

# Campus Law Enforcement JOURNAL

***New IACLEA Executive Director John Bernhards***

**New Orleans 2020:**

**Annual Conference Call for Proposals is Open**

**IACLEA Leadership Institutes 2020**



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# CAMPUS LAW ENFORCEMENT JOURNAL

*A Publication of the International Association of Campus Law Enforcement Administrators*

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## IACLEA Welcomes Uber, Campus Safety Partnership

### features

**5** IACLEA Welcomes  
New Executive Director

**51** 2019 Industry Challenge:  
Mental Health on Our College Campuses  
*By Robert Steadman*

**54** Benefits of NIBRS for Colleges and Universities  
*By Lynn A Addington and Jeffrey Fisher*

**57** Are Officers Getting Enough Physical Training for  
Non-Lethal Force? A Police Perceptions Study  
*By Jeremy M. Butler and Steven J. Petruzzello*

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### association news

**4** President's Message

**7** New Executive Director

**8** IACLEA Welcomes Uber

**13** 2020 Call for Proposals

**22** Leadership Institutes

**29** Federal Update

**34** Accreditation Strategic Plan

### member news

**37** Transitions

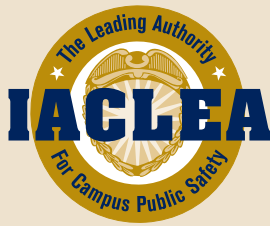
**40** Member News

**45** Canadian Security Director  
of the Year

**51** Calendar

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# Training Our Personnel to Address Mental Health Crises Is Imperative

By John Vinson, PhD, President

*Welcome back!*

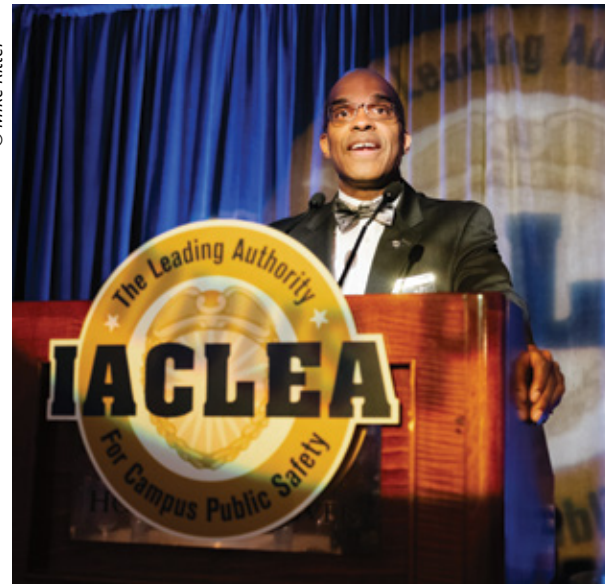
As the fall semester/quarter gets underway, there will be an increasing number of students with mental health and behavioral health conditions returning to our higher education institutions. These students and their families look more and more to colleges and universities to provide the comprehensive and reliable mental and behavioral health services they need.

Understanding the best practices for mental health and behavioral health services is a crucial step in establishing the necessary comprehensive campus-wide approach to addressing the multifaceted needs of college and university students. This issue requires an ongoing, coordinated response to ensure that all students have every opportunity to learn and thrive in an environment that also promotes overall mental health, wellness, and safety.

Colleges and universities are called upon to shift priorities and expand their bandwidth to address the mental and behavioral health needs of diverse student populations. To bridge any gaps in bandwidth, many college and university

police and public safety departments are working in collaboration with other campus partners to expand prevention efforts, promote the mental health of all students, and address the social and environmental risk factors that influence students' well-being and safety. The growing need for additional on- and off-campus partnerships and increased access and utilization of counseling services is widely recognized. However, there is no one-size-fits-all approach that will best accommodate all mental health conditions and specifically address the unique needs of a diverse student body. Campus police and public safety departments must continue to be actively engaged in conversations regarding student mental health conditions.

*Colleges and universities are called upon to shift priorities and expand their bandwidth to address the mental and behavioral health needs of diverse student populations.*



John Vinson, PhD

Campus police and public safety officers frequently come into contact with students

experiencing mental health crises. It is known that students who are experiencing a mental health crisis may not respond well to traditional policing and/or security methods. While many campus police and public safety officers are generally well-trained, some officers may not have the skills and/or equipment to safely intervene in all crisis situations, which unfortunately has resulted in officers resorting to excessive or even deadly force.

To ensure successful interactions between campus police and public safety officers and students who are affected by mental illness, I would encourage campus police and public safety departments to ensure that policies and procedures reflect promising practices. One option is to adopt those of the International Association of Chiefs of Police One Mind Campaign. Essentially, campus police and public

*Continued on page 6*

# IACLEA's Next Chapter: Member-Driven and Future-Focused

By John Bernhards, Executive Director

In September, I had the privilege of joining IACLEA President John Vinson in a virtual "Listening Tour," during which we had the opportunity to converse with members who shared their personal perspective on IACLEA. A diverse group of members participated. We heard from police and campus safety professionals serving both four-year and two-year institutions, in the United States and Canada. Most were familiar with and currently engaged within IACLEA's many services, including several who participate on IACLEA volunteer committees.

Why IACLEA, we asked? As one member shared, "the value is found in the resources and the conversation." There was overwhelming agreement that members value the connections they make and the opportunity to form relationships with other campus safety professionals from around the globe. Members expressed that IACLEA does a great job connecting professionals who face the same challenges, and that IACLEA is uniquely positioned to support the campus safety community like no other organization.

Listening Tour participants also placed a heavy emphasis on the value derived from IACLEA's Annual Conference & Exposition and training services, as well as member communications and professional best practices. Our resources and training for non-sworn agency personnel also received high marks, and members are seeking more in this area.

Our Listening Tour participants also recommended that IACLEA seek opportunities to expand the model of its training services to include both regional "face-to-face" deliveries, as well as online virtual deliveries, with both "live event" and self-paced "learn-as-you-go" formats.

I'm pleased to announce that the IACLEA staff is now underway with building a Learning Management Platform, which will allow us to launch an enhanced online learning experience and expanded training curriculum for all IACLEA members.

The Listening Tour was enormously beneficial and served as a prelude to a large and comprehensive membership needs assessment survey, which IACLEA will launch in November. Our

objective for the survey is threefold. First, and most important, is to learn from members and to deliver member-driven results. Second, is to understand how IACLEA can foster innovation in existing and future programs and services. And third, we want to use the survey findings to build a strategic plan that guides the organization's growth and success—and its vision—for 2020 and beyond.

In tandem with the survey and strategic planning, another important focus for IACLEA is to lay the foundation for continuous improvement and measurement. We expect to establish key performance measures for IACLEA's programs and services, as well as tools to assist us in measuring member satisfaction and engagement levels. Together, these and other information-gathering efforts will serve as part of a data-based, decision-making model for IACLEA leadership and staff.

Exciting opportunities await IACLEA in the coming months, as we enhance our member-driven model for future success. I look forward to sharing with you our progress as we advance our objectives together. 🍌



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John Bernhards

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*Members expressed that IACLEA does a great job connecting professionals who face the same challenges, and that IACLEA is uniquely positioned to support the campus safety community like no other organization.*

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What Do  
YOU Think?

**IACLEA will survey the  
full membership in November.**

The findings will guide the Association's strategic direction and member benefits. We'd love to hear what you have to say. Please watch your inbox for the survey.

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President's Message  *Training Our Personnel to Address Mental Health Crises Is Imperative, continued from page 4*

safety departments must implement the following four promising practices over a 12- to 36-month timeframe:

Establish a clearly defined and sustainable partnership with a community health organization.

Develop a model policy to implement police and public safety response to persons affected by mental illness.

Train and certify sworn and public safety officers, and selected non-sworn or other civilian staff, in mental health first aid training and other equivalent mental health awareness.

Provide Crisis Intervention Team (CIT) training.

Some campus police and public safety departments have already implemented CIT and have gone beyond the basic model, creating enhancements to their programs. Other departments have trained non-sworn staff such as emergency communications (911/dispatch) members, security team members, or other select non-sworn employees. This CIT program better prepares the officers to become effective in responding to mental health crisis calls. Furthermore, the training improves student and police/public safety interactions and reduces liability, use of force, and possible injuries. It is recommended that each department have 100% of their officers complete this training.

Together, we can make a difference! 🤝

**Experts on the Industry Challenge panel convened during the 2019 Annual Conference & Exposition discussed mental health on campus issues. See the report out from that panel on page 51.**

IACLEA offers a *Mental Health Concerns on Campus* course, among its Training on Request offerings. Please contact IACLEA Director of Training Josh Bronson, [jbronson@iaclea.org](mailto:jbronson@iaclea.org), 202-618-8840, for more information.

Also visit: <https://www.iaclea.org/training-on-request>

# IACLEA Welcomes New Executive Director

IACLEA announced August 19 that John Bernhards, a career senior association executive experienced within the higher education sector, is the organization's new executive director. He is based in the organization's Silver Spring, Maryland, headquarters.

Most recently Bernhards served as associate vice president and chief operations officer for APPA—Leadership in Educational Facilities, the gathering place for educational facilities professionals. APPA has more than 13,000 university facility professionals affiliated with 1,150 learning institutions worldwide.

IACLEA President John Vinson, PhD, assistant vice-president for student life: campus and community safety at the University of Washington-Seattle, said Bernhards' accomplishments in growing, strengthening, and evolving associations make him an ideal new leader.

"John has built an extensive track record of expanding association services in response to member needs and keeping association offerings vibrant and relevant in his previous leadership roles. There is tremendous optimism among the members who have met him about what's next for IACLEA."

Bernhards had responsibility for all APPA program departments, functions, and staff in multiple areas across the organization: education, research and publications, membership and outreach, marketing, standards, information technology, human resources, industry standards, and administration.

His leadership experiences at APPA included board-level strategic planning responsibilities, resulting in a three-fold growth of associate member professionals; the introduction of grassroots training deliveries (APPA Drive-In workshops) and online learning options; successful organizational partnerships designed to advance support and understanding of campus facilities and student safety; the introduction of APPA member engagement groups for facilities leaders within community colleges and Historically Black Colleges and Universities (HBCUs); and enhanced marketing campaigns that successfully raised awareness of the impact of campus facilities on student learning.

Bernhards succeeds Sue Riseling, who announced her retirement in March. Riseling, who served in the role for three years, offered an enthusiastic endorsement: "At this junction in IACLEA's history, having someone of John's caliber and experience in association management is exactly what IACLEA needs to continue its upward trajectory."



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*New IACLEA Executive Director John Bernhards discusses partnership opportunities with Director of Government and External Relations Altmann R. Pannell at IACLEA's headquarters.*

Prior to APPA, Bernhards served for ten years as the vice president of marketing and public relations at the Alliance for Telecommunications Industry Solutions, as well as the marketing and grassroots communications manager for the US Chamber of Commerce.

"My strong passion for student safety, coupled with a strong appreciation for the public safety profession, was a driving force in pursuing this leadership opportunity. I look forward to working with President Vinson and IACLEA's officers and board of directors to advance IACLEA's mission and the valuable service it performs on behalf of the campus law enforcement profession," said Bernhards,

the son of a retired Washington, DC, police officer.

"It is truly an honor to join IACLEA in support of our members' important work to protect our campus communities and advance public safety,"

*"John has built an extensive track record of expanding association services in response to member needs and keeping association offerings vibrant and relevant in his previous leadership roles. There is tremendous optimism among the members who have met him about what's next for IACLEA."*

Bernhards kicked off his term with briefing calls with IACLEA Board members, past presidents, staff, and other volunteer leaders, as he prepared for the fall Board of Directors meeting October 2-4 in Denver at which the Strategic Plan will be the major agenda item. He also joined President Vinson in a series of listening sessions with members in September. 🍷

# IACLEA Welcomes Uber, Campus Safety Partnership

IACLEA announced August 14, a multi-year partnership with Uber to support campus initiatives aimed at raising student awareness around safety and safe ridesharing practices.

As part of this collaboration, Uber and IACLEA unveiled a Campus Safety Initiative timed to kick-off as students returned to campus for the school year. This campaign provides universities and colleges with safety-focused resources to help encourage safe behaviors while on and off-campus.

"Uber's significant financial contribution will develop new educational programs and support ongoing, vital training programs for campus public safety agencies. IACLEA members will benefit greatly from this strategic partnership," said IACLEA President John Vinson, PhD, assistant vice-president for student life: campus and community safety at the University of Washington - Seattle. "With Uber's prominence and popularity, particularly among college-aged students, IACLEA is proud to have them as a Corporate Partner and looks forward to making significant steps forward in safety."

Uber invites IACLEA's more than 4,000 campus safety leaders and university members to implement new campus safety education programs in their campus communities. IACLEA and Uber will also host listening sessions on campuses with student organizations, school administrators, and campus safety agencies.

"University campuses, police and public safety agencies, and student organizations play a pivotal role in helping keep students safe. Uber can help build on these organizations' efforts by providing technology and tools within the app to help enhance safety," said Mike Sullivan, head of global law enforcement operations at Uber. "By partnering with IACLEA and campus safety groups, we are expanding the opportunities to help educate college students about rideshare safety and bystander awareness."

Uber joins 11 other Corporate Partners who provide ongoing support for IACLEA programs and offer services and products to IACLEA member institutions. Support from IACLEA's Corporate Partners augments the implementation of the Association's strategic initiatives, furthers its educational mission, and enhances the ability of campus public safety agencies to protect institutions of higher education.



Rep. John Bell, Majority Leader in the North Carolina House of Representatives; North Carolina State University Chief of Police Jack Moorman, IACLEA Southeast Region Director; and IACLEA Director of Training Josh Bronson (left to right) were on hand for an educational outreach event that Uber and IACLEA hosted at NC State. Moorman retired from NCSUPD, and therefore from the IACLEA Board of Directors, on September 30.



## Safety Education Resources for Your Use

All IACLEA members can use the resources in the new toolkit to educate their campus community members about safe ride-sharing and other practices. A range of attractive, engaging educational announcements are available.

<http://ymiclassroom.com/lesson-plans/campus-safety/>





# Thank You for Renewing!

## Act Today if You Missed the 8.31 Deadline



Thank you to all institutions and individual members who renewed their IACLEA membership for the 2019–2020 year! So many of you did. The Board and staff look forward to delivering another year of educational and professional development opportunities.

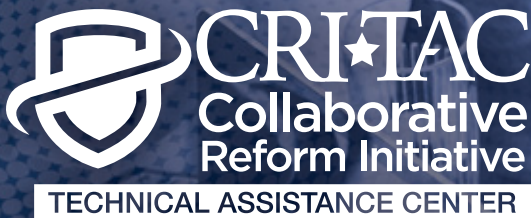
A few agencies missed the August 31, 2019, deadline. Please act today to renew, during the grace period. If you don't take action soon, your membership benefits will be curtailed. If you are unsure of your membership status for 2020, please contact us for clarification: 1-855-4IACLEA or info@iaclea.org. 📞

### WAYS TO RENEW:

- 1 If you have not renewed, you can do so easily. The agency institutional representative (likely the chief or director) can renew online: <https://www.iaclea.org/renew-now>
- 2 Renew with a credit card. Please call 1-855-4IACLEA [ (855) 442-2532 ] and an IACLEA staff member will renew your membership over the phone. Any agency member can do this.
- 3 Pay by invoice. If your administrative department needs a replacement invoice, please contact us to request that one be re-issued: 1-855-4IACLEA [ (855) 442-2532 ] or info@iaclea.org.
- 4 Any agency personnel who are listed on your agency's roster can renew online with an order number (this was sent to agency institutional representatives on June 19).



Thank you for continuing your involvement with IACLEA, the leading authority for campus public safety.



*By the field, for the field*

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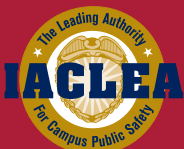
Meeting Facilitation



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# IACLEA Southeast Regional Director Retired

*Save the Date for the 2020 Election Cycle*



*Congratulations on your retirement, chief!*

IACLEA Southeast Regional Director Jack Moorman, EdD, North Carolina State University chief of police, announced his retirement effective September 30, 2019. For this reason, he has also resigned from the Board of Directors, effective the same date. [IACLEA Board members must serve at an institution of higher education to be eligible to serve on the Board of Directors.]

Moorman shared, "Although I am looking forward to retirement, I feel so fortunate to have been able to be police chief at NC State University and to serve on the IACLEA Board of Directors. Being police chief at NC State has truly been my dream job.

"In addition to the professional development and training opportunities available through IACLEA, the resources and guidance that IACLEA has provided over the years has been instrumental in my ability to be successful as a university police chief," he added.

On behalf of the Board of Directors, President John Vinson offered his gratitude for Moorman's service. "I want to thank

*Continued on page 11*



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Dr. Jack Moorman for his hard work and commitment while serving on the Board. His service to our great members can be characterized by innovative ideas, strategic thinking, and most valuable, his tireless efforts to increase the visibility and credibility of IACLEA in the regional, national, and international campus public safety arenas. His energy and dedication to our members will be difficult to replace, but he leaves IACLEA a better association and on strong footing for those who follow him. Jack will be missed."

Per IACLEA bylaws, since the vacancy occurs with less than two years of the three-year term remaining, the president may fill the vacancy by appointment of an otherwise eligible member. Watch IACLEA communications for news on the new Southeast Region Director. 🍷

### Looking for Leaders



Leadership abounds within IACLEA. Would you like to get more involved? Is a colleague a great strategic thinker and leader? Please consider running for the IACLEA Board of Directors or nominating an outstanding colleague. Watch IACLEA communications for when and how to do so!

### General Elections

Are you or someone you know interested in joining IACLEA's esteemed Board of Directors? A number of positions will become vacant in the 2020–2021 election cycle, including:

- Director at Large
- Northeast Regional Director
- Southeast Regional Director
- Southwest Regional Director
- Vice President for Finance.

### 2020 Election Cycle Timeline Highlights:

- **January:** Nominations are accepted.
- **Late February:** After ensuring eligibility, the Leadership Development Committee will announce the slate of candidates.
- **Late February to Early March:** Candidate endorsements will be accepted via IACLEA CONNECTIONS.
- **March:** Members vote via electronic ballot.
- **Early April:** Election results are announced.

More information on Board of Director roles, responsibilities, and eligibility can be found on our website. Questions can be directed to Immediate Past President and Leadership Development Committee Chair Paul Ominsky.



© Mike Ritter

*It's important that IACLEA's leadership reflects the membership. Join the Board of Directors as we continue moving IACLEA forward.*

# Former Student Imprisoned After Allegedly Planning to Attack University with Explosives

*Case Included in Averted School Violence Database*



In 2016, a former student at a large Midwestern university was charged criminally for assaulting an individual and banned from campus. The assault included choking.



**COPS**  
Community Oriented Policing Services  
U.S. Department of Justice



The former student pled no contest to 2nd Degree Reckless Endangerment and Possession of Improvised Explosives. During the sentencing hearing the prosecutor argued forcefully that the former student was plotting to attack the campus. The prosecutor pointed to emails the former student had sent and other information indicating a sense of grievance toward the university and his having been banned from campus.

In early 2018, law enforcement and fire/EMS were called to the former student's off-campus apartment for reports of a noxious odor. Inside the apartment, investigators found improvised explosive devices (IEDs), including fuse cords, a homemade detonator, and metal pipes. Officials also found instructions and videos demonstrating how to make IEDs on the former student's computer. The password protecting the computer was "McVeigh," which the former student falsely told law enforcement was his mother's maiden name. Timothy McVeigh was convicted of the 1995 bombing of the federal building in Oklahoma City, in which 168 people were killed. The former student also possessed a map of the university tunnel system.

The student was sentenced to two years in prison.

This case and the lessons learned from it are contained in the National Averted School Violence (ASV) Database, which is administered by the National Police Foundation with funding from the US Department of Justice, Office of Community Oriented Policing Services (COPS). Recently, the COPS Office made a grant award to IACLEA to expand the ASV Database to include cases from colleges and universities, in addition to K-12 schools. 🍌

**If you are aware of an averted attack at a college or university, you can enter the case anonymously in the ASV Database at [www.avertedschoolviolence.org](http://www.avertedschoolviolence.org).**

**If you would like assistance entering the case, please contact the author at [jallison@iaclea.org](mailto:jallison@iaclea.org).**

Campus public safety officials are also encouraged to register as ASV Database users on the same website.

This will provide full access to the cases in the database, which may be useful as you prepare presentations on targeted violence prevention for your community or design tabletop exercises.

## IACLEA Partners with Federal Agencies to Bring You Resources and Information



Bureau of Justice Statistics  
U.S. Department of Justice



# Share Your Knowledge in the Big Easy!

## 2020 Call for Proposals is Open!

IACLEA is excited to convene the 2020 Annual Conference & Exposition at the Sheraton New Orleans Hotel located downtown just steps from the French Quarter. The four-day conference will be packed with educational workshops, interesting plenary sessions, a lively vendor showcase, and unforgettable networking with your peers. Please mark your calendars for June 22–25, 2020, for this valuable educational event.

A timeless city with a unique way of life, New Orleans is a journey and a celebration. Steeped in European traditions and Caribbean influences, the Big Easy calls curious minds to sweet sounds and savory aromas fueled by 300 years of history. It is a picturesque metropolis...a culturally rich haven...a sensory overload and an authentic experience. New Orleans beckons the ears, allures the eyes and enchants the hearts of all who wish to explore it. The “lagniappe”—a little something extra—will stay with you, calling you back to discover the mystery behind the magical city.

Share your knowledge, spread best practices and tactics, and help better the law enforcement profession. The IACLEA Education and Learning Committee and Annual Conference Committee invite you to submit your workshop proposal for the 2020 Annual Conference & Exposition.

There are significant advantages to presenting at the Annual Conference, in addition to the goodwill you get from sharing strategies and new tactics with your colleagues. Among these are

the ability to enhance your professional visibility, challenge yourself and your colleagues, and help shape the future of the profession. Suggested topics of interest include current trends, leadership and management, alcohol and drugs, technology, and legislative and international issues.

All submissions will be judged based on overall quality, timeliness of the topic, audience appeal, defined focus of the presentation, and the presenter’s professional background and speaking experience. 🍷

### Call for Proposals is OPEN!



**2020 ANNUAL CONFERENCE AND EXPOSITION**  
June 22-25, 2020 | *New Orleans*

**Deadline: November 1, 2019.**

For additional information or to submit your proposal, please visit [www.iaclea.org/call-for-proposals](http://www.iaclea.org/call-for-proposals)



Antonio Guzman, associate section chief, Office of Diversion Control Operations, Synthetic Drugs and Chemicals Sections, Drug Enforcement Administration, led an informative workshop on Fentanyl 101 at the 2019 Annual Conference & Exposition.



# TITLE IX. FROM A TO Z.

## Cost-effective assistance for complying with this complex federal law.

Navigating the requirements of Title IX and the 2013 Reauthorization of the Violence Against Women Act as both relate to sexual assault, stalking, dating violence, and domestic violence on campus can be an intimidating task. D. Stafford & Associates can assist your institution with the following:

- Development of an institutional sexual misconduct policy
- Assessment of existing institutional sexual harassment and misconduct policies
- Assessment of institutional response with comprehensive recommendations and implementation strategies
- Conduct independent civil rights investigations involving sexual misconduct/harassment
- Professional development training in Title IX, sexual assault response, and investigations held at your campus for your constituents
- Conduct Title IX coordinator searches
- Public speaking, keynotes, general consultation, custom assessments, and training

There are significant intersections between the Clery Act and Title IX. D. Stafford & Associates also provides a full array of services to assist institutions in achieving compliance with the Clery Act.

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to receive a quote for services



## 2020 Annual Conference & Exposition. *Registration Opens in December!*



# Nominate Excellent Personnel for IACLEA Awards

Excellence, dedication, and innovation thrive at campus law enforcement and public safety agencies. There is proof in this very issue of the journal: see Members News for stories on multiple IACLEA members being honored!

IACLEA recognizes its members' outstanding contributions to the campus law enforcement and public safety profession with the presentation of four Awards.

**Award for Administrative Excellence**

**Award for Innovations in Community Oriented Policing**

**Award for Merit**

**Award for Valor**

The presentation of the IACLEA Awards to recognize the winners is a highpoint of the Annual Conference & Exposition! The winners exemplify the excellence and bravery of individuals and teams in the campus police and public safety profession. The 2020 nominations period is open. Please nominate a colleague today! 🏆



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*Assistant Vice President and Chief of Police Gregory Robinson, Tennessee State University, was the 2019 winner of IACLEA's Award for Administrative Excellence. Awards and Recognition Committee Chair Randy Richardson (left) and then-President Paul Ominsky congratulated him in Vancouver.*



© Mike Ritter

*Do you work with an exemplary professional? Nominate him or her for an IACLEA Award.*

**Nominations Open for IACLEA Awards and Scholarships.**  
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<https://www.iaclea.org/scholarships>



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- Review heat maps of patrols to ensure coverage
- Enhance reputation and reduce risk

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





# IACLEA Offers Training on Request

*Training Crafted to Meet Your Needs Provided at Your Agency*

On September 4th and 5th, IACLEA Director of Training Josh Bronson served as a faculty member for the International Association of Chiefs of Police (IACP) Office for Victims of Crime--grant-funded training program, *Effectively Responding to Drug and Alcohol Facilitated Sexual Assault Cases*, in Iowa City, Iowa. This training brought together members of the Iowa City Police Department, University of Iowa Police Department, University of Iowa administrative/Title IX staff, county prosecutors, advocates, and other area law enforcement.

The goal of the training was to provide information on Title IX, the Clery Act, consent, and drug-facilitated sexual assault to a broad audience of stakeholders, having them engage in conversation to

better understand each other's roles related to sexual assault on campus.

Bronson joined leading experts Herb Tanner and Jordan Satinsky to facilitate the two-day class. Tanner is a former prosecutor and defense attorney, while Satinsky is currently a county police officer, but has a background in campus law enforcement. Together they led discussions and focused on having the participants engage with each other to better understand each other's roles during a sexual assault investigation. One of the challenges that is routinely identified in jurisdictions across the country is the misunderstanding of roles; this class was meant to assist in building better relationships. 🍷



If you are interested in training similar to this—on a range of public safety topics—for your campus, contact Director of Training Josh Bronson at [jbronson@iaclea.org](mailto:jbronson@iaclea.org). For more information about the program, visit <https://www.iaclea.org/training-on-request>.



## IACLEA's New Address— *Please Inform Your Admin Department*

IACLEA has relocated.  
Please inform your admin and accounting departments of our new address:

**IACLEA**  
**1110 Bonifant Street, Suite 330**  
**Silver Spring, MD 20910**





# Rideshare Safety tips



To help keep the Uber platforms safe, we screen driver-partners on an annual basis and build our technology with safety in mind. There are also actions that riders and driver-partners can take to keep themselves safe. These tips and tools were created in collaboration with law enforcement agencies, like you. We invite you to share with your students and community members to enable them to stay safe while riding with Uber.

## 1. Request rides from inside

We recommend riders minimize the time they spend standing outside by themselves with their phone in their hand. Instead, they should wait inside until the app shows that their Uber ride has arrived.

## 2. Check Your Ride

Every time a rider takes a trip with Uber, they should make sure they're getting into the right car with the right driver-partner by matching the license plate, car make and model, and driver photo with what's provided in the Uber app. Uber trips can only be requested through the app, so riders should never get in a car where the vehicle or driver-partner identity doesn't match what's displayed in the app.

## 3. Have the driver confirm their name

In addition to the Check Your Ride safety steps, riders and drivers can also ask to confirm each other's names before getting in the car. The driver can see their rider's first name in the app, and driver's first name is displayed in the rider app. To safely exchange names, riders may ask, "Who are you here to pick up?"

## 4. Wear a seat belt and ride in the back-seat

Seat belt use is the most effective way to save lives and reduce injuries related to car crashes.\* Additionally, whenever possible, riders should sit in the back seat, especially if they're riding alone. This helps to ensure they can safely exit on either side of the vehicle to avoid moving traffic, and it gives the rider and driver-partner some personal space.

## 5. Follow their intuition

Riders and driver-partners should trust their instincts and use their best judgment when riding with Uber. If they ever feel that they're in an urgent situation, riders and drivers can call 911 by using the emergency button located in the Uber app. Anytime a call to 911 is initiated from the Uber app, the app displays their real-time location and trip details, which they can share with the 911 dispatcher. In some cities and counties in the US, this information is shared automatically with the dispatcher.

Learn more at [LERT.uber.com](https://www.uber.com/LERT)

\*According to the Centers for Disease Control

\*\*In the case of an outage of this feature, phone numbers might not be anonymized.

## 6. Share trip details with loved ones

While en route, riders and drivers can tap "Share Trip Status" in the app to share their trip details, including driver name, photo, license plate, and location, with a friend or family member. Recipients will receive a text or push notification that tracks trip and ETA.

## 7. Protecting personal information

Our technology anonymizes phone numbers when riders and drivers call or message each other through the app\*\* and also masks pickup and dropoff addresses in drivers trip history. In select areas, the driver app will only show the general area where a trip started and ended.

## 8. Don't stand by

While the responsibility for sexual assault lies solely with the perpetrators, in many situations, bystanders have the opportunity to help prevent crimes like sexual assault from happening. Uber has teamed up with sexual assault prevention nonprofit, NO MORE, and local law enforcement on a coordinated educational campaign to showcase the important role that bystanders play in stepping in to help.

## 9. Be kind and respectful

As outlined in Uber's Community Guidelines, we ask riders and driver-partners to respect each other, fellow passengers, and driver-partners' car. To learn more about our Community Guidelines, please visit <https://www.uber.com/safety/>.

## 10. Reach out if you need support

Our exclusive law enforcement agency response tool is staffed 24/7. Through this portal, our response team provides data and operational support in the event of an emergency, complex criminal investigation, or threat to city safety.

Support available through the portal:

- Emergency data or operational support
- Serve data through the legal process
- Preservation Requests
- Notify Uber of any unsafe situations that could affect the safety of our platform and/or your community
- Request assistance with traffic issues/venue operations in your jurisdiction

# Learning Made Easy

## Free Webinars are a Key Member Benefit

You are invited to participate in IACLEA's 2019-2020 webinar series to hear from experts and participate in discussions on topics relevant to your campus. Each month the Association provides a new opportunity to engage with leaders in the field and gain valuable information that you can relay to your campus community.

All webinars take place from 1-2 pm ET, unless otherwise noted. They are free to IACLEA members, but registration is necessary to receive login details. Every webinar is saved in the Distance Learning library on IACLEA CONNECTIONS so that you can watch anytime.

"The Distance Learning Committee provides webinars covering a wide range of topics for the campus law enforcement and public safety community. We urge all members to take advantage of these free learning opportunities. Our membership is large and diverse, and we encourage anyone to submit ideas to the committee on topics that may be of interest to fellow members," said IACLEA Distance Learning Committee Chair Tressa Setlak, director of public safety at St. Mary's College of Maryland.

Join solo from your desk, tablet, or mobile phone. Or join in a training room with colleagues. Your call. But please take advantage of this member benefit! 🍷



### IACLEA's Distance Learning Committee has prepared the following schedule:

#### Fall 2019

**October 16**—Postvention

**November 14**— The Clery Act: Challenges and the Drug-Free Schools & Communities Act

**December 19**— Creating an Advocacy Center

#### 2020

**January 16**—Officer Wellness

**February 20**—Ohio State University Terror Attack and Its Aftermath on the Officer

**March 19**— Marijuana Issues in Canada

Visit [www.iaclea.org/distance-learning](http://www.iaclea.org/distance-learning) to register or to get more information.

Contact Director of Training Josh Bronson, [jbronson@iaclea.org](mailto:jbronson@iaclea.org), or Director Setlak, [tasetlak@smcm.edu](mailto:tasetlak@smcm.edu), to discuss or request training topics.

Watch [www.iaclea.org/calendar](http://www.iaclea.org/calendar) for registration information.



## WE'RE SOCIAL

Chiefs and Directors, please ask your PIOs to



IACLEA videos are available on YouTube. Search Campus Administrators to view (and share) them!



# SAVE THE DATE!

THE NATIONAL ASSOCIATION OF CLERY COMPLIANCE OFFICERS AND PROFESSIONALS PRESENTS THE

## 7<sup>TH</sup> ANNUAL NACCOP CONFERENCE

**PRE-CON-JULY 21, 2020**

**CONFERENCE-JULY 22-24, 2020**

**Pre-Conference Workshops-July 21, 2020 (See the NACCOP website for a full description of each session)**

**Pre-Con #1 for Clery Compliance Officers**—Constructing a Clery Compliant Annual Security and Fire Safety Report (ASFSR) (All-day: 8:30am-5:00pm)

Do you wonder if your Annual Security Report is in compliance? Do you hope you have met all 114+ required policy statements? Ever wish you had an expert to walk you through each policy statement to ensure yours meet the requirements set forth in the Clery Act, especially in light of VAWA? If so, this pre-conference workshop is for you! Join us for this interactive one-day session.

**Pre-Con #2 for Clery Compliance Officers**— Applying the Rules to Accurately Classify and Count Clery Crimes. **AN ADVANCED PRACTICAL APPLICATION SESSION** including a **Case Review**. (8:30 am-12:00 pm)

**Pre-Con #3 for Clery Compliance and DFSCA Officers**—The Fundamentals of Complying with the Drug-Free Schools and Communities Act [DFSCA] (8:30 am-12:00 pm)

**Pre-Con #4 for Clery Compliance Officers**— Developing a Systematic Approach to Clery, HEOA, and DFSCA Records Retention (1:30 pm-4:30 pm)

**Pre-Con #5 for All Attendees**— An Inside View of Conducting a Clery Compliance Review by the U.S. Department of Education and by Independent Auditors (James Moore and Michael DeBowes) (1:30 pm-4:30 pm)

Have you ever wondered how the program review process looks from the perspective of an auditor within the U.S. Department of Education, or how the review process looks from the vantage point of an external, non-governmental reviewer when conducting independent audits of Clery Act compliance? This session will provide an overview of the processes used when conducting ED-initiated program reviews and independent audits conducted by one of the leading consulting firms. Insights into the process, how to prepare for it, and common mistakes to look out for in your compliance programs will be reviewed as part of this session.

**Pre-Con #6 for NEW Clery Compliance Officers and NEW Title IX Coordinators**— Clery Act and Title IX 101 (1:30 pm-4:30 pm)

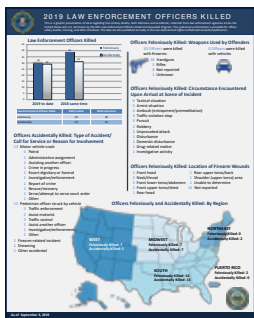
A draft conference agenda for 2020 is available on the website  
**Register early-spots fill quickly!**

**FUTURE DATES: 2021: JULY 21-23**

# New Resources

IACLEA outreach and partnerships with federal agencies, allied policing organizations, and non-profit organizations yield access to numerous assets—publications, reports, videos—to enhance officers’ and campus public safety. Publicly available information is typically shared on iaclea.org, Facebook, and Twitter (@IACLEA\_Members), and in IACLEA CONNECTIONS posted on the discussion board (Communities ➤ IACLEA L) or in one of the many Resources Libraries. Law enforcement-only information is shared with members’ institutional representatives via e-mail. 📧

Provided here is a sampling of recent resources that may be of value to your agency.



## 2019 Law Enforcement Officers Killed and Assaulted

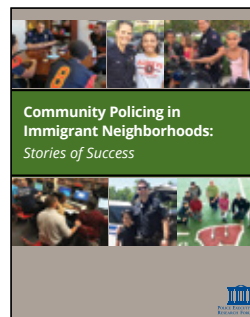
A visual representation of reported monthly statistics in reference to law enforcement officers killed in the line of duty, the infographic was created by the Federal Bureau of Investigation (FBI), Criminal Justice Information Services (CJIS) Division, Uniform Crime Reporting (UCR) Law Enforcement Officers Killed and Assaulted (LEOKA)

Program. It displays line-of-duty death information for the previous reporting year and preliminary data for the current reporting year. The infographic serves as a quick reference for officer line-of-duty deaths without waiting for publication.

<https://crime-data-explorer.fr.cloud.gov/leoka-monthly-report>

information on nonfatal crimes by surveying a nationally representative sample of US households. After declining by more than 60% from 1994 to 2015 (the most recent year in which a one-year decline was observed), the number of violent crime victims rose from 2015 to 2016, and again from 2016 to 2018, BJS announced in a report based on the NCVS.

<https://content.govdelivery.com/accounts/USDOJJP/bulletins/25e47e3>

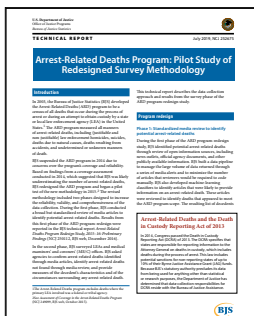


## Community Policing in Immigrant Neighborhoods

The purpose of this report is to provide law enforcement agencies across the United States with guidance on how to expand community policing efforts in immigrant neighborhoods, while also ensuring transparent communications with all stakeholders in order to prevent the spread of misinformation within immigrant communities.

Immigration has been a sensitive political issue for decades. While the federal government is responsible for enforcing immigration laws, US Immigration and Customs Enforcement (ICE) works with local police agencies from time to time to identify and remove undocumented immigrants from the United States.

<https://www.policeforum.org/assets/CommunityPolicingImmigrantNeighborhoods.pdf>



## Arrest-Related Deaths Program: Pilot Study of Redesigned Survey Methodology

In 2003, the Bureau of Justice Statistics (BJS) developed the Arrest-Related Deaths (ARD) program to be a census of all deaths that occur during the process of arrest or during an attempt to obtain custody by a state or local law enforcement agency in the United

States. BJS redesigned the ARD program and began a pilot test of the new methodology in 2015. The ARD program measured all manners of arrest-related deaths, including (justifiable and non-justifiable) law enforcement homicides, suicides, deaths due to natural causes, deaths resulting from accidents, and undetermined or unknown manners of death.

<https://www.bjs.gov/content/pub/pdf/ardppsrsm.pdf>



## DEA Warns Public of Extortion Scam by DEA Special Agent Impersonators

The Drug Enforcement Administration (DEA) is warning the public, including the DEA registrant community to include practitioners and pharmacies,

about criminals posing as DEA special agents, DEA investigators, or other law enforcement personnel as part of an international extortion scheme.

[https://www.deadiversion.usdoj.gov/pubs/pressreleases/extortion\\_scam.htm](https://www.deadiversion.usdoj.gov/pubs/pressreleases/extortion_scam.htm)



## Bureau of Justice Statistics Releases Results from 2018 National Crime Victimization Survey

The Bureau of Justice Statistics’ National Crime Victimization Survey (NCVS) is one of two major sources of crime statistics in the United States. It collects

*Continued on page 24*

# Registration Opens Soon for Winter 2020 IACLEA Leadership Institutes

The premier campus police and public safety leadership institutes are coming up fast! IACLEA's First-Line Supervisor Institute (FLSI) will take place January 7-10, 2020, at the University of Houston (Texas); and the Executive Development Institute (EDI) will take place March 24-27, 2020, at the University of Nevada, Reno. Registration for FLSI is open!. Please watch [iaclea.org](http://iaclea.org) and act quickly to secure a spot, as these classes are intentionally kept small.



FLSI is designed with current campus police and public safety supervisors and the supervisors of tomorrow in mind. This 3½ day class covers topics including:

- the fundamentals of leadership
- transitioning to a supervisor's role
- effectively managing employees
- emerging trends
- crisis management and more.

This will be the second presentation of the now-annual class. Participants in 2019's inaugural class gave FLSI an outstanding endorsement: "I feel

*I feel that any person performing or moving into a first-line supervisor position in a department should take this course.*

that any person performing or moving into a first-line supervisor position in a department should take this course. The information that was presented was excellent, relevant, and with speakers with vast amounts of experience to give to us. I learned so much about how to become a better supervisor, and I can't recommend this class enough," said Sgt. Curtis R. Morris, Police Supervisor, Fire Safety Coordinator, York College Department of Campus Safety (Pennsylvania).



Participants in the 2019 EDI class work in small groups to advance their leadership skills.



EDI's focus is on campus police and public safety command staff, newly promoted command staff, and those with the potential to be promoted to the command staff-level. EDI is also 3½ days, but will take participants through more advanced conversations around leadership, crisis management, and much more.

EDI has been a highly rated class of IACLEA's for many years, with one past participant commenting, "The topics/instructors were outstanding. I have been in a leadership position since 1992, and I thought, pound for pound, this was one of the most valuable courses I have attended."

FLSI and EDI benefit both sworn and non-sworn personnel, including civilian staff (communications, analysts, etc.). Annual courses are deliberately

kept small (50 or fewer), so that attendees can participate in the instruction and easily network with each other.

Courses reach capacity quickly. Look for registration to open this fall for both classes and take advantage of the hefty early-bird registration discounts! As always, IACLEA members will receive a significant discount on top of the early-bird registration rate. 🍷

## REGISTRATION FEES

### First-Line Supervisor Institute

Members: **\$799** with early-bird discount by Nov. 12 and **\$879** after early-bird discount

Non-members: **\$1,049** with early-bird discount by Nov. 12 and **\$1,129** after early-bird discount

### Executive Development Institute

Members: **\$999** with early-bird discount by Jan. 27 and **\$1,079** after early-bird discount

Non-members: **\$1,249** with early-bird discount by Jan. 27 and **\$1,329** after early-bird discount

IACLEA secures discounted rates at hotels close to both training venues.

# Got Knowledge? You Could Be an IACLEA Trainer!

IACLEA is offering a great opportunity to share your expertise and experience with colleagues. Do you have a skill set that you would like to share with others? Are you a subject matter expert? Do you have expertise conducting webinars? In-person training?

IACLEA currently seeks those with training experience to conduct sessions around the country. Topic areas include, but are not limited to:

- Basic Public Safety Officer General Knowledge
- Communications Officers
- Dispatch
- Leadership
- Officer Wellness
- Recruitment and Retention
- Supervision
- and Transitioning from Municipal Police to Campus Public Safety/Police.

Whether you prefer teaching in-person or online, have taught for IACLEA in past or are new, we are looking for you.

If you or someone you know is interested and qualified, contact Director of Training Josh Bronson at [jbronson@iaclea.org](mailto:jbronson@iaclea.org) today. 🍌



© Mike Ritter

Assistant Chief Charles Garber, Jr., Valparaiso University Police Department, led a workshop, Bringing Together the Resources to Address Violent Event Incident Management, during the 2019 Annual Conference & Exposition.



## Looking for Greener Pastures?

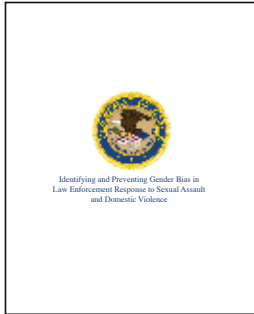
**Looking for Excellent Talent?** Then look no further.

IACLEA's Career Center posts hot jobs and draws talent from far and wide to fill them.

The service is free to job seekers and member institutions that post jobs.

*Non-member organizations may post jobs for \$350.*

Visit IACLEA's Career Center [www.iaclea.org/careers](http://www.iaclea.org/careers)



### Identifying and Preventing Gender Bias in Law Enforcement Response to Sexual Assault and Domestic Violence

Gender bias in policing practices is a form of discrimination that may result in law enforcement agencies providing less protection to certain victims on the basis of gender, failing to respond to crimes that disproportionately harm people

of a particular gender, or offering reduced or less robust services due to a reliance on gender stereotypes. Gender bias, whether explicit or implicit, conscious or unconscious, may include police officers misclassifying or underreporting sexual assault or domestic violence cases.

<https://www.justice.gov/crt/file/799316/download>



### NCAA Sexual Violence Prevention Toolkit

The NCAA Sport Science Institute, in partnership with the NCAA Office of Inclusion, has released the Sexual Violence Prevention: An Athletics Tool Kit for a Healthy and Safe Culture – Second Edition. Endorsed by IACLEA, this document was updated in 2019 with important new information and pertinent changes since the legal and

higher education landscape around sexual violence has significantly evolved. The goal of this toolkit is to provide athletics departments with appropriate tools and collaborative strategies to support a safer campus environment. The toolkit provides resources for athletics administrators in their efforts to create campus communities free of violence and safe places for students to learn and thrive.

<https://www.ncaa.org/sport-science-institute/sexual-violence-prevention-tool-kit>

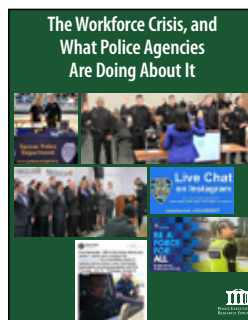


### Take Care of Each Other: A Campus Safety Initiative

The National Crime Prevention Council (NCPC), Uber, and Young Minds Inspired (YMI) have created Take Care of Each Other, a campus safety initiative that focuses on ridesharing safety, sexual assault prevention, and personal safety both on and off campus. IACLEA

is pleased to promote this initiative, as part of its multi-year partnership with Uber to support campus initiatives that raise student awareness around safety and safe ridesharing practices. IACLEA members may download these resources and use them to educate students.

<http://ymiclassroom.com/lesson-plans/campus-safety/>



### The Workforce Crisis, and What Police Agencies Are Doing About It.

A new report from the Police Executive Research Forum (PERF) examines how police and sheriffs' departments are responding to the growing challenge of finding new recruits to hire and also ensuring that employees are happy in their jobs and will stay in policing for a long time. Many agencies are finding

that traditional methods of recruiting are not yielding enough new candidates, and in some cases, officers quit after just a few years. There is some good news: many police and sheriffs' departments have been developing new strategies to manage these challenges. <https://www.policeforum.org/assets/WorkforceCrisis.pdf>

## Use AmazonSmile to Support IACLEA When You Shop



IACLEA is a beneficiary of the AmazonSmile program. Please select IACLEA as your designated charity, and the Association will receive a donation from the AmazonSmile Foundation to support our educational and professional development initiatives.

AmazonSmile is a website operated by Amazon with the same products, prices, and shopping features as Amazon.com. When you shop on AmazonSmile, the AmazonSmile Foundation will donate 0.5% of the purchase price of eligible products to the charitable organization of your choice, including IACLEA.

It's easy to support IACLEA.

1. Sign in to smile.amazon.com on your desktop or mobile phone browser.
2. From your desktop, go to Your Account from the navigation at the top of any page, and then select the option to Change your Charity.
3. Select IACLEA as your designated charity.
4. Thank you! 🙏



# CUPIC 2019

The 2019 College and University Police and Investigators Conference, co-presented with IACLEA, provided core educational programming and excellent networking opportunities. President-Elect Eric Heath, associate vice president for safety and security at the University of Chicago, represented IACLEA at near his former employer George Mason University in Fairfax, Virginia.

Thank you to the organizing committee who put the event together: Michael Clesceri, McHenry County College (Illinois); Mark Emoto; Laura Casteen, University of Virginia; Robert Mueck, St. John's College (Maryland)—all from IACLEA member institutions and Thomas Bacigalupi, George Mason University. 🍷



*President-Elect Eric Heath addresses attendees during CUPIC 2019.*



*Nothing signifies a good conference like great SWAG.*




# AppArmor Alert


## Award-Winning Unified Emergency Notifications


 Unlimited emergency  
SMS notifications

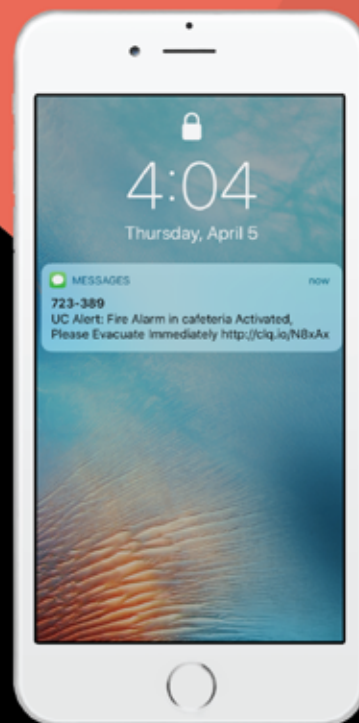
 Aggregated Social  
Media Broadcasting

 Unlimited voice and  
VOIP Phone alerts

 Desktop notifications  
for screen lock alerts

 Unlimited emergency  
email notifications

 Unlimited mobile app  
and web notifications



Pictured Mechanism: SMS Notification  
AppArmor Alert has over 12 different  
digital notification options.

Get a free prototype at [www.AppArmor.com](http://www.AppArmor.com)

“

I can't think of any  
other company that  
has been as easy  
and beneficial to  
work with.

Ed Posey, University of Florida  
Police Department

### Additional Product Lines



**AppArmor Safety**  
Award winning custom  
branded safety apps.



**AppArmor Command**  
Command and control  
platform for EOCs.



**AppArmor Report**  
Advanced incident  
reporting platform.



**AppArmor WorkAlone**  
Automated working alone  
safety check-in system



**AppArmor Academia**  
Integrated school-wide  
engagement apps.

# IACLEA Attends 3rd Annual ATF Open House

IACLEA Director of Government and External Relations Altmann R. Pannell and Program Associate O'Neil Singleton represented the Association at the 3rd Annual ATF Open House at ATF Headquarters in Washington, DC, on August 29. Representatives from the Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF) showcased a variety of resources including the National Tracing Center, the National Integrated Ballistic Information Network, and other capabilities that are used and offered to domestic and international law enforcement agencies to address violent crimes.

ATF trainings on arson, explosives and firearms, continuing education for law enforcement and other topics are available for those interested in the duties of ATF, current law enforcement officers and investigators, and program administrators. Various sections within the Bureau provides a comprehensive array of training events, nationally and year-round, conducted by ATF staff and/or partners and other providers. **For more information, please click here:** <https://www.atf.gov/careers/learning-and-training>



IACLEA Director of Government and External Relations Altmann R. Pannell (left) and Program Associate O'Neil Singleton represented IACLEA at the 3rd Annual ATF Open House in August.

"IACLEA's continued partnership with the Bureau of Alcohol, Tobacco, Firearms and Explosives will remain valuable in allowing for our members to access continuing education on rising threats and concerns that can affect our campus communities," said Pannell.

Additionally, ATF personnel conducted live demonstrations that included K9 Explosive Search and Detection, Fire Research Lab Arson Simulations, and Special Response Team Tactical Exercises for the more than 100 guests. 🍷



## Global Networking... from Your Desk or Phone

Got a question? Need a policy? Want to share a resource or good news. You can reach other IACLEA members—wherever they are—via IACLEA CONNECTIONS, the Association's members-only portal. Please login today, if you haven't, yet. It's easy. And the benefits are tremendous!

You can access IACLEA CONNECTIONS from the top of every page of [iaclea.org](http://iaclea.org).

**Need to reset your login? Contact us at [info@iaclea.org](mailto:info@iaclea.org).**

# IACLEA Participates in the Congressional Black Caucus Foundation's Annual Legislative Conference

IACLEA Director of Government and External Relations Altmann R. Pannell and Program Associate O'Neil Singleton attended seminars and networking events during the 2019 Congressional Black Caucus Foundation's Annual Legislative Conference (CBCF-ALC), which was held September 11-13, 2019.

IACLEA staff attended two panels hosted by Ujima Inc., on which experts discussed sexual misconduct within the higher education community and human trafficking. The panel included the Title IX Coordinator from IACLEA member institution Delaware State University, Candy Young, and Associate Director, US Department of Justice, Office on Violence Against Women Darlene Johnson.

IACLEA is a training partner of Ujima, Inc., which serves as the National Center on Violence Against Women in the Black Community. The organization provides a national issue resource center of culturally specific services with the goal of providing support to and being a voice for the black community in response to domestic, sexual, and community violence.

Ujima, Inc., representatives have served as subject matter experts on violence against women in the black community in numerous trainings with partners in the law enforcement community, including the International Association of Chiefs of Police. Ujima has developed multiple training and technical



*IACLEA Government and External Relations staff networked to build collaborative projects during the Congressional Black Caucus Foundation Annual Legislative Conference. Altmann Pannell (right) and O'Neil Singleton (left) connected with Megan Simmons of Ujima.*

assistance initiatives related to trauma-informed responses, as well as presented panel discussions on sexual and dating violence on HBCU campuses.

The event drew more than 1,000 attendees and was held at the Walter E. Washington Convention Center in Washington, DC.



## iaclea.org Has News You Can Use

Visit [iaclea.org](https://www.iaclea.org) for opportunities and news.

Start at [iaclea.org](https://www.iaclea.org).

Then visit: Association News:  
<https://www.iaclea.org/association-news/>

At-a-Glance: <https://www.iaclea.org/at-a-glance> and

Calendar: <https://www.iaclea.org/calendar>





## Federal Update

On behalf of the IACLEA membership, the director of government and external relations, other headquarters staff, and IACLEA members engage with federal executive branch agencies, Congress, and national associations to promote the interests of campus public safety executives and their agencies.

### CONGRESS

#### OFFICER SEAN COLLIER CAMPUS POLICE RECOGNITION ACT OF 2019 (H.R.816)

The passage and enactment of H.R.816 remains IACLEA's top legislative priority during the 116th Congress. IACLEA leadership worked consistently with House and Senate staff to get the Sean Collier Act passed during Police Week 2019. This work involved a grassroots letter campaign and negotiations with multiple public safety associations and officials. Additionally, IACLEA leadership tackled multiple language revisions on the bill to come to common ground with both sides of the aisle.

There are now 20 cosponsors representing bipartisan support for this measure. H.R.816 continues to gain positive momentum during this legislative session. While the bill was not voted on during Police Week, it has become a topic of conversation with a growing number of legislators and among public safety associations. IACLEA leadership will continue to work with Members of Congress to develop a plan for the successful passage of the Sean Collier Act during 2019.

IACLEA members, especially those serving private colleges and universities, are still encouraged to contact their Congressional delegations and request support for this legislation.

#### THE EAGLES ACT OF 2019 (H.R.3714 & S.495)

Introduced by Senator Charles Grassley (R-IA) and Congressman Ted Deutch (D-FL-22), the EAGLES Act of 2019 amends title 18, United States Code, to reauthorize and expand the National Threat Assessment Center of the Department of Homeland Security. The EAGLES Act specifically establishes a national program on targeted school violence prevention and provides funding to hire additional personnel to greatly expand National Threat Assessment Center (NTAC) research and training on targeted school violence nationwide. Additionally, the act authorizes the creation of an interactive website to disseminate information and data on targeted school violence prevention.

Current support of The EAGLES Act includes the following:

- Federal Law Enforcement Officers Association
- National Association of School Psychologists
- National Association of Secondary School Principals
- National Fraternal Order of Police
- Sandy Hook Promise
- Sergeants Benevolent Association

#### THREAT ASSESSMENT, PREVENTION, AND SAFETY (TAPS) ACT (H.R.838)

Introduced by Congressman Brian Babin (R-TX-36), along with Congresswoman Val Demings (D-FL-10), the TAPS ACT is intended to provide holistic, multi-layer, multi-disciplinary support necessary to prevent school and community violence by utilizing Behavioral Threat Assessment and Management (BTAM) best practices.

The goal of H.R.838 is to bring the practice of BTAM to all educational entities that wish to utilize this established, lifesaving method through training, support, and communication sharing from federal agencies. H.R.838 currently has 94 cosponsors representing bipartisan support for this bill.

#### BEHAVIORAL INTERVENTION GUIDELINES (BIG) ACT OF 2019 (H.R.3539)

H.R.3539 or the BIG Act of 2019, introduced by Congressman Drew Ferguson

(R- GA-03) is intended to amend the Public Health Service Act to direct the Secretary of Health and Human Services to develop best practices for the establishment and use of behavioral intervention teams at schools and for other purposes. The passage of H.R.3539 directly supports IACLEA's mission by providing law enforcement administrators and emergency management teams with access to evidence-based threat assessment training curricula and providers who will implement a caring and preventative approach to threat assessment and best practices of behavioral interventions. H.R.3539 is valuable because it will train campus law enforcement administrators to more readily identify the earliest signs of potential crisis and take action to mitigate the damage.

#### END ALL HAZING ACT (H.R.3267)

H.R.3267, the Educational Notification and Disclosure of Actions Risking Loss of Life by Hazing Act, was introduced by Congresswoman Marcia L. Fudge (D-OH-11) and referred to the House Committee on Education and Labor. H.R.3267 is intended to require institutions of higher education to disclose hazing-related misconduct incidents on a school-maintained web page. Each institution must provide, in a prominent location on the institution's website, a link to a web page that contains bi-annually updated information on student organizations that have been cited and/or disciplined for hazing or other misconduct that has occurred within the last five years. H.R.3267 currently has 14 cosponsors representing bipartisan support for this bill.

*Continued on page 32*



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# IACLEA Presents Training Opportunities at the HBCU-LEEA 2019 Conference

Continuing the collaboration with the HBCU-LEEA, IACLEA Director of Government and External Relations Altmann R. Pannell attended the 2019 Historically Black Colleges and Universities-Law Enforcement Executives and Administrators (HBCU-LEEA) Conference to network with the 50+ fellow dual-association members and hold a seminar on the benefits of the Collaborative Reform Initiative-Technical Assistance Center (CRI-TAC) program. Pannell provided HBCU-LEEA members with information on receiving technical assistance and topics on which CRI-TAC offers training and technical assistance. The conference was held July 16-18, in Atlanta, Georgia.

All campus public safety and law enforcement agencies are eligible to apply for this no-cost training. CRI-TAC training offerings include, but are not limited to, proactive policing, mass casualty response, officer safety and wellness, mass demonstration response, gangs, violent crime reduction and prevention, drug-related crime, shared service models, community engagement, de-escalation, crisis intervention, at-risk youth, domestic violence reduction and prevention, human trafficking, and school safety. To date, several HBCU-LEEA participants have applied to the CRI-TAC program following Pannell's presentation.

"As IACLEA continues to grow, a strong partnership with the HBCU-LEEA will be value to promote best practices, share values, and strengthen advocacy efforts for IACLEA's members and future members in public safety," said Pannell.

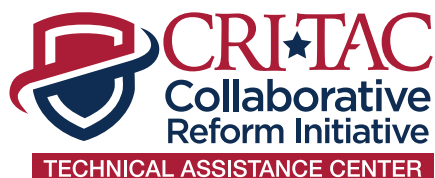
CRI-TAC brings together a coalition of the top public safety organizations in the United States under the leadership of the



*Director of Government and External Relations Altmann R. Pannell addresses attendees during the 2019 HBCU-LEEA Conference.*

International Association of Chiefs of Police to provide tailored technical assistance to policing agencies through a grant from the Department of Justice's Office of Community Oriented Policing Services (COPS Office).

Using a "by the field, for the field" approach, the CRI-TAC supports state, local, tribal, and campus agencies through a host of methods, including training, peer-to-peer consultation, and strategic planning. 🍌



**IACLEA members are eligible to apply for free training and technical assistance through CRI-TAC.**

**For more info: <https://www.iaclea.org/collaborative-reform-initiative-technical-assistance-center>**

**Click on Training and Tools from the homepage. Then select CRI-TAC: Free Techniical Assisance**

IACLEA does not have an official stance on H.R.3267 and would like for more research to be conducted on the Clery reporting impacts of the bill.

**REACH ACT (H.R.662)**

H.R.662, the Report and Educate About Campus Hazing Act (REACH), was introduced by Congresswoman Marcia L. Fudge and referred to the House Committee on Education and Labor. H.R.622 is intended to amend the Higher Education Act of 1965 to require institutions of higher education to disclose hazing incidents, and for other purposes.

IACLEA does not have an official stance on H.R. 662 and would like for more research to be conducted on the impacts of the bill.

**CAMPUS HATE CRIMES ACT (H.R.761)**

H.R.761 was introduced by Congressman Anthony G. Brown (MD-04) and referred to the House Committee on Education and Labor. H.R.761 is intended to strengthen prevention and response measures for hate crimes on college campuses by establishing robust accountability measures, providing needs-based grants, and amending the Clery Act. Additionally, H.R.761 creates accountability measures that protect university students

historically abused, threatened, and exposed to hate crimes

IACLEA currently does not have an official stance on H.R.761 and would like for more research to be conducted on the impacts of the bill specifically related to Clery reporting requirements.

**PROTECTING AMERICA'S FIRST RESPONDERS ACT (S.1208)**

S.1208 was introduced by Senator Charles Grassley (R-IA) and passed in the Senate on May 16, 2019, during National Police Week. S.1208 amends the Omnibus Crime Control and Safe Streets Act of 1968 with respect to payments to certain public safety officers who have become permanently and totally disabled as a result of personal injuries sustained in the line of duty, and for other purposes.

S.1208 was referred to the House Committee on the Judiciary as H.R.2812 and is being reviewed by the Subcommittee on Crime, Terrorism, and Homeland Security.

IACLEA applauds the passage of the Protecting America's First Responders Act (S.1208) that will improve access to benefits to members of the public safety community who are killed or seriously injured in the line of duty. 🙏



For additional information or if you are interested in supporting legislative efforts, please contact IACLEA Director of Government and External Relations Altman Pannell at [apannell@iaclea.org](mailto:apannell@iaclea.org) or (202) 618-8118.

*"The progression from 'good' to 'great' never ceases to inspire and affirm the power of this management tool."*

— Peg Gant, Accreditation Manager, University of North Texas Police Department and IACLEA Accreditation Assessor



## IACLEA Accreditation

### The Designation of Excellence in Campus Public Safety

IACLEA Accreditation signifies an agency's ongoing commitment to excellent, state-of-the-art performance in every aspect of its operations. Accredited agencies demonstrate to their personnel, the campus community, and outside experts their professionalism and mission focus.

The IACLEA Accreditation Program—developed by and for campus public safety professionals—offers an accreditation process for non-sworn and sworn campus public safety agencies at colleges and universities across the United States.

- Accountability**
- Best Practices**
- Continuous Improvement**
- Professional and Public Recognition**
- Risk Management**



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Chief Paul Chapa (left) and Lieutenant John Rowse of The Trinity University Police Department (Texas) are recognized for achieving initial IACLEA Accreditation during the 2019 Annual Conference & Exposition.

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# Accreditation Commission Rolls-Out Strategic Plan

## *Process to Achieve Accreditation to Include Agency Support*

The IACLEA Accreditation Commission has developed a strategic plan that emphasizes support for agencies to attain and maintain accredited status. Under the plan, the Commission will provide a clear direction for the program that includes measurable goals for keeping pace with the needs of diverse campus public safety agencies. It will guide the program over the next two years by improving communication and facilitating the development of new resources to help agencies achieve and maintain accredited status—the designation of excellence in campus public safety.

The foundation of the plan rest on four key themes.

- **Facilitate Agency Success:** Achieving accreditation can be challenging, even for the highest performing agencies. The plan will help identify the biggest challenges agencies face when pursuing Accreditation, such as developing policies and devoting staff to managing the process, and then develop resources and processes to help agencies overcome these challenges, while maintaining the integrity of the program.
- **Broaden the Orientation of the Accreditation Program from Law Enforcement to Include Public Safety:** Almost half of the IACLEA member agencies are non-sworn, yet of the 63 IACLEA accredited agencies only two are non-sworn. Non-sworn agencies are keenly interested in pursuing accreditation, but they can find the process of identifying applicable standards difficult. The plan will emphasize getting more non-sworn agencies into the program and providing resources to assist them through the process.
- **Create and Foster an IACLEA Accreditation Community:** Very few law enforcement accrediting bodies are also membership associations. IACLEA stands out because it is both. The shared experiences of campus public safety agencies will provide the basis for promoting engagement, interaction, and the exchange of resources among agencies in the program.
- **Promote the Benefits of IACLEA Accreditation:** The IACLEA Accreditation standards were developed by campus public safety professionals for campus public safety professionals, which sets our program apart from all others. IACLEA will assist accredited agencies in demonstrating to their personnel, the campus community, and outside experts their professionalism and mission focus that IACLEA Accreditation recognizes.



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*James Nawoichyk, IACLEA Accreditation Commissioner and director of campus safety & security at St. Thomas Aquinas College (New York) leads a workshop, Yes You Need It: Accreditation for the Non-Sworn Agency, during the Annual Conference & Exposition in June. University, Fresno.*

“We believe that by drawing upon the experiences of seasoned agency accreditation managers we can provide first-time accreditation managers with valuable assistance and resources to help them succeed,” said Jerry Murphy, IACLEA’s director of professional services.

Over the course of the next year, the Commission and IACLEA staff will work toward achieving five specific goals that will include revising existing procedures, creating new ones, and developing resources to assist agencies moving through the self-assessment phase, with the overarching goal of making IACLEA Accreditation an attainable objective for all IACLEA member agencies. 🍀



*Continued on page 35*

## IACLEA Accreditation Commission One-Year Action Plan 2019-2020

### Goal 1: Enhance Administrative Efficiency Action Steps

- ✓ A. Develop database (agencies and assessors) and online repository of key documents through a partnership with Power DMS
- B. Develop a master calendar and revise invoicing process and dates

### Goal 2: Develop Marketing and Promotion Materials Action Steps

- ✓ A. Revise Accreditation brochure
- ✓ B. Revise IACLEA Accreditation webpage
- C. Develop marketing plan and outreach strategies
- D. Identify potential accreditation candidates

### Goal 3: Facilitate Agencies' Pursuit of Accreditation Action Steps

- A. Revise steps in the self-assessment process to identify applicable standards and provide agencies with milestones to meet
- B. Develop a training and technical assistance (TTA) program for agencies seeking initial accreditation

### Goal 4: Foster Agencies Maintaining Accreditation Action Steps

- A. Develop processes to keep agencies engaged during four-year term

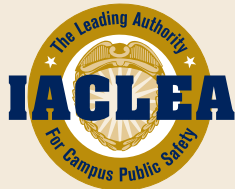
### Goal 5: Revise Commission Processes Action Steps

- A. Recruit and train new assessors
- B. Revise agency assessment report and transmittal process
- C. Review and modify IACLEA Accreditation standards

Interested in learning more about IACLEA Accreditation?  
NOW is a great time! Please contact Jerry Murphy, 202-618-4545, [jmurphy@iaclea.org](mailto:jmurphy@iaclea.org).  
Visit <https://www.iaclea.org/accreditation>



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**JUNE 22-25, 2020**

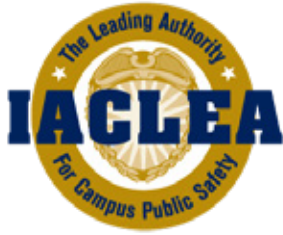
*New Orleans, Louisiana*

**JUNE 22-25, 2021**

*Atlanta, Georgia*

**JUNE 27-30, 2022**

*Las Vegas, Nevada*



# HOW TO MAXIMIZE YOUR MEMBER BENEFITS

IN THREE EASY STEPS...

# 1

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You should have received an email from IACLEA Headquarters with your login information. Don't have it? Contact us at [info@iaclea.org](mailto:info@iaclea.org) or 855-4IACLEA.

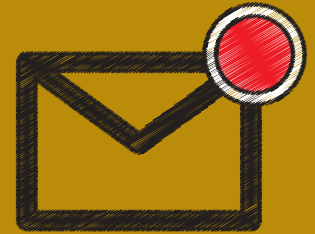


# 2

## RECEIVE IACLEA COMMUNICATIONS VIA EMAIL.

IACLEA sends the *Campus Law Enforcement Journal*, monthly *Bulletin*, News Digest, electronic ballots, and important updates via email.

Please add IACLEA Headquarters ([info@iaclea.org](mailto:info@iaclea.org)) to your address book and "whitelist" the address in your spam blocker. Ask your IT colleagues for the best way to do this. We want to provide useful information to you!



# 3

## VISIT THE ASSOCIATION WEBSITE OFTEN.

Bookmark [IACLEA.org](http://IACLEA.org).

- Check back to the homepage
- Association News: <https://www.iaclea.org/association-news/>
- IACLEA At-a-Glance: <https://www.iaclea.org/at-a-glance/>
- Calendar: <https://www.iaclea.org/calendar>



## FOR MORE UPDATES, MEMBER NEWS, AND LAUGHS, PLEASE FOLLOW US ON SOCIAL MEDIA



## New Faces in Top Jobs at IACLEA Member Agencies!

*Congratulations to the following IACLEA members on their recent transitions and promotions. Your Association colleagues offer heartfelt best wishes on your new endeavor!*



**Who:** Terri Brown

**Campus:** Florida State University

**Move:** Promoted from deputy chief of police to chief of police

**Quoted:** "FSUPD will continue to provide Florida State University with a safe environment conducive to the goals of education and research. As chief of police, I will make sure we have a seamless transition as FSUPD continues to support the mission of the Florida State University by promoting a safe and secure higher education environment while providing proactive police and customer-related services aimed at reducing crime. I'm very proud to be a part of this incredible institution."



**Who:** Sean Collins

**Campus:** Community College of Rhode Island

**Move:** Appointed as the police chief and public safety director

**Quoted:** "Collins has implemented a number of important initiatives since joining the college, among them improving the quality of Clery Act reporting, adding non-lethal weapons to the CCRI Campus Police department, introducing new emergency features across all campuses and developing a college-wide opioid crisis response, according to the college."



**Who:** Monte Davis

**Campus:** Indiana University Northwest

**Move:** Promoted from captain of operations to chief of police

**Quoted:** "Chief Davis is an outstanding choice to further the range of partnerships, community engagement initiatives, and officer training and development that make our campus one of the safest in the state," said IU Northwest Chancellor William J. Lowe.



## New Faces in Top Jobs at IACLEA Member Agencies!

*Congratulations to the following IACLEA members on their recent transitions and promotions. Your Association colleagues offer heartfelt best wishes on your new endeavor!*



**Who:** Eric Dunning

**Campus:** St. Norbert College (Wisconsin)

**Move:** Hired as campus safety director at St. Norbert College

**Quoted:** "It's very important that I instill in our safety officers, as they're walking the campus, [that] we want to be approachable; we're not the hammers."



**Who:** Quentin Holmes

**Campus:** Grambling State University (Louisiana)

**Move:** Selected as the university's interim police chief

**Quoted:** "Dr. Holmes' continuous leadership has helped consistently grow safety and the student experience on our campus," said GSU President Rick Gallot. "We look forward to his contributions during this interim period and on an ongoing basis as a special advisor."



**Who:** Joseph Milek

**Campus:** Penn State University

**Move:** Appointed chief of police operations for Penn State University Police and Public Safety

**Quoted:** "Chief Milek has extensive experience in law enforcement and higher education, which will be a major asset to the department as we continue to grow and develop as one department at 22 campuses across Pennsylvania," said Charlie Noffsinger, assistant vice president for University Police and Public Safety at Penn State.



# New Faces in Top Jobs at IACLEA Member Agencies!

*Congratulations to the following IACLEA members on their recent transitions and promotions. Your Association colleagues offer heartfelt best wishes on your new endeavor!*



**Who:** Howard "Mike" O'Berry

**Campus:** Virginia Commonwealth University

**Move:** Serving as the university's interim police chief, beginning August 1

**Quoted:** "VCU is fortunate to have the talent and experience internally to fill these critical roles on an interim basis as we evaluate our next steps to fill these positions permanently," said Meredith Weiss, VCU vice president for administration.



**Who:** David L. Perry

**Campus:** University of North Carolina at Chapel Hill

**Move:** Began service as chief of police September 3

**Quoted:** "I am beyond excited to be joining the University of North Carolina Chapel Hill community. It will take gentle restless effort from the entire campus community to move our department forward. I look forward to putting in the work needed to accomplish this important goal."



**Who:** Robert Reese

**Campus:** College of Charleston (South Carolina)

**Move:** Retired as chief of police

**Quoted:** "It's been a joy serving the College community for the past 30 years, but the time has now come for me to begin the next phase of my life and career. I will work with the administration on the transition details over the next few months and will be available for guidance as needed by College of Charleston President Andrew Hsu."



**Who:** Kevin Rudy

**Campus:** Penn State University, Berks

**Move:** Retired as chief of police

**Quoted:** "We are thankful for Kevin's longtime service to University Police and Public Safety and the law enforcement profession, which spans four decades. We appreciate Kevin's commitment to the Penn State community and wish him well in his much-deserved retirement," said Charlie Noffsinger, assistant vice president of University Police and Public Safety.



## Appalachian State University Police Department Recognized for Unique Development Program



*The Appalachian State University Police Department (ASUPD) was honored as the Law Enforcement Agency of the Year by the North Carolina Police Executives Association (NCPEA). Pictured (left to right) are ASUPD Lieutenant Daniel Harless; ASUPD Lieutenant Scott Mash; Appalachian State University Director of Public Safety and Chief of Police Andy Stephenson; NCPEA Executive Director Tammy Phippen, and NCPEA President and Troutman Police Chief Matthew Selves.*

The Appalachian Police Officer Development Program (APDP) earned the Appalachian State University Police Department (ASUPD) the title of Law Enforcement Agency of the Year from the North Carolina Police Executives Association on July 17. This was the first year the award was given.

“The APDP was created to address Appalachian’s changing needs in policing while also helping to address the officer candidate shortages that have created statewide and nationwide recruiting challenges for many police departments,” said Andy Stephenson, ASUPD’s director of public safety and chief of police, as reported by HCPress.com (High Country Press, serving Western North Carolina).

“The APDP also provides participants with an unprecedented job market advantage,” he continued. “Graduates of the APDP have a skill and education level that no other entry-level

policing applicants in North Carolina will have at such an early phase in their careers. The program provides North Carolina communities with truly exceptional police officer candidates.”

The APDP is a two-year program that allows students the opportunity to become sworn police officers while completing their bachelor’s or master’s degrees. The program is free of charge for full-time Appalachian State students of all majors.

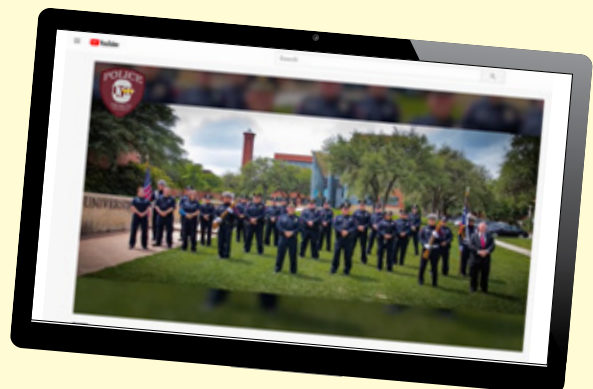
APDP is only the second of its kind in the United States and the only such program in North Carolina. The program is now in its second year and preparing its second class of recruits to graduate this fall.

This story was adapted from a story on HCPress. <https://www.hcpres.com/news/app-state-police-department-honored-as-ncpea-law-enforcement-agency-of-the-year.html> 📄

## Trinity U PD Receives Big Congrats for Earning Accreditation

See what the mayor, San Antonio police chief, state senator, and sheriff had to say to recognize the Trinity University Police Department for earning IACLEA Accreditation!

<https://new.trinity.edu/news/big-recognition-big-force>





## Congratulations to Sergeant Launi of member institution Cal State University Fullerton Police Department



*He earned the Above and Beyond Award at the 2019 Crime Survivors Resource Center Hope Gratitude Gala on August 2. CSUF Police Chief Raymund Aguirre (far left) enjoyed the moment with Sgt. Launi and other associates. The award recognizes individuals who display excellence and teamwork in their field. The event was held at member institution Chapman University; a "little bird" noticed on Twitter that IACLEA Past President Randy Burba was on hand!*

## Creighton University Student Helps Police Track Down Hit-and-Run Suspect

Riley Barry, an intern with Creighton University Department of Public Safety, completed a map system of the university's surveillance cameras that allowed police to track down the suspect in a hit-and-run that happened on July 12.

"I'm a pretty analytical person, I like solving puzzles," Barry says. "This has been the biggest puzzle I've solved in my life, and I love it," he told the university News Center writer.

During his internship, Barry was tasked with exploring campus to find each of the 500 plus cameras and make sure they were all accounted for. He integrated this information into the security software, creating a full coverage surveillance map system of the university.

Barry's hard work paid off when officers need to locate a suspect who ran a red light and consequently hit two students using the crosswalk. Barry was able to run the investigating officers through the key video evidence so they could identify the vehicle rapidly.

"It was a great opportunity for him to take something that he learned and put it to work into something that had a real-world impact," said Mike Reiner, senior director of public safety.

Creighton University and Reiner hope that people feel safer on campus because of security upgrades like this one.

This story was adapted from a story on Creighton University News Center. 🐦



*Creighton University Department of Public Safety Intern Riley Barry*

## New Downtown Digs for University of Central Florida PD



UCF and area officials were all smiles at the ribbon-cutting for the new UCFPD downtown substation on August 16. From left to right: UCFPD Major Scott Freeman '11, OFD Chief Richard Wales, UCF Provost Elizabeth A. Dooley, Commissioner Regina Hill, Orlando Mayor Buddy Dyer, UCF Chief Carl Metzger '03 MS, Orlando PD Deputy Chief Jose Velez, Valencia College Director of Safety and Security Mike Favorit.

Officials were all smiles August 16 as they cut the ribbon on the new substation for the University of Central Florida (UCF) Police Department on the school's new downtown campus. "Partnering with the city of Orlando and Valencia has made all the difference in the world. Four years of planning have gone into creating this space, and public safety is top of mind for all of us," said UCF Police Chief Carl Metzger. "People can't live, work, study, learn, do research and teach unless they're safe and they feel safe. That's what we're passionate about at the UCF Police Department, and that's what this substation is all about."

The substation contains officers' work spaces, meetings rooms, and a soft interview room, offering a homelike environment in which victims of violent crime can speak with police.

Twelve UCFPD officers will be housed at the station and will serve as primary responders for calls at UCF-owned and managed properties, with additional support from the Orlando Police Department and an outside security company.

The new UCF Downtown campus will serve more than 7,000 students on its 15 acres; it opened in August.

This story was adapted from a story on UCFToday. 🍷



The soft interview room at UCF PD's new downtown substation.

## IU's Wayne James Earns Legends Award

Congrats to Protect IU Deputy Superintendent Wayne James (right), recipient of the Team Gary, Legends Award for outstanding contributions to his hometown Gary, Indiana, while serving at Indiana University Northwest. Gary Mayor Karen Freeman-Wilson and new Indiana University Northwest Chief Monte Davis (left) celebrated with him. Each institution is an IACLEA member.

"While policing with a purpose, he made sure the city of Gary was a priority. His hard work, partnerships, leadership, innovation and forward-thinking have had a positive impact across the state and country and have put him above the rest," said Mayor Freeman-Wilson.

"I am proud to be from this city," said James at the city council meeting August 20. "I was told at a young age by a police officer that I'd never be anything. My brother was shot when he was 15, and that inspired me to want to be a police officer. I wouldn't have earned this award, if it wasn't for this community. I will continue to emphasize community policing, de-escalation, and implicit bias training, as well as inclusivity in hiring officers. It's about recruiting the best people to do this job. And I will continue to do that."

Virtual high-five, Deputy Superintendent James! 🙌



*Deputy Superintendent Wayne James received the Legends Award from his hometown Gary, Indiana.*

## Hot Stuff: Summer CERT Training



*Baptist College Health Sciences Security personnel, community members, and faculty take a breather after the CERT training held in July.*

The Baptist College of Health Sciences Campus Security team conducted a Community Emergency Response Team (CERT) training for disaster preparedness July 13 and 20. The drill included faculty and members of the Downtown Memphis Blue Suede Brigade. The Shelby County (Tenn.) Emergency Management and Homeland Security Office led the training. The mystery man in the fire protection suit is Capt. David Nunley, of the BCHS Campus Security agency, an IACLEA member; Nunley is a volunteer CERT/EMA instructor. Safety 24/7! 🙌

## Congrats to IACLEA Members Honored on 40 Under 40 List

*IACP Recognizes Campus Law Enforcement Excellence*



Matthew Johnson

Congratulations to the two campus police leaders named to the prestigious 40 Under 40 list, that the International Association of Chiefs of Police released on September 3: Acting Assistant Chief Matthew Johnson, University of Maryland, Baltimore Police Department, and Chief Daran Dodd, Blue Ridge Community College Police Department, an IACLEA member institution.

“Dedicated to integrating the University of Maryland, Baltimore Police Department into the community, Acting Assistant Chief Matthew Johnson strives to positively represent the police profession. He has been instrumental in creating the Community Engagement Academy, giving university staff, students and faculty and members of the community an opportunity to learn more about officers’ roles in the community. Acting Assistant Chief Johnson emphasizes transparency as he and his fellow instructors teach the public about the successes, failures, and goals of the agency,” according to [iacp.org](https://www.theiacp.org).

“When Chief Daran Dodd arrived on Blue Ridge Community College’s campus, he found that there were major issues within the public safety department,” according to [iacp.org](https://www.theiacp.org). “The college was lacking a police department and needed major security upgrades for the safety of the college. Chief



Darren Dodd

Dodd recruited a highly educated and experienced team of officers who are trained in patrol techniques, crime prevention, community policing, and instructing, and he established a full-service police department. He also implemented a field training program, acquired new police technologies, and began offering community policing and educational programs that were not provided by other colleges in the area. Due to his efforts, the Blue Ridge Community College Police Department is now highly regarded by the community and local law enforcement agencies.

“Known for his servant leadership and mentorship, he strengthens his officers by providing an environment in which they can flourish and grow into officers who are able to better serve their community,” according to [iacp.org](https://www.theiacp.org).

The 40 Under 40 award winners represent men and women in diverse roles in agencies large and small in the United States, Canada, and numerous other nations.

Congratulations to all the award winners on their achievements!

To read about all the winners visit: <https://www.theiacp.org/2019-iacp-40-under-40-awardees>. 🍷

# IACLEA Member Named Canadian Security Director of the Year

*Congrats to Robert Kilfoyle, Humber University*



A hearty congratulations to Robert Kilfoyle, director of public safety and emergency management at Humber College Institute of Technology & Advanced Learning, who was named Security Director of the Year 2019 by Canadian Security magazine.

"Winning this award was quite surprising. I wasn't even aware that I had been nominated!" Kilfoyle said. "I am truly humbled by the recognition, particularly given the talent that exists in this country. I appreciate very much that I'm being recognized for my work around 'professionalizing' my department and getting my team to take certification and their own professional qualifications seriously.

"I have always been a proponent of lifelong learning and constantly striving to be better at what you do. At Humber College Public Safety our goal is to be the 'safest college in the country.' Professionalizing the team goes a long way to realizing that goal."

Kilfoyle's colleagues emphasized in their nomination of him his commitment to mentorship, loyalty, and team spirit within the department.

Kilfoyle challenged his entire administrative team (including himself) to attain a level of certification through OMMI (Ontario Municipal Managers Institute) and OACUSA (Ontario Association of College and University Security Administrators). Kilfoyle made certification part of his team's annual performance review, and he provided the means and support for each team member to achieve this goal, according to Canadian Security magazine.



*Robert Kilfoyle*

Humber College is a public institution with three campuses in Ontario, Canada.

The award will be presented October 3 at a gala luncheon in Toronto. 🍁





# IACLEA Management Services

*Campus Public Safety Expertise to Enhance Your Agency's Performance*

IACLEA's management services provide targeted expertise to efficiently chart the course to effective solutions and peak performance



## IACLEA MANAGEMENT SERVICES ASSESS

- The extent to which public safety philosophy, objectives, and operations conform to university leaders' and campus expectations.
- How an agency compares to contemporary public safety professional standards and programmatic innovations, including those required for Accreditation.

## VALUABLE FOR AGENCY LEADERS AND UNIVERSITY ADMINISTRATORS TO

- Obtain an objective, 360-assessment of public safety agencies
- Evaluate the public safety agency performance
- Plan for new safety and security initiatives
- Measure agency practices against standards and best practices
- Assess campus needs for services and resources
- Develop crisis plans and response protocols; conduct after-action reviews

IACLEA caters to colleges and universities. Drawing from a diverse pool of experienced subject-matter experts, campus law enforcement professionals, and security agency administrators, the IACLEA approach is designed to enhance public safety services while keeping costs affordable.

*IACLEA's management services provide targeted expertise to efficiently chart the course to effective solutions and peak performance*

## IACLEA offers three types of management services



### Peer Review Program (PReP)

IACLEA PReP reports provide a thorough assessment of a campus public safety agency's administration and operations, evaluated against current best practice standards. The peer review examines up to 19 areas including:

- Administrative and Technical Services
- Clery Act and Title IX
- Human Resources
- Operations and Enforcement
- Organization and Management



### Technical Assistance

IACLEA's Technical Assistance (TA) services work collaboratively with agency leaders to develop and implement cutting-edge practices and approaches to policies, practices, training programs, or public safety challenges.

IACLEA employs a flexible framework to address clients' specific needs. IACLEA presents assistance options and works with the agency to identify the approach, services, and timeframe that will best meet its needs.

IACLEA professional staff and subject matter experts work with the agency to implement changes or new initiatives and assess outcomes.



### Management and Policy Analysis Studies

IACLEA's management and policy analysis studies are comprehensive, in-depth analyses of unique campus public safety challenges.

Working closely with public safety and/or campus administrators, IACLEA assists in problem identification, provides an analytical and descriptive analysis of existing policies and programs, and then provides recommendations for formulating new initiatives, policies, and organizational strategies to meet agency goals.

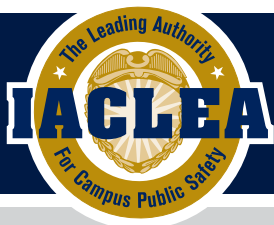
The team produces data-driven, evidence-based, and action-focused recommendations and implementation strategies that align agency strategies, policies, programs, and tactics.

**IACLEA Management Services provide tailored, affordable expertise to help member or non-member agencies succeed in campus police or public safety operations.**

**Interested in learning more about the services, fee structures, and timing? Contact:**

**Jerry Murphy**  
**Director of Professional Services**  
**202-618-4545, [jmurphy@iaclea.org](mailto:jmurphy@iaclea.org)**

**<https://www.iaclea.org/management-services>**



The International Association of Campus Law Enforcement Administrators is the largest professional association devoted to excellence in campus public safety and law enforcement.

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Media outlets turn to IACLEA for commentary and insights on events of the day. IACLEA members make news, too. See what Association spokespeople and members had to say:

## In a nation paralyzed by 'active shooter' situations, colleges have to balance informing students and curbing fear

The Philadelphia Inquirer

September 6, 2019

*This story was carried in multiple news outlets across the United States.*

**David Tedjeske, Villanova's chief of police and director of public safety**, said he authorized the alert after the school's dispatch center received a notification from 911 that a student reported shots and Radnor police were on their way. He said he assumed that if 911 found the information credible enough to dispatch police en masse, "that was good enough for me."

"If nothing else, we were going to have a lot of policemen running into a residence hall with guns drawn," Tedjeske said. "And I would rather be wrong 100 times in this instance than be wrong just once erring on the other side."

[But] **University of New Hampshire Police Chief Paul Dean, who is co-chair of the Domestic Preparedness Committee for the International Association of Campus Law Enforcement Administrators**, said 911 dispatchers on his campus are authorized to send a university-wide alert as soon as a report comes in of an active shooter.

"Villanova did absolutely the right thing, the industry standard," he said. "That is exactly how I would hope my agency would respond."

INSIDE  
HIGHER ED

## Tracking Guns and Other Dangers

September 4, 2019

The threat-assessment teams often rely on reports from students and employees through several channels either in person or online, said **Eric Plummer, chairman of the International Association of Campus Law Enforcement Administrators' Domestic Preparedness Committee**. Plummer is also associate vice president for public safety and chief of police at the University of North Dakota.

Threat-assessment groups often meet weekly or more often to discuss possible risks that have been identified and how to respond to them, Plummer said. Members of the team will decide whether certain individuals who've been flagged pose risks that warrant referral for mental health counseling on or off campus, or removal from campus.

## The Washington Post

### "Run, Hide Or Fight": False Alert Causes Panic At US University

August 21, 2019

False alarms have been reported at other universities this year, but **John Vinson, president of the International Association of Campus Law Enforcement Administrators**, an organization representing more than 4,000 public safety professionals, said such incidents are infrequent and quickly corrected. He said it is important that universities have the ability to alert large numbers of people quickly, but also crucial they have systems to reverse alerts if there is a technological error.

UB University Business

### A growing number of campus police forces have launched drone units

July/August 2019

As the technology improves and costs decrease, more campuses will likely add UAS to their campus security forces, says **Eric Plummer, chair of the domestic preparedness committee for the International Association of Campus Law Enforcement Administrators (IACLEA)**. "Until drones came along, institutions would have had to invest in helicopters or fixed-wing aircraft to have aerial support, and both are expensive to operate and maintain."

Plummer cautions administrators about the wide availability of drones. "You can't just go out to Best Buy and get shiny new equipment. You have to devote the time to keeping up the equipment, skills and knowledge to run the program."

The Journal Times  
MAKE A CONNECTION

### Are blue light phones obsolete?

### UW-Madison says benefits of safety symbol outweigh cost

July/August 2019

Across the country, institutions are weighing what to do with the call boxes, according to **John Vinson, president of the International Association of Campus Law Enforcement Administrators**, the leading authority for campus public safety.

# Mark Your Calendar

IACLEA offers numerous professional development training conferences, webinars, and seminars all year. The fees are low or complimentary for members. We hope you can participate to further your expertise and collaborate with other members. Here are important upcoming dates.

For more information or to register, visit [iaclea.org/calendar](http://iaclea.org/calendar)!



NOV  
2019

1<sup>ST</sup>



**TRAINING:** Call for Proposals Deadline for IACLEA's 2020 Annual Conference & Exposition  
Info: [iaclea.org/call-for-proposals](http://iaclea.org/call-for-proposals)



12<sup>TH</sup>



**TRAINING:** IACLEA's First-Line Supervisor Institute Early-bird Registration Deadline



DEC  
2019

11<sup>TH</sup>



**TRAINING:** Sexual Assault on Campus: A Trauma Informed Response  
Broward College, Ft. Lauderdale, Florida

## 2020



JAN  
2020

7<sup>TH</sup>-10<sup>TH</sup>



**TRAINING:** First-Line Supervisor Institute, University of Houston

27<sup>TH</sup>



**BUSINESS:** BOARD OF DIRECTORS ELECTION—*Nominations Period Opens*

27<sup>TH</sup>



**TRAINING:** Executive Development Institute Early-bird Registration Deadline



FEB  
2020

20<sup>TH</sup>



**WEBINAR:** OSU Terror Attack & Its Aftermath on the Officer



MAR  
2020

14<sup>TH</sup>



**BUSINESS:** AWARDS NOMINATION DEADLINE —  
*Nominations are open now: <https://www.iaclea.org/awards-program>*

23<sup>RD</sup>-26<sup>TH</sup>



**TRAINING:** Executive Development Institute 2020  
University of Nevada, Reno

27<sup>TH</sup>



**BUSINESS:** BOARD OF DIRECTORS ELECTION—*Voting for Board of Directors*



APR  
2020



**BUSINESS:** BOARD OF DIRECTORS ELECTION—*New Board of Directors Members Announced*



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22<sup>ND</sup>-25<sup>TH</sup>



**2020 ANNUAL CONFERENCE AND EXPOSITION**  
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2019 Industry Challenge panellists (left to right): Christopher Connolly, Michael Newton, Rob Steadman, Kristen Roman, and James C. Nawoichyk.

# 2019 Industry Challenge: Mental Health on Our College Campuses

By Robert Steadman, Region Director of Training and Development, Securitas Security Services USA



Robert Steadman

The 2019 IACLEA Annual Conference Education Committee elected to focus this year's Industry Challenge on assisting those with mental health issues on college campuses. It is imperative that we understand our role as security and law enforcement professionals when managing

this important challenge regardless of the university's size or structure.

As students work their way through post-secondary, early academia, they reflect on their past, prepare for their life ahead, and address the inherent uncertainty that comes with assuming responsibilities associated with maturity. However, during this transition to independent adulthood, these comprehensive and significant changes can have an overwhelming effect on a person's anxiety levels and well-being. With so many changes bearing down on a person in such an accelerated timeframe, a person's mental health can often be affected, yet actually seeking out treatment and/or support options is often overlooked as a source of relief. As professionals in academia,

ought we not assume at least partial responsibility and do whatever we can to help safeguard our students by supporting them when we can or finding them the help they need?

The panel of experts who addressed the questions were:

- Michael Newton, associate vice president and chief of police, Iowa State University
- Kristen Roman, associate vice chancellor and chief of police, University of Wisconsin – Madison
- Christopher Connolly, vice president, security, Harvard University/Securitas (Massachusetts)
- James C. Nawoichyk, director of campus safety and security, St. Thomas Aquinas College (New York).

I was pleased to lead the panel.

With more than 100 campus law enforcement and public safety officials present during this year's Industry Challenge session, audience participants played an overwhelmingly productive part in this discussion.

## A Reflection on the Challenge

Several theories have flourished in recent years to explain the growth of mental health concerns in colleges; they range from parenting styles to simple absence of experience and preparation, and lead to lack of resilience or coping skills. While all of these theories may have value, it is also important to reflect on available data and discuss these findings with other professionals within our industry.

This type of discussion and open forum collaboration has resulted in large-scale intervention efforts and institutional changes that have produced a cumulative, tangible, and measurable impact in higher education student stability over the last ten years. The panel acknowledged that hundreds of university and colleges have collaborated with IACLEA over the last decade to build a network of best practices, focused on the

*Continued on page 52*



goal of developing an awareness and understanding of student mental health by using the information that has been shared within the organization.

The 2019 Industry Challenge was an ambitious event that strove to address these real-world concerns by forming an eclectic board of professionals to deal with topics in a public and interactive way. Attendees both encouraged and challenged the panelists, and the resulting question-and-answer session reflected the need for that and future conversations as impactful as this.

### **The Rise of Support Animals on College Campuses**

Several topics were introduced and were discussed at length, but a few of them were far more involved than others. One of the most interesting questions, which seemed to apply to all institutions regardless of the size of the college or university, was the topic of service and emotional support animals and their applicability on campus. Panelists addressed the need for these animals while navigating the issues that some students or campuses may find objectionable.

The conversation addressed the very common issue of

identifying the variance between an Emotional Support Animal (ESA), a Service Animal, and a pet. Service Animals are the most familiar and legislated and are almost always a canine. The panel also indicated that Service Animals are almost universally accepted, since these animals not only require special training, but they fall within Americans with Disability Act (ADA) guidelines. They are needed to perform specific tasks, exclusively for the animal's owner, due to a diagnosed disability. This contrasts with Emotional Support Animals, which can be present for any number of reasons the student deems valid.

The panel identified the positive change in today's social zeitgeist when it comes to the previous stigma of mental illness. Panelists have observed firsthand that the stigma is shrinking, most notably with the college-age generation. As a result, folks who identify as having a mental/emotional illness are not only more likely to seek support and treatment, but also have no fear of misplaced, negative perceptions that can be associated with the need for an Emotional Support Animal.

### **Making Sure Our Students Receive the Help They Need**

Resources can and do vary from one campus to another. It is for this reason that all staff who interact with students must be able to properly identify students' needs and ensure that they are directed to the proper resources. This type of understanding and proactive assistance only results from the focused and applicable training for campus staff.

The panel agreed that training for all local and contract staff is absolutely necessary when assisting students. Panelists urged the importance of having a uniform understanding of why and when a particular student should be directed to campus resources for issues related to mental and emotional health concerns.

For example, if a student were to approach a contracted security guard, that officer should be well informed and able to assist the student with finding the help they need. This kind of guidance would come as a direct result of the preparation



*Iowa State University AVP and Chief of Police Michael Newton holds up a mental health safety card while addressing delegates at the 2019 Industry Challenge.*

*Continued on page 53*

and training agreed upon by the university and their security services provider. Panelists also insisted that if the student had an issue that raised certain “red flags,” the officer would be trained to know when to escalate such an incident to campus law enforcement.

Identifying some of these “red flags” comes from detailed training and review with staff, as well as with experience.

Several training options were deliberated, however, one of the more discussed topics was the concept of de-escalation.

It is essential for all staff not only to identify these “red flags,” but also to be able to approach the student in a manner that is not perceived as confrontational, as that could trigger or exacerbate the student’s anxiety. Several training programs were mentioned, including MOAB®, which is the Management of Aggressive Behavior, as well as one of IACLEA’s Corporate Partners Vistelar, which applies the Six C’s of Conflict Management.

### Lessons Learned and Future Challenges

It is not unreasonable to suggest that such a topic would make for an engaging Industry Challenge every year going forward (at least in part). This complex, dynamic, and ever-changing atmosphere will require a consistent and thoughtful approach to meet the varying needs of students on a regular basis. The panel agreed that despite everything currently being done, additional efforts will be needed in the future. Campus law enforcement and security teams must employ an adaptive view to efforts to ensure that we are creating an environment that meets the goals we have set for ourselves in providing meaningful assistance to the student body. Security and law enforcement divisions are often viewed through a lens of compliance and resulting confrontation, however the panel recognized that it is our collective responsibility to own the image we choose to project to the campus community and to take the necessary steps to form a perceived image of real, positive outreach and as a support resource.

Communications between campus departments and resources are essential to assisting students with the issues they are experiencing. Meetings, weekly calls, or even posted resources on collaborative message boards are all

methods used by campuses, regardless of size or structure. Accountability for assisting students shouldn’t emanate solely as top-down instructions from campus leadership but be engendered among all staff. Our respective staff members should be trained to the same common standards, but also key are any changes to procedure and protocols being addressed expeditiously with all staff who have student contact.

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*Panelists urged the importance of having a uniform understanding of why and when a particular student should be directed to campus resources for issues related to mental and emotional health concerns..*

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Future Industry Challenges will give campus law enforcement and security professionals an opportunity to share ideas,

embrace change, and offer solutions to the pressing problems we face in our realm. Having the knowledge, experiences, participation, and commitment from members of such a dynamic association as IALCEA is paramount when considering next steps in our industry. As a sponsor we are proud to partner with IALCEA and look forward to advancing all of our common goals with IACLEA members at the next Industry Challenge. 🍷

### About the Sponsor

#### Securitas Security Services USA, Inc.

As a Corporate Partner of IACLEA since 2008, Securitas USA has demonstrated a strong commitment to support campus public safety and offers a wide variety of campus public safety services. Through this partnership, Securitas advocates continued support of the organization by sponsoring the Industry Challenge Session at the 2019 Annual Conference in Vancouver, Canada.

Securitas is the most locally focused security company in North America and across the globe. In North America, Securitas has more than 700 local district managers and approximately 109,000 security officers who provide unmatched security solutions to meet the specific needs of hundreds of higher educational campuses. Securitas’ core business is uniformed security services and focuses on supporting the unique needs of college and university campuses across the globe. Securitas service offerings include specialized guarding, mobile security services, remote guarding, and risk management.



# Benefits of NIBRS for Colleges and Universities

By Lynn A. Addington and Jeffrey Fisher

All law enforcement agencies need accurate crime data, but data is particularly relevant for college and university law enforcement and public safety departments that serve a variety of interests and require crime data to support their constituencies.



Lynn A. Addington

The National Incident-Based Reporting System (NIBRS) was developed to provide more detailed crime statistics that can benefit a range of law enforcement agencies, including campus law enforcement and public safety departments.

In January 2021, the Federal Bureau of Investigation (FBI) will transition its Uniform Crime Reporting (UCR) Program to collect crime data only through NIBRS. This transition no doubt will take time and effort by local agencies. When participation in NIBRS is representative of law enforcement across the nation, it will be a vastly superior system of nationwide crime data and can potentially benefit all law enforcement agencies. The FBI urges all law enforcement agencies and major law enforcement associations to be prepared to benefit from this transition, including colleges and universities with law enforcement functions.

## Why Change UCR from its Summary Reporting System?

Through the 1920s, the United States did not have a comprehensive system for collecting and publishing crime statistics. The International Association of Chiefs of Police



Jeffery Fisher

(IACP) sought to change this by pioneering a new publication of American crime statistics. In 1929, the IACP enlisted the participation of law enforcement agencies in 400 cities representing 20 million people across 43 states to collect crime statistics on seven criminal offenses:

murder and non-negligent manslaughter, rape, robbery, aggravated assault, burglary, larceny-theft, and motor vehicle theft. The IACP published the results of this first large study of American crime rates in 1930. That same year, the United States Congress enacted legislation authorizing the attorney general to collect this data. The attorney general directed the FBI to administer this program, which became the UCR Program.<sup>1</sup> The UCR Program's new data collection was called the Summary Reporting System (SRS). Each year the FBI has published the SRS data in *Crime in the United States*. Over the decades, participation in UCR has increased to include 16,655 agencies as of 2017.<sup>2</sup>

Because of the limitations of compiling data before electronic computers, the FBI needed to keep the system quite simple. In the 1930s, only aggregate counts of crime data could be collected. To facilitate this count, certain data collection rules needed to be established. One is the Hierarchy Rule, which dictated that each criminal incident would have only the one most serious offense counted. For example, if a murder and

*Continued on page 55*

a robbery happened in the same incident, only the murder would be counted. This rule was a technical necessity, but it also created an unavoidable flaw with the data: While the more serious crimes are counted more

completely, the data for the less serious crimes are less complete.<sup>3</sup> Also, offenses not included in SRS—including some serious ones like kidnapping—were not directly counted at all. (Instead, since its inception in 1930, SRS has counted kidnappings indirectly in an All Other Offenses category along with such miscellaneous crimes as “unlawful disinterment of the dead” and “violation of quarantine.”<sup>4</sup>) Lastly, SRS did not collect incident-related details like time of day, offender characteristics, or type of location for most offenses.

Despite its limitations, SRS has served our nation for decades as the primary means for measuring crime from police data. And the FBI, in accordance with federal law and in collaboration with law enforcement agencies and organizations, has improved SRS in several major ways since 1930. In 1979, arson was added.

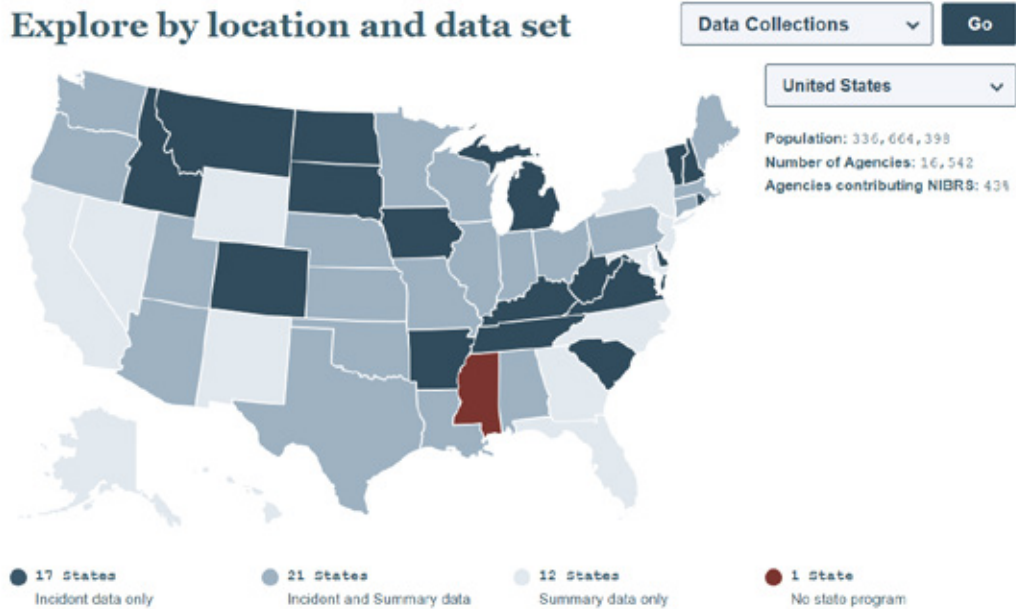
Then in 2013, SRS began to include human trafficking/commercial sex acts and human trafficking/involuntary servitude.<sup>5</sup> Now, the SRS also collects some incident-related details like weapon usage for some SRS offenses, as well as arrest data on some “Part II” offenses like fraud and vandalism, in addition to the ten main “Part I” offenses.

These improvements have made SRS more useful, but SRS

is still mainly limited to being a tally of crime counts, giving a simple quantitative measure of how many crimes occur. This information is beneficial for measuring crime trends, but it lacks the detail to really understand and address crime.

### Benefits of NIBRS for Campus

NIBRS was developed to address the limitations of the SRS collection, the nation’s needs for greater details for crime



data, and

improvements in technology. Examples of differences in NIBRS include:

- Expanding coverage of crimes to 52 “Group A” offenses (which include offenses known to police and arrests) and 10 “Group B” arrests
- Collecting details for each crime incident, captured as up to 58 data elements per offense such as location type, weapon, bias motivation, and victim and offender demographics
- Counting up to ten offenses per criminal incident, eliminating the Hierarchy Rule, and capturing a more accurate count of crimes
- Providing agencies with a mechanism to update previously submitted incident reports, so agencies can modify, delete, or add information to correct errors in a report or reflect changing facts<sup>6</sup>

Unlike the SRS crime data, NIBRS allows flexibility to provide greater insights about crime patterns that can be tailored to the

needs of campus law enforcement and public safety. For example, NIBRS can provide details about sexual assaults that include

locations, victim-offender relationships, and weapons. NIBRS can also answer questions about drug crimes, crimes in which alcohol is used, and details for property crime.

NIBRS provides opportunities for campus law enforcement and university researchers to identify crime trends as well as opportunities for evidence-based prevention strategies. For example, a university researcher might use NIBRS to answer

*During the 2018–19 academic year, we transported more than 520,000 passengers. With our Safe Ride program, we have seen a 50-percent increase in passengers since the adoption of on-demand software.*

Continued on page 56

the question, “What kinds of drug usage are prevalent in acquaintance rapes at colleges and universities?” Armed with this kind of insight from NIBRS data, universities might then be able to strategically reduce sex crimes by targeting drug usage.

The FBI is also developing tools for law enforcement to produce their own customized crime reports. One tool is the Crime Data Explorer, which is an online, dynamic, interactive data tool that provides downloadable datasets and data visualizations. The Crime Data Explorer includes both NIBRS and SRS data.<sup>7</sup>

Crime Data Explorer is an interactive portal for accessing NIBRS and other UCR data

### Successful Case Study: One University's Experience with NIBRS

Already, hundreds of colleges and universities have transitioned to NIBRS to exploit its potential benefits. The University of Wisconsin-Whitewater (UW-W), an IACLEA member, is one institution that is seeing the benefits from its decision to invest in the NIBRS data collection.

About three years ago, UW-W decided to switch to Incident-Based Reporting (IBR) by purchasing commercial “off-the-shelf” Records Management System (RMS) software that would be compatible with both NIBRS and the Wisconsin Incident-Based Reporting System (WIBRS). Deployed in 2005, WIBRS is Wisconsin’s own state-specific version of NIBRS.<sup>8</sup> UW-W did not find the transition expensive, because it made certain its new RMS had both NIBRS and WIBRS compatibilities. To make certain the university’s transition was complementary with state and federal government activities, the university notified the state and federal UCR programs of the transition.

UW-W did encounter one challenge: With its greater capacity for gathering data, the new system was also more complex. The university provided officers additional training on NIBRS to successfully deal with the increased complexity.

In fact, the greater complexity of NIBRS data delivered many more benefits than challenges. As Matthew Kiederlen, chief of police of UW-W, states, the university can now “drill down” to more detailed levels of understanding crime. The university also now has a better understanding of many more kinds of crimes than the few major ones counted by SRS. Kiederlen is also a proponent of using NIBRS as a mechanism for understanding data reported under the Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act, which requires universities and colleges to compile statistics about sexual and domestic violence.<sup>9</sup>

Kiederlen realizes the potential cost and complexity can make colleges and universities reluctant to transition to NIBRS. For schools considering NIBRS transition, Kiederlen recommends a positive approach. “Change is hard,” Kiederlen says. “The key is to be supportive. Once we make the transition, we will see more benefits than negatives.”<sup>10</sup>

### Getting More Information

Those wishing to learn more about NIBRS can visit the FBI’s NIBRS webpage to find NIBRS-related news, articles, technical documentation, and more.<sup>11</sup> University police departments wishing to participate in NIBRS can contact the FBI for guidance by email at UCR-NIBRS@fbi.gov or by phone at 304-625-9999.

### About the Authors

Lynn A. Addington is a professor in the Department of Justice, Law and Criminology at American University in Washington, DC. She earned her doctorate in criminal justice from the State University of New York at Albany and her JD from the University of Pennsylvania Law School. Her research focuses on violent victimization and the use of national crime statistics, including data from the UCR Program.

Jeffrey Fisher is a writer-editor with the FBI’s UCR Program. He has a master’s of science degree from West Virginia University, and he has worked for the FBI for 22 years as a forensics expert, manager, and writer. He has contributed to development, outreach, and publication efforts for FBI programs such as the National Use-of-Force Data Collection, SRS, Law Enforcement Officers Killed and Assaulted, and NIBRS. 🍷

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<sup>9</sup> Violence Against Women Act, 34 CFR Part 668 (U.S. Department of Education, October 20, 2014), 1.

<sup>10</sup> Matthew Kiederlen, Chief of Police, University of Wisconsin-Whitewater (May 28, 2018), phone interview.

<sup>11</sup> FBI, “Services: National Incident-Based Reporting System (NIBRS),” Department of Justice (Clarksburg, WV: 2018).



# Are Officers Getting Enough Physical Training for Non-Lethal Force? A Police Perceptions Study

By Jeremy M. Butler, MS, and Steven J. Petruzzello, PhD, University of Illinois at Urbana-Champaign, Department of Kinesiology and Community Health. Butler is a police officer at Illinois State University Police Department (since 2013) and a use-of-force and control tactics instructor.

Police use of force has been an area of frequent controversy and debate throughout the United States among civilians, the media, and law enforcement agencies for many years. According to the U.S. Department of Justice (2017), 554,658 police officers were assaulted in the United States between 2007 and 2016. Of these assaults, 444,741 (~80%) were carried out using personal weapons (i.e., hands, fists, or feet), which generally require the officer to use non-lethal force options. Non-lethal, or less-lethal force, involves options used when deadly force is not warranted (National Consensus Policy on Use of Force, 2017).

While police officers receive physical conditioning, defensive tactics skills, and tools in the training academy to handle situations that require force, there is some contention as to whether this training is adequately maintained throughout the officer's career. The state of Illinois requires police officers to complete annual, scenario-based, use-of-force training (50 ILCS 705/7), but the law does not specify the details of the training requirements. This presents the possibility of agencies providing inadequate training opportunities, specifically in the area of defensive tactics, most likely due to budgetary concerns and perceived injury risks.

Alternatively, considering the liability concerns associated with non-lethal, use-of-force encounters (e.g., lawsuits, injuries to officers, etc.), some departments opt to hold additional in-service training throughout the year while others rely on training opportunities offered through the state via their area Mobile Team Units (MTU). To examine officers' opinions, we conducted a study evaluating officers' perceptions of the quality of the training offered through the state, departmental in-service use-of-force trainings, as well as their perceived confidence in protecting themselves using defensive tactics.



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## Participants

Sixty-one police officers of approximately 200 eligible participants from four agencies in central Illinois completed the online survey. Officers whose regular job responsibilities required the possibility of force applications (i.e., non-administrative

positions) were eligible to complete the survey. The agencies represented include two municipal agencies, a county agency, and a university police department. All participants were provided an electronic informed consent advising that their participation was completely voluntary and their individual responses would be kept confidential and not be associated with them in any way.

## Survey Instrument

The survey consisted of 16 questions including: demographic information; 5-point Likert scale questions addressing the frequency of training in both firearms and non-lethal force options on the officer's own time; officers' perception of whether they should receive more non-lethal force training and their feelings regarding the role of fitness in use-of-force training; satisfaction with the quality and quantity of both the state-mandated training and departmental training; and their perceptions of their ability to protect themselves. The survey concluded with questions addressing officers' willingness to participate in additional department training, if offered, and suggestions for improving the quality of non-lethal force training in their department. The University's Institutional Review Board approved the study prior to any data collection.

## Descriptive Data

Table 1 presents basic descriptive data of the participant sample. Regarding the effect of police experience, gender, agency, and age group on the officers' perceptions of non-lethal force training, none of the perceptions were

*Continued on page 58*

significantly influenced by these variables. Due to disparities in representation from each department, the results were not compared between agencies.

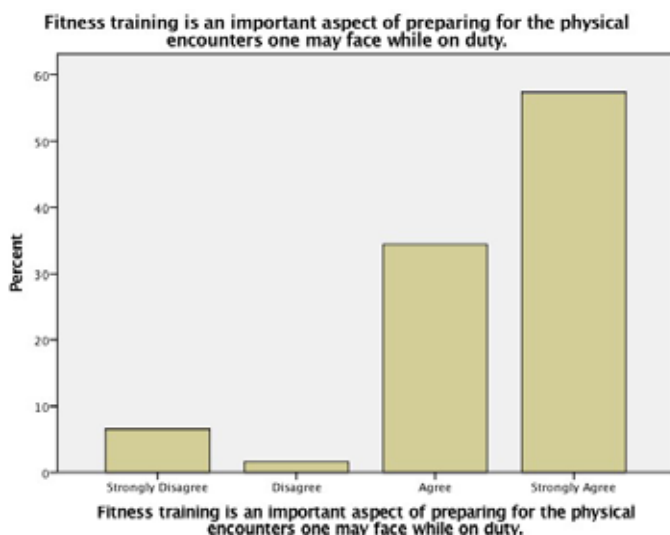
Gender	Age Group	Experience (Years)	Type of Agency
Male (n=52) 86.7%	Under 35 (n=21) 35.6%	Less than 1 (n=4) 6.6%	Municipalities (n=35) 57.3%
Female (n=8) 13.3%	35 and over (n=38) 64.4%	1 to less than 5 (n=9) 14.8%	County (n=11) 18%
Not reported (n=1)	Missing Data (n=2)	5 to less than 10 (n=10) 16.4%	University (n=15) 24.6%
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**Key Findings**

- The desire for more frequent training was the most prominent suggestion.
  - 44.3% of officers expressed dissatisfaction with the amount of departmental training.
  - 37.7% of officers expressed dissatisfaction with the amount of state mandated training.
- 98.4% of officers indicated they would participate in more non-lethal force training if offered by their department.
- Agencies should consider developing consistent programming opportunities for officers that incorporate a dual benefit of fitness and defensive tactics training.

**Perceptions of Quality and Quantity of Training**

The results of the study indicated that 31% of officers perceived a need for better training through their MTUs and 28% perceived a need for better training through their departments. These perceptions were also positively correlated, indicating those who were dissatisfied with MTU training were also dissatisfied with their department training. A total of 44.3% of officers expressed dissatisfaction (either dissatisfied or very dissatisfied) with the amount of departmental non-lethal force training they receive, while 37.7% expressed dissatisfaction with the amount of state-mandated training.



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**Perceptions of Fitness Training**

Officers expressed strong values for the role of fitness in use-of-force situations. In terms of incorporating fitness into training, more than 70% of officers felt fitness training should be part of their use-of-force training. Additionally, more than 90% felt it was important in preparing for use of force encounters. See figures 1 and 2 below.

This lends insight for future law enforcement training programs to incorporate fitness, preferably functional activities that relate to police-specific tasks, into their curricula. Also, since perceptions about fitness being addressed in non-lethal force training were negatively associated with satisfaction with the quantity and quality of department training, agencies may consider programs that incorporate a dual fitness benefit using defensive tactics techniques. Increasing the repetition and pace of the techniques practiced is one of many ways this could be accomplished.

**Frequency of Firearms Training, Non-Lethal Force Training, and Self-Defense Efficacy**

Thirty-one percent of participants engaged in regular firearms training on their own time, while only 11.5% regularly engaged in non-lethal force training. When asked about their perceived ability to protect themselves using defensive tactics (i.e., self-defense efficacy), 65.6% of participants indicated they perceived their abilities to be good or very good, while 31.1% perceived their abilities to be fair. Positive correlations were found

Continued on page 59

between self-defense efficacy and frequency of engagement in non-lethal force training, which indicates that those who frequently engaged in non-lethal force training tended to be more confident in their self-defense abilities.

The emphasis on the use of firearms in law enforcement has been theorized to be a result of a police subculture that accentuates the perceived dangerousness of society. Some researchers have even made connections between this mindset and emphasis on deadly force training over non-lethal training to police shootings of unarmed suspects (Maskaly & Donner, 2015). However, complacency in preparation and awareness of the possibility of engaging in deadly force encounters while in law enforcement is certainly not logical. While officers must take all reasonable measures to ensure their safety during encounters with the public, it would be advisable to have a balance, or even a stronger emphasis on non-lethal force training. This perspective is supported by the fact that officers are significantly more likely to have these encounters.

### Suggestions for Additional Training

Perhaps the most prominent result was that nearly all (98.4%) participants expressed they would participate in more non-lethal force training within their department if offered. Thirty-five respondents offered suggestions for improving the quality of the training offered through their departments. The tactics suggested fell into the following common themes:

- providing officers with more frequent training (20 out of 35 comments);
- providing alternative training options, with grappling/ground defense being the most consistently recommended;
- incorporating fitness training;
- making changes and including more non-lethal weapons training; and
- including more scenarios within the training.

Officers also offered valuable insight into what such future training programs should entail. The most commonly cited suggestion was to offer more frequent training. In a study by Ellifritz (2013), the majority of officers mentioned overtime and scheduling as issues affecting the amount of training they receive. To mitigate these factors, one officer suggested, "Setting apart a couple hours on shift once a month for training." While these suggestions certainly depend on the standard volume of calls for service within a shift, it may be a reasonable option when officers have days or nights when they are less busy. Another officer encouraged a similar idea by incorporating training during shift briefings. The officer stated,

"...these (use-of-force incidents) are low-frequency, high-liability events. They should be high-frequency training subjects. That could be accomplished via shift briefings on a quarterly schedule, at a minimum."

One officer suggested introducing "incentives" to maintain physical health. This idea may save departments money because incentives may motivate officers to work hard outside of work. Additionally, utilizing grappling-based training methods, as suggested by several participants, may have the dual effect of helping officers to become more physically fit (or to maintain their fitness) while also developing the skills necessary to protect themselves in a non-lethal force encounter. Perhaps the largest benefit of grappling-based training is that officers develop the ability and confidence to subdue an aggressive subject and escape from disadvantageous positions if taken down while minimizing damage to both individuals.

### Implications

Though these results are based on a relatively small sample, the results still provide valuable insight into how some officers feel about their training and methods for improving such training. The findings in this study not only provide direction for the type of training officers want and need, but also steps that may be taken to initiate change. 🍌

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