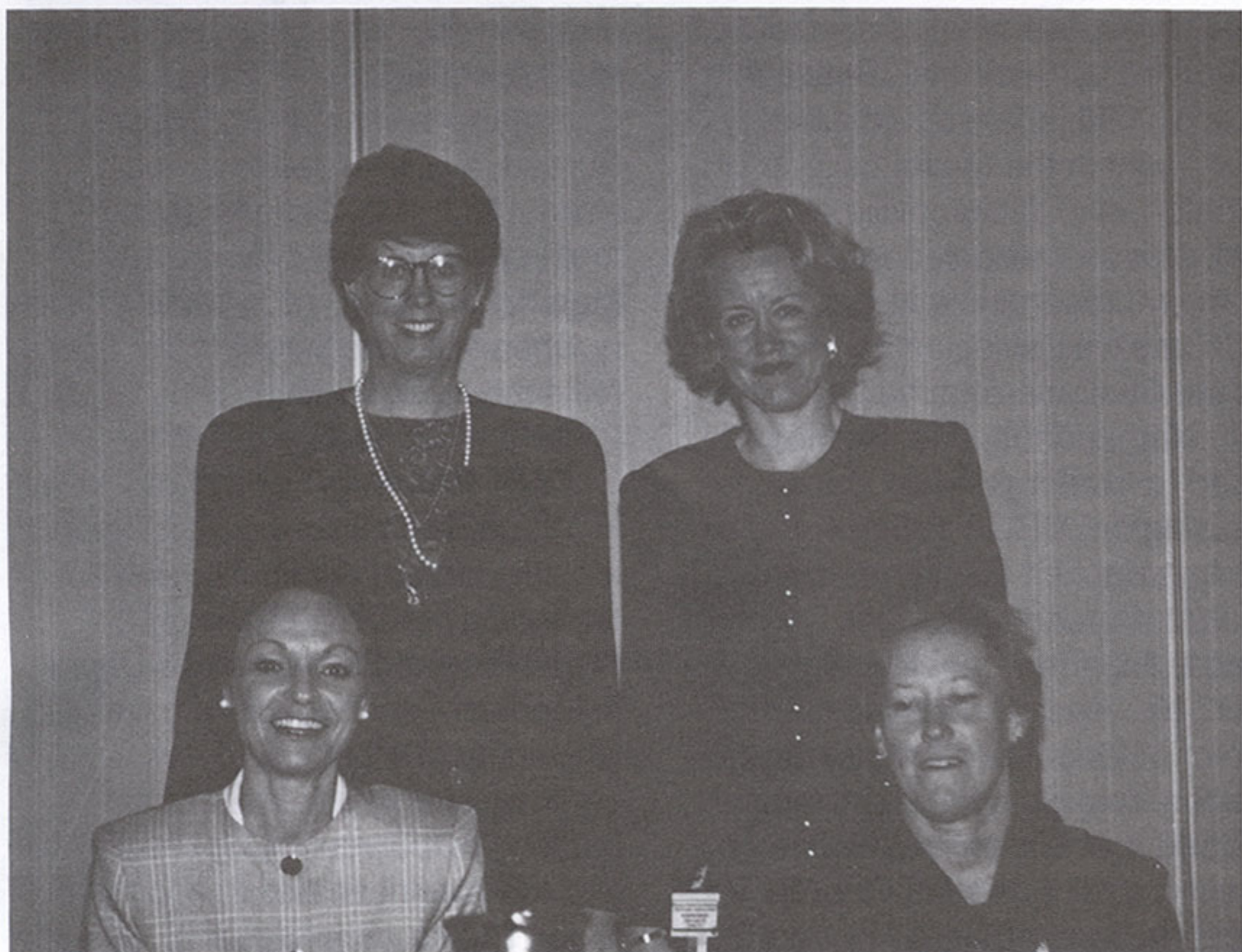


WOMEN PIONEERS IN LAW ENFORCEMENT HIGHLIGHT WORKSHOPS



Seated: Robin Luers (l) and Susan Rowley
 Standing: Sheila Horan (l) and Suzanne Devlin

for the past several years, a number of women have been selected to attend the workshop. The workshop is a two-day event that provides an opportunity for women to share their experiences and to learn from each other. The workshop is held in a comfortable and relaxed atmosphere, and it is a great opportunity for women to network and to build relationships with other women in law enforcement. The workshop is a valuable experience for all women who attend, and it is a great opportunity for women to learn from each other and to share their experiences.

Ms. Koerber is the first woman to be selected to attend the workshop. She is a highly accomplished professional and a leader in her field. She has been selected to attend the workshop because of her exceptional skills and her commitment to the profession. She is a role model for all women in law enforcement, and her participation in the workshop is a great honor. She is looking forward to sharing her experiences and to learning from other women in law enforcement.

Seated: Deb Jones (l) and Noreen Skagen
 Standing: Jo Ann Kocher (l) and Suzanne Devlin



The WIFLE training conference offered participants workshops on a wide range of topics of interest to law enforcement. The individuals presenting the workshops brought a wealth of experience from each of their respective fields.

The following is a summary of each seminar and a brief sketch of each presenter:

Pioneers in Law Enforcement.

This two-part panel provided an historical perspective on women in law enforcement. The members of the panel discussed their experiences in law enforcement careers, the lessons they had learned, and how today's women in law enforcement can apply and benefit from those lessons. Six women with a combined total of 123 years of law enforcement experience participated in the panel:

Sheila Horan, Supervisory Special Agent, FBI. Ms. Horan received a Bachelor of Arts Degree from St. Joseph College in Hartford, Connecticut, and a Master of Arts from Fairfield University. She has been a special agent with the FBI for 18 years, working in the Buffalo, New York City, and Washington, DC, offices. She has been a supervisory special agent for 6 years and currently works in the Soviet Foreign Counterintelligence unit.

Robin Luers, Inspector in Charge, Atlanta Division, Postal Inspection Service. Ms. Luers received a Bachelor of Arts Degree from Florida Technological University in Orlando, Florida. She joined the Postal Service in 1973 and became an inspector in 1977. In March 1985, she became the first female Inspector in Charge in the history of the Postal Inspection Service when she was selected as Inspector in Charge of the Richmond Division. Prior to being selected for her present position in September 1990, Ms. Luers served as a Branch Manager in National Headquarters.

Susan Rowley, Senior Special Agent, U.S. Customs. Ms. Rowley received a Bachelor of Arts Degree

from Florida State University. She was hired as a Customs Inspector in 1970. In 1971, she was selected as one of the first five women special agents hired by Customs. Between 1971 and 1986, she worked as a special agent in the Miami, Wilmington, and Jacksonville offices. In 1986 she was selected as the Customs representative in London. In 1989 she was selected as the Assistant Customs Attache in The Hague, Netherlands. Ms. Rowley returned to Customs Headquarters in Washington, DC, in 1991.

Jo Ann Kocher, Resident Agent in Charge, Bureau of Alcohol, Tobacco, and Firearms, Honolulu, Hawaii. Ms. Kocher received a Bachelor of Science in Elementary Education from St. John's University, New York, and Master of Science in Communication Arts from Queens College. In June 1972, ATF hired Ms. Kocher as the first woman special agent in that Bureau. In 1978 she became the Tobacco Smuggling Coordinator for the New York District. In 1980 she was promoted to the staff of the Assistant Director, Law Enforcement in the headquarters office. In December 1982, Ms. Kocher became ATF's first woman resident agent in charge when she was selected for her current position.

Deb Jones, Special Agent/Polygrapher, Naval Investigative Service. From 1974 to 1977, Ms. Jones served in the Marine Corps as the 1st Military Police Platoon Commander at Camp Lejeune, North Carolina. The Naval Investigative Service hired her as its first woman civilian special agent in 1977. She applied and was accepted for the NIS Polygraph Program in 1980. She has worked in Philadelphia; New London, Connecticut; Washington, DC; Pearl Harbor; Yokuska, Japan; and Bangor, Washington.

Noreen T. Skagen, United States Marshal, Western District of Washington. Ms. Skagen received a Bachelor of Arts in Journalism from the University of Washington. She was appointed to the Seattle Police

Department in 1959 and served in various capacities there until she retired in 1988 to begin her current appointment. Ms. Skagen retired as the Assistant Chief of Police and Commander of the Field Support Bureau, a position she had held since 1983. Ms. Skagen became the first woman to serve as a U.S. Marshal in Washington State's history when she was sworn in on November 30, 1988.

DNA Profiling/Forensics.

Lisa K. Weed discussed the future of identification of criminals using the technology of DNA profiling. Ms. Weed received a Bachelor's Degree in Medical Technology from the University of Florida and has been certified as a specialist in blood banking by Johns Hopkins Hospital and the American Association of Blood Banks. She currently works for Cellmark Diagnostics, a private forensic DNA testing lab.

Stress Management: Juggling Your Life. This seminar focused on how to reduce the stress of balancing a demanding law enforcement career with marriage, motherhood, and other aspects of the participants' personal lives. Marilyn Woods-Williams, Special Agent, FBI, presented the seminar. Ms. Woods-Williams has a Bachelors Degree in Psychology and a Masters Degree in Rehabilitation Counseling.

Money Laundering/Forfeitures.

Donald Semesky, IRS Criminal Investigation Regional Coordinator, Mid-Atlantic Organized Crime Drug Enforcement Task Force, explored the methods used by criminals to conceal the existence, nature, and source of illegal proceeds. He also discussed how to trace illegal funds to identify assets for seizure. Mr. Semesky graduated from Villanova University with a degree in Accounting and is licensed as a Certified Public Accountant in the state of Maryland. He has been a special agent with IRS Criminal Investigation since 1973.

Non-Traditional Organized Crime. Charles Rose, Assistant United States Attorney, Eastern District of New York, Brooklyn, New York, discussed the numerous types of organized crime and unique enforcement aspects of each.

Fitness in the 90s. This panel provided tips on nutrition and discussed ways to improve one's health, how to determine the best exercise program for oneself, and how to find time to exercise. The panel consisted of Carolyn Clark, National Health and Fitness Coordinator for the Customs Service in Washington, DC; Suzanne Coffey, Health Improvement Program Coordinator for the Bureau of Alcohol, Tobacco, and Firearms in Washington, DC; Susanne Strickland, IRS Health Improvement Manager in Washington, DC; Elspeth Cooper, Drug Enforcement Administration Fitness Program Specialist; and Carol Halowell, Employee Health and Fitness Specialist for the Office of Personnel Management in Washington, DC.

The Impact of Diversity on Law Enforcement. Dr. Gary Weaver centered this workshop on cross-cultural communications and heightening law enforcement's understanding of ethnic and racial differences, needs, and expectations. Dr. Weaver is a Professor of International and Intercultural Communications at American University, Washington, DC. He holds a Ph.D. from American University and did his Post Doctoral studies at the Washington School of Psychiatry.

Officer Safety/Survival. Carol Ceramicoli, assisted by Frank Luce, taught practical self-defense and officer safety techniques for women. The workshop was designed to increase the participants' confidence in their ability to handle conflict. Ms. Ceramicoli is a training director at the New York Budo in New York City. She teaches the 900-year old

art of Togakure Ryu Ninpo Taijutsu and applies the principles of this art to train law enforcement and security professionals. Mr. Luce is a group manager in IRS Internal Security. He is a student of Taijutsu, specializing in executive protection.

Women from the Persian Gulf. This panel of women who served in Operation Desert Shield/Desert Storm talked about their experiences in the Persian Gulf. Their discussion focused on serving with men in combat situations and the difficult and positive aspects of these experiences. The panel included CPT Gloria Nickerson, Branch Chief and Communications Supervisor, Ft. Bragg, North Carolina; CPT Jacqueline Cumbo, Logistics Officer of the 519th Military Police Battalion, Ft. George G. Meade, Maryland; CPT Yvonne Nance, Commander in the U.S. Army Garrison Military Police Company, Ft. George Meade, Maryland; First Lieutenant Jonelle Welch, Operations Officer, Provost Marshal's Office, Ft. George Meade, Maryland; First Sergeant Shelia Mitchell, 27th Military Police Company, D.C. Army National Guard; and Major Charlotte Johnson, Reservist, D.C. Army National Guard.

Wills and Estate Planning. Lt. Commander Laurence P. Russe II looked at considerations in preparing a will and how to create and maintain an estate. Lt. Commander Russe is an attorney and a certified public accountant and heads the Legal Assistance Department of the Naval Legal Service Office in Washington, DC.

Women Undercover. This panel discussed the experiences of women who have been involved in various long and short term undercover operations in their careers. Awilda Villafane, Acting Division Director, Customs Service, actively worked undercover for 12 years. She has been a special agent with Customs for over 16 years and

served as a special project coordinator, group supervisor, OCDETF Coordinator, and assistant special agent in charge prior to her current assignment.

Jo Sue Kaufman, Group Supervisor, ATF in Philadelphia, spent 10 years working undercover purchasing firearms, bombs, and drugs from motorcycle gangs, organized crime members, drug gangs, and neo-Nazi groups. She has also been a group supervisor in New York City supervising a Joint Jamaican Homicide Task Force and the OCDETF Coordinator for the New York/New Jersey Region.

Kathy L. Stearman, Special Agent, FBI, has worked in various undercover roles for the past three years in investigations of drugs, white collar crime, and public corruption.

Robert Davila, Inspector, IRS Internal Security, has been a member of Internal Security's undercover cadre since 1986 and has been involved in eight undercover operations posing as a stock broker, drug trafficker, laborer, fence, and various IRS employee positions.

Margorie Gottesman, Inspector, IRS Internal Security, has worked in undercover for both the IRS and as a special agent for Customs. She has worked both long and short term operations and has instructed undercover training courses.

June Stansbury, Manager, Office of Training, FBI Academy, Quantico, Virginia, has been a special agent with DEA since 1983. She has worked in numerous successful undercover narcotics investigations and has prior experience as a police officer in the Detroit Police Department and the Michigan Department of Public Safety. She is currently pursuing a Ph.D. in Criminal Justice and Criminology at the University of Maryland.

Hostage Negotiations/Survival. These panel members described their harrowing experiences as negotiators and victims involved in foreign and domestic hostage situa-

tions.

Jackie Nink Pflug became a victim of terrorism during the high-jacking of Egypt Air #648 in 1985. She was shot in the head and left for dead on an airport runway. Fifty-nine other passengers died. Leo and Carolyn Byron were held hostage during the hijacking of TWA Flight #847 in 1985. They have testified before the Senate Subcommittee on Security and Terrorism and at the Frankfurt, Germany, trial of one of the hijackers. Lionel Avila, Special Agent, IRS Criminal Investigation, was repeatedly assaulted before being rescued from an undercover operation which

went bad.

Gary Noesner, Special Agent, FBI, has been a primary negotiator for numerous hostage, barricade, and suicide situations. Margo Bennett, Special Agent, FBI, has been an interview and interrogation techniques instructor at the FBI Academy since 1987. Elizabeth Mints, Police Officer, Prince Georges County, MD, Police Department, works in the area of hostage negotiations and trains other law enforcement officers in the art of negotiation.

FinCEN and Computer Investigations. The Financial

Crimes Enforcement Network (FinCEN) is at the forefront of using computers to assist in the gathering, collation, and dissemination of information on financial crimes. Shelley Altenstadter, Deputy Director, FinCEN, discussed how this intelligence and analytical network could help participants in their investigations. Prior to becoming Deputy Director at FinCEN, Ms. Altenstadter spent 16 years in various positions at Customs, including Director, Office of Commercial Fraud Enforcement; Assistant U.S. Customs Attache, Rome, Italy; Senior Special Agent, and Import Specialist.

Willis and Eisler Planning

Commitment to excellence in planning is a will to create and maintain a vision of the future. The commitment to excellence is a vision of the future and a commitment to excellence in planning is a will to create and maintain a vision of the future.

Women Undercover

The experience of women who have been undercover for long and short periods of time is a testament to their courage and dedication. Avila Villalobos, a former FBI agent, worked undercover for years in a variety of capacities, including as a customs officer and a law enforcement officer.

Women Undercover

The experience of women who have been undercover for long and short periods of time is a testament to their courage and dedication. Avila Villalobos, a former FBI agent, worked undercover for years in a variety of capacities, including as a customs officer and a law enforcement officer.