

**A. PURPOSE:**

The Division of Scientific Services encourages employees to stay current in their respective fields as part of the professional development program. DSS encourages the participation in professional organizations and outside training opportunities. The goal of Professional Development is to improve the laboratory as a whole through the advancement of the employees.

**B. RESPONSIBILITY:**

Director and Deputy Directors: are responsible to support the professional development of employees and to aid in the procurement of funds for external training events.

Assistant Directors: responsible to aid the Deputy Directors and Director in the support of the professional development of employees.

Quality Section: is responsible for guiding the Professional Development Program.

FSE III, II, I, (and other analysts however titled): Are responsible for supplying the Quality Section with documentation of professional development (i.e. course certificates, updated CVs, records of involvement in professional organizations).

**C. PROCEDURE:****1. Professional Development Files:**

- a. Professional Development files are maintained for all analytical personnel by the Quality Section. These files consist of, at a minimum:

- i. Employee's Statement of Qualifications and CV
- ii. Documentation of Educational Background

- (a) Training, Authorization letters and Competency testing records: Full records of the training and competency testing are maintained by the section/unit Supervisor or designee.

- (i) Training Records: Supervisors are responsible to provide copies of training records to the Quality Section, this can be abbreviated records such as check lists used in the training (properly documented). The Section Supervisor is responsible to maintain the supporting training documentation (or TL in DNA).

- (ii) Competency Records: Deputy Directors or Assistant Directors (TL in DNA) are responsible to document competency as outlined with-in section specific training procedures. This is to be forwarded to the Quality Section for storage in the Professional Development Files. This memo can be used to request authorization by the Director.

(iii) Authorization Letters: Deputy Directors/Assistant Directors are responsible to obtain a letter of Authorization from the Director to the Training file. This letter should detail what work in what section an analyst is authorized to perform work. This can be a letter or memo signed by the Director. The competency record is typically attached requesting authorization from the Deputy, Assistant Director or TL in DNA. The signed documentation by the Director is to be forwarded to the Quality Section for storage in the Professional Development Files.

iii. Training Certificates for courses attended

iv. Note: A copy of current job descriptions are maintained by the Quality Section.

v. Note: While in transition to electronic record keeping, parts of analysts' Professional Development Files may also be kept in Qualtrax.

2. Professional Organizations:

a. All employees are encouraged to join professional organizations pertinent to their field. The following is a partial list of appropriate organizations available:

- i. American Academy of Forensic Scientists
- ii. American Board of Criminalities
- iii. American Society of Question Document Examiners
- iv. American Society of Crime Laboratory Directors
- v. Association of Forensic DNA Analysts and Administrators
- vi. Association of Forensic Quality Assurance Managers
- vii. Canadian Association of Forensic Science
- viii. International Association for Identification
- ix. Northeastern Association of Forensic Scientists
- x. International Association of Chemical Testing
- xi. International Association for Property and Evidence
- xii. Society of Forensic Toxicology
- xiii. The Association of Firearm and Toolmark Examiners

b. When funding is available DSS will pay for the annual membership in one organization per employee. Employees joining professional organizations are asked to submit a copy of their

membership certificate to the Quality Section to be added to their Professional Development File.

3. Training Opportunities:

- a. Training is available from multiple sources. When training opportunities are known to a particular section, management will work to disseminate the information as appropriate. Any employee finding possible sources of training are encouraged to bring them to their Supervisor or the Quality Section.
- b. Training Opportunities may include:
  - i. FBI Courses: when available a list is released annually of courses scheduled to be offered. These cover a variety of disciplines from DNA to Auditing to Crime Scene and instrumentation. The cost of these courses are usually covered by the FBI.
  - ii. Markle Symposium: Presented through the University of New Haven; this symposium offers different topics related to the forensic sciences each year.
  - iii. Dr R. Borkenstein Law in Action: Effects of Alcohol on Driving seminar and the Effects of Drugs on Driving seminar. These are week long courses offered at the University of Indiana
  - iv. RTI: offers on-line courses in topics ranging from Toxicology to Ethics to Court Testimony. These courses range in time and many are free through the NIJ.
  - v. Vendors: Many vendors offer training in their specific instrumentation. These courses vary per company.
  - vi. Courses offered through Professional Organizations may include:
    - (a) NEAFS; offers short courses through Cedar Crest College. The courses offered vary each year. Partial cost of these course are usually covered through NEAFS.
    - (b) NEAFS; offers short courses during their annual meeting
    - (c) AAFS: offers short courses during their annual meeting
    - (d) AFQAM: offers short courses during their annual meeting
    - (e) IAI: offers short courses during the year
  - vii. Funding sources for training may include grant and union funds. Employees interested in attending a course should discuss with their Supervisor to determine if funding is available. Supervisors, Assistant Directors, Deputy Directors, the Director and the Quality Section may suggest training to individuals as appropriate opportunities arise.

4. Scientific Articles and References:

- a. Employees that are members in professional organization receive Journals through the various organizations. Journals and References are available on the shared drive, online and/or in the Laboratory Library. Supervisors will distribute copies of pertinent articles as appropriate. The Quality Section may suggest articles to sections through the Assistant or Deputy Director.
- b. All employees are encouraged to share Scientific Articles that pertain to the Laboratory.
- c. On-line Journals/articles are also available, these include:
  - i. Micrograms – distributed by the DEA for drug chemistry
  - ii. Forensic Science Communications (distributed by the FBI)  
[www.fbi.gov/about.us/lab/forensic-science-communications](http://www.fbi.gov/about.us/lab/forensic-science-communications)
  - iii. The Internet Journal of Forensic Science  
[www.ispub.com/journal/the\\_internet\\_journal\\_of\\_forensic\\_Science.html](http://www.ispub.com/journal/the_internet_journal_of_forensic_Science.html)