08/21/2017 to 08/25/2017 9/11/2017 to 9/15/2017 9/25/2017 to 9/29/2017 10/2/2017 to 10/6/2017 10/16/17 to 10/20/17
- FIAT Phoenix, AZ
- FIAT Oklahoma City, OK
- **FIAT Conroe, Texas**
- **FIAT Trenton, NJ**
- FIAT Chicago, IL
- **FIAT Rochester, MN**
- **FIAT Tucson, AZ**



It happened again. Great, successful and well received training event. A city Bloomington in state Minnesota hosted the IALEIA/LEIU conference attended by around 600 participants. And again the first "I" in word IALEIA (International – remember?) matters! We all could see a flag parade and meet analysts from 12 different countries from 5 different continents; chat with them, see how different (NOT) they are and how different (NOT) problems they see in their jurisdictions. As an IALEIA International Director I am proud to see membership growing worldwide and I am always amazed recognizing 50 countries (!) represented in our great association. This gives me motivation and fuel for the future challenges. And I like it ;-))

The annual event is a great opportunity to discuss all issues related to the life of our Association. Also this year I have organized a luncheon for IALEIA Chapter Presidents/ Representatives. During this meeting representatives from 10 chapters sat together with the entire International Board of Directors and discussed several important topics related to the chapters existence, grow and maintenance. Lots of great ideas were shared and networking between experienced chapter leaders and "newcomers" hopefully will result with IALEIA stronger presence in the regions. Very important factor which definitely will have impact on the chapters' life cycle is the implementation of the IALEIA new website. New, modern and enhanced functionalities will allow chapters to get better visibility online, better access for the members and better contact with the members. Obviously the chapters have to stay engaged, proactive and offensive, should prepare a tailored and current input to the online environment but this is fully understood and - only by looking at the enthusiasm around the table - should be achieved. It won't be easy but it is worth to do it. Chapter Support Committee established under the portfolio of International Director will give guidance to the chapters and continue mentoring their activities, sharing best practices, good solutions, valuable contacts etc. We have discussed also the role of chapters in organization of FIAT trainings and in rebuilding/strengthening the FIAT instructors' cadre, we spoke about Certification program and we encourage chapters in searching for volunteers to write articles for Intelscope and/or IALEIA Journal. Chapter meetings/ trainings are vital to keep members together and follow their needs and expectations - the International Board is keen to support any chapters' activities logistically and financially. Amongst chapter volunteers we search for future Association leaders... It was a great and extremely informative meeting. Chapters represented: Lonestar, Ohio (in progress), Ozarks, North Florida, Rocky Mountain, Southwest, Jamaica, Metro DC, Nigeria and Land of Lincoln.

Another extremely interesting meeting was held next day. It was a meeting of a newly formed Nigerian Chapter. I am proud to communicate to the entire IALEIA community - finally - after several years - we were able to establish a first chapter in Africa! Nigerian analysts are participating in IALEIA conferences since years but only this January a chapter was formally opened in that developing Western African country. The results are awesome - currently we have 40+ members in Nigeria and needless to say - 14 of them joined the Bloomington conference! It is worth to mention that it was the third biggest nation represented (after USA and Canada). The President of Nigerian Chapter - Mrs. Aluko - has opened this meeting and the members of IALEIA Board, who were present there, were happy to see the chapter growing and having great ideas! Nigerian colleagues are looking for a possibility to organize FIATs and grow the chapter, to follow the certification process

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The First "I" CONTINUED FROM PAGE 7

and to support neighboring countries; the latter is closely related to a (slightly distant but still!) plan to organize a regional IALEIA conference in Africa in 2018! That would be great! The IALEIA Board is enthusiastically looking for this opportunity hoping to have this great idea materialized! In the meantime I intend to carefully protect what we achieved and support Nigerian colleagues in their successful grow. It was another great and fruitful meeting and another example how first "I" in IALEIA is important for all of us!

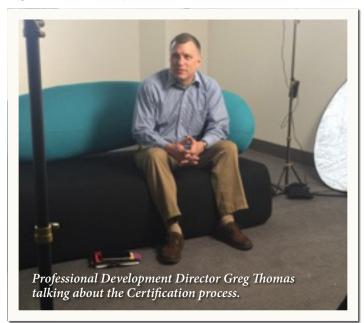
During the conference it was not possible to miss the group of analysts representing Jamaica! The Jamaican

Video Testimonials by Alison Price-McGinnis

At the 2017 annual LEIU/IALIEA conference in Bloomington, Minnesota, IALEIA worked with 651 Media to capture video testimonials from our members. Several members graciously participated including founding members like Marilyn Peterson to Chapter Presidents like Kelly Kimsey from the Northern Florida Chapter. Several of our international members also contributed showcasing

IALEIA's footprint in countries all over the world.

The goal of this project was to capture member's experiences with IALEIA and how their participation with the organization has impacted their careers. We also showcased



the benefits of membership, the FIAT program, our Chapters and IALEIA's professional certification program. What makes IALEIA strong is our diversity of law enforcement intelligence analysis professionals at the local, state/ provincial, national, international and private sector levels. Chapter - created just a couple years ago – growing rapidly (currently 45 members!) under extraordinary leadership and mentorship of Mr. Dave Anderson– was represented by a group of colorful and fantastic analysts. It was a pure pleasure to see so many Jamaicans attending the conference; that was the greatest award for myself and the entire Board for all investments and engagements we had in the past. This is another tangible proof that the presence of the IALEIA is crucial and that our Association can and is serving all analysis and intelligence professionals around the world.

OK – who's next? ;-)





The video testimonials will be available on our new website in the coming weeks.

New Website!

2016-2017 has been a year of change for the organization! We are implementing technology and other services that will improve communication with and amongst our membership, while improving resources for the intelligence community. We have active International social media accounts, join the conversation! On May 1 IALEIA unveiled a new public website and began building a new members-only portal! These improvements will bring new services to our membership including online training, videos, bulletin boards and webinars. We appreciate your patience as we build the platform. Look for our "Members Area" announcement, directions on how to enter the website and participate were sent to each member.



LEIU/IALEIA TRAINING EVENT April 9-13, 2018 Anaheim, California

Marriott Hotel

700 West Convention Way Anaheim, CA 92801 (714) 750-8000 Just 2 blocks from Disneyland!

Lodging

Single/Double—\$158.00/night Triple—\$178.00/night Quadruple—\$198.00/night (Prevailing 2018 federal per diem rates apply) + applicable taxes/assessments (currently 17%) + \$1.08 fee per room/night.



Internet rate \$1.00/night, complimentary for Marriott Rewards members. If you are not currently a member, we suggest you sign up! Rates will be honored 3 days before and after the event.

BRING THE FAMILY!

Call for Articles

IALEIA publishes a peer-reviewed journal on an annual basis. The *Journal of Intelligence & Analysis* is a scholarly publication that

strives to "bridge the gap" between academic research and the practical techniques employed by criminal research specialists and intelligence experts worldwide.

JOURNAL OF INTELLIGENCE & ANALYSIS OBJECTIVES

Its central objective is to publish articles that advance the theoretical and research agenda of the intelligence and analytical fields related to military, law enforcement and criminal justice. Its emphasis is upon empirical research, qualitative studies and scientific methodology, with priority given to articles reporting original research.

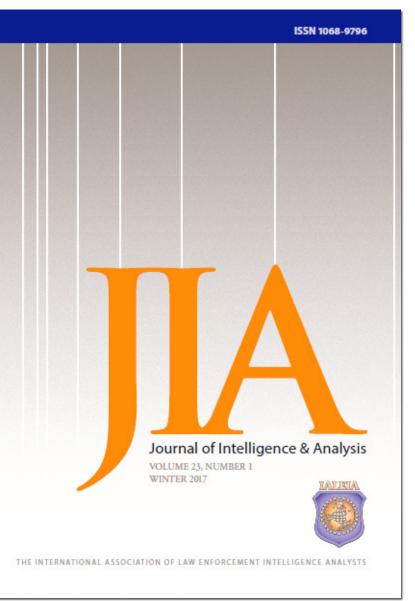
It includes articles needed to advance the intelligence analysis profession. Its emphasis is upon providing more informed dialogue about analytical policies and practices and the empirical procedures related to these policies and practices. Submissions are considered from many sources including fieldlevel analysts, investigators, senior policy-making officials, and college and university faculty and researchers.

MANUSCRIPT SUBMSSION GUIDE

Only original manuscripts not previously published or under consideration by another periodical will be considered for review. If accepted for publication, all manuscripts become the exclusive

property of the *Journal of Intelligence & Analysis,* and cannot be published elsewhere without the written consent of IALEIA.

Submissions must adhere to American Psychological Association (6th Edition) standards. Scholarly research or best practice articles should be between 15 and 30 pages in length (double-spaced, full justification, 12-point Courier or Times New Roman font). Manuscripts may be submitted in English electronically: email the document attachment to **journal@ialeia.org** for consideration. If Microsoft Word is not available, save the document as an "rtf" file. Check all documents for viruses prior to submission; infected files will not be opened or reviewed.



IALEIA Mentoring Program PARTICIPATION APPLICATION

Share your knowledge and experience with a fellow analyst. Gain valuable insights from a seasoned intelligence professional. Whatever side of the equation you fall on, this form will start you on a path of discovery that will be mutually fullfilling. FILL OUT THE FIELDS BELOW – SKIP OR CHOOSE N/A FOR ANY THAT DO NOT APPLY

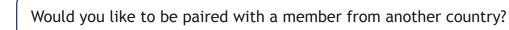
I want to mentor a fellow analyst

I'm looking for a mentor

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Human Trafficking	nan Trafficking Complex Financial Crime Narcotics		Crime Analysis		
Document/Benefit Fraud	Communications Analysis	Writing/Briefing	GIS Analysis		
PROGRAMS OF INTEREST - CHECK ALL THAT APPLY					

RELATED SKILLS YOU ARE EXPERIENCED / INTERESTED IN OR ADDITIONAL COMMENTS



No

Yes

Send this form as an attachment to: mentoring@ialeia.org

Thank you to Conference Sponsors

Thank you to our conference sponsors and exhibitors whom joined us in Bloomington, Minnesota in May. Without your dedication and experience, our profession would suffer. Through your generous support the Annual Training Conference was a smashing success! Over 500 attendees received top-shelf training. Thank you for your commitment to our organizations.

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Photo taken during the IALEIA Board Meeting – Strategic Planning Session



Kathleen "Katie" Murphy IALEIA Communications Director 2017-2019

President Dorn has selected Ms. Katie Murphy to serve as the next IALEIA Communications Director! Ms. Murphy was voted in by the Executive Board. She is a Certified Criminal Intelligence Analyst who currently supervises the Orlando Investigative Analytical Squad at the Orlando Regional Operations Center for the Florida Department of Law Enforcement.

Congratulations Ms. Murphy!



2017-2019 IALEIA

Executive Board, Directors, and Executive Advisory Board

We are always looking for volunteers to help move our organization forward! If you are interested, please contact any board member listed below.

IALEIA Executive Board

- President Shelagh Dorn, Ph.D., CICA president@ialeia.org
- Vice President Mark Massop vicepresident@ialeia.org
 - *Treasurer* Jennifer Dauzier *treasurer@ialeia.org*
 - Secretary Lynn McCloskey, CICA secretary@ialeia.org

IALEIA Directors

Communications	Kathleen Murphy, CICA communications@ialeia.org
Professional Development	Gregory Thomas, Ph.D., CICA professionaldevelopment@ialeia.org
Partnership	Tracy Lemke partnerships@ialeia.org

Membership and Outreach Alison Price-McGinnis, CICA membership@ialeia.org

International Radoslaw Ostoja-Domaradzki international@ialeia.org

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IntelScope Production

Editor: Melissa Johnson-Rogers, CICA *Copyreader*: Gregory Thomas, Ph.D., CICA *Layout/Design*: Matt Fegley, CICA

Credits

p. 1: IALEIA flag bearers photo by Simeon Biridi *p. 15:* That's alotta bricks by M.Fegley

CONTRIBUTING AUTHORS

Shelagh Dorn, Ph.D., CICA, is the Strategic Director for the Greensville Police Department in South Carolina. She currently serves as IALEIA's President.

Mark Massop *is currently the IALEIA Vice President.*

Radoslaw Ostoja-Domaradzki *is currently the IALEIA International Director.*

Lynn McCloskey, CICA, is a Criminal Intelligence Analyst with the Illinois State Police. She currently serves as IALEIA's Secretary.

Alison Price-McGinnis, CICA, is an Intelligence Research Specialist with the US Department of Justice, Bureau of Alcohol, Tobacco, Firearms & Explosives. She currently serves as the IALEIA Membership Director.





SUPPORTING AGENCIES

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