

IACA Instructor Application

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Committee Members:

Chair

Jennifer L. Coner

Committee Members

Michelle Iezzi

Daisy Lui

Mark Rubin, Ph.D.

Mission Statement:

In support of the IACA Mission Statement, the IACA Training Committee working with the Instructor Sub-Committee will seek to select the most qualified instructors to instruct, coach, and inform students. The Professional Training Series will enhance the analytic skillset of the trainee through the implementation of training in basic and advanced analytical methodologies, critical thinking, computer applications, and problem solving capabilities.

IACA Instructor Course Overview

The IACA offers many training opportunities in a variety of formats to suit your learning style. We currently offer instructor-led and web-based classes. The IACA classes are open to members as well as non-members. The current in-person classes include:

- Foundations of Crime Analysis
- Tactical Crime Analysis
- Computer Applications for Crime Analysis
- Microsoft Access for Crime Analysis
- Fundamentals of Crime & Traffic Analysis
- Problem Analysis
- Custom Topics (on request of the host agency)

Current web-based classes owned by the IACA include:

- Exploring Crime Analysis: Essential Skills I
- Exploring Crime Analysis: Essential Skills II
- Crime Analysis for Small Jurisdictions
- Problem Analysis

- Optimizing Analytical Function in Policing

Instructors are expected to lecture, conduct hands-on practical exercises, facilitate group exercises, and oversee the students' final projects. Students use data/examples provided by the instructor, and in some classes, students may be encouraged to use their own data or agency specific examples. For most classes students will receive workbooks that contain lecture notes, exercises, and resources on the subject matter.

Instructors are approved to teach on a class by class basis, specific to each topic. There are also restrictions on who may teach a specific class that relate to the curriculum. When assigning a specific instructor to a teaching opportunity for an in-person class, the Training Committee rotates through the list of instructors, though proximity may be taken into account, as best as possible. Online class instructors are not rotated on a regular basis.

IACA Instructor Application Process

The applicant shall first:

- Complete the application form (Appendix B)

The applicant shall then send via email the following documents and/or information to the Training Director (training@iaca.net)

- A cover letter explaining your motivation to be an IACA instructor. Included shall be your IACA membership number.
- A résumé or curriculum vitae detailing your employment and teaching experience, including a list of courses taught. Include and address the evaluation criteria listed below.
- A letter of recommendation or the contact information from a member of IACA, an employer, or other person whom which a professional relationship is held who could outline your qualities and capabilities as an instructor.
- Copies or proof of certification in the categories or intelligence analysis or a relatable field.
- If available include at least one set of evaluations from a course you have taught in the past 24 months.

Note: The selection qualifications will be based upon the applicant's experience, education, certifications, and/or subject matter expertise. Specifically:

- Experience teaching law enforcement analysis

- Experience in law enforcement analysis
- Subject Matter Certifications
- Instructor/teaching certifications
- Education
- Contributions to law enforcement analysis
- IACA Involvement
- Law Enforcement or Professional Association Membership

Selection Process and Responsibilities of the Chairperson and/or Committee

- The instructor committee chair will acknowledge the receipt of the application and verify completeness of all the requested supporting documents.
- These documents will be saved in IACA's Project management web-based application Basecamp. Access will be restricted to the committee and those designated by the Training director. The Chair will create a database to track all applications.
- The Chair will verify, if necessary, the supporting documents and contact the recommending/reference person. The Chair may also contact the application to facilitate that a complete application has been submitted.
- The Chair of the sub-committee will notify all members of the committee when the documents are ready to be reviewed and evaluated.
- The sub-committee members will complete the instructor evaluation matrix and send the matrix back to the Instructor Committee Chair. The instructor evaluation matrix is labeled Appendix A.
- An average of the total points between the 3 matrixes will be made. A minimum of a 3.0 is required to be considered as an instructor
- The Chair then completes a separate evaluation matrix, and composes a letter in support of accepting or rejecting the applicant. The Chair shall articulate the committee's reasoning. It is strongly encouraged that if this evaluation differs from the committee members the issue is resolved before the next step in the process. This letter is forwarded to the Training Director.
- If the Training Director concurs with the recommendations then he/she writes a letter of endorsement to the Training Committee's Executive Board liaison for final approval.
- *Note: The Training Director may request that a telephone interview with the applicant be conducted. The Training Director will determine the participants. Then the Chair of the sub-committee will coordinate the logistics to and facilitate such a conference call.*
- The Chair of the sub-committee or the Training Director shall notify the applicant of the results of the application.

Appendix A

Selection Criteria Matrix						
	Qualification Criteria	0	1	2	3	4
1	Experience Teaching Law Enforcement Analysis	The applicant has no experience in teaching or instructing	The applicant has taught one course in a related field	The applicant has taught 5+ courses in a related field	The applicant has taught 10+ courses in a related field	The applicant has extensive experience in providing training instruction and can be deemed an expert in the field
2	Experience in Law Enforcement Analysis	The applicant has less than one years experience in a law enforcement analysis position or related field	The applicant has 2+ years experience in law enforcement analysis or related field	The applicant has 5+ years experience in law enforcement analysis or related field	The applicant has 7+ years experience in law enforcement analysis or related field	The applicant has over 10 years experience in law enforcement analysis or related field
3	Subject Matter Certifications or Formal Recognitions/Recommendations	None	Explain	Explain	Explain	The applicant is certified and/or has been formally recognized as a subject matter expert in the desired field of instruction
4	Instructor/Teaching Certifications and/or formal Recognitions/Recommendations	None	Explain	Explain	Explain	The applicant is certified in the desired field of instruction and holds additional related certifications
5	Education and/or Advanced Training	The applicant has no formal higher education or advanced training	The applicant has 60 or less credit hours of formal education or minimum advanced training	The applicant has a Bachelor's degree or advanced training	The applicant has a Master's degree or extensive advanced training.	The applicant has a Doctorate degree or extensive advanced training.
6	Contributions to Law Enforcement Analysis (Products include new classes, courses, presentations, informational articles, formal/informal publications, etc)	The applicant has no publications and no presentation experience	The applicant has produced one product of related material in the prospective teaching field	The applicant has produced at least one product and presented at least once in a related field	The applicant has created 2-3 products in the field of desired work, as well as presented to an audience at least once on a related topic	The applicant has extensive experience producing products, presentations, and contributions to Law Enforcement Analysis
7	IACA Involvement	The applicant is not nor has ever been a member of IACA (note: all instructors shall be an IACA member)	The applicant is an IACA member with no involvement	The applicant has some previous involvement in IACA, including attendance at conferences, being on a committee, or event involvement	The applicant has either chaired a committee or been on the board of IACA, as well as either presented a product on behalf of IACA	Involvement is extensive. The applicant has chaired IACA committees, been published on behalf of IACA, and given presentations or taught courses on behalf of or to IACA.
8	Membership in Law Enforcement analysis and/or other related Professional Association	The applicant is not a member in a Law Enforcement analysis and/or other related Professional Association	The applicant is a member in a Law Enforcement analysis and/or other related Professional Association	The applicant is a member in multiple Law Enforcement analysis and/or other related Professional Associations	The applicant is an active member in a Law Enforcement analysis and/or other related Professional Association	The applicant is a current or former officer (chair or Board member) in a Law Enforcement and/or other related Professional Association.

IACA Instructor Application



Application Instructions

Application Form: Fill out the application form completely. Please type all information.

Submissions: Documentation such as transcripts from each college or university attended, certificates of completion, proof of employment, proof of teaching/speaking engagements, etc.

Submission of Materials: Attach all materials, including application, in PDF format and email to the Instructors Sub-Committee Chair at training@iaca.net

Do not forget to include all substantiating documents, a résumé and a cover letter. Your application cannot be considered if these items are not provided. Note: Falsifying of any material is grounds for application refusal or termination from the program.

Please check the box(es) below for the class(es) you are applying to teach.

- Foundations of Crime Analysis
- Tactical Crime Analysis
- Problem Analysis
- Optimizing Analytical Function in Policing
- Computer Applications for Crime Analysis
- Microsoft Access for Crime Analysis
- Crime Analysis for Smaller Jurisdictions
- Fundamentals of Crime & Traffic Analysis
- Exploring Crime Analysis: Essential Skills I
- Exploring Crime Analysis: Essential Skills II

For more information regarding the course material in each class and the books/materials used, please visit the IACA website at www.iaca.net and click on Training. Sub-pages with class descriptions are broken down by format type.

Applicant Basic Information

Name:

Job Title/Rank:

Current Place of Employment:

Street Address:

City:

State:

Zip:

Phone:

Email: