

UPSOC Attending:

UPSOC Absent:

UPSOC Staff:

Michael Alexander  
Thomas Luckett  
Julie Caron - Co-chair  
Jill Townley  
Luis Balderas-Villagrana  
Shirley Jackson  
Marci Jackson  
Clint Culpepper  
Andres Guzman  
Constantin Severe  
Jay Auslander

Teresa Niedermeyer  
Mark Wubbold

UPSOC Guests:

Chief Joe Schilling

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**University Public Safety Oversight Committee (UPSOC) – November 15, 2019**

**Convened:** 1:01 pm

**Topic:** Welcome and review of meeting notes

**Discussion:** Quorum achieved; the October 11, 2019 meeting notes were approved as written.

**Action:** Staff to post meeting notes to UPSOC website

**Topic:** Chief Schilling’s Update

**Discussion:** The new Student Safety Ambassador positions are already posted. So far, there have been seven applicants. The job notice is posted to Handshake, the jobs platform used by Career Services. Targeted outreach has gone to the following departments: Psychology, Criminal Justice, and Sociology. Additional efforts will be made to connect with other key units such as SALP, ASPSU, the Resource and Cultural Centers, and the Vanguard.

Student Safety Ambassadors will receive 30 hours of training before they can patrol. Students hired as ambassadors are to adhere to their section of the CPSO field manual. Student Ambassadors will be hired in two rounds: five immediately, and five more in March. Ambassadors will wear distinctive fluorescent green vests with “Student Safety Ambassador” on the back to distinguish them from officers. UPSOC members had questions about Student Safety Ambassador hirings for the Chief:

**Q.** Will CPSO be hiring Undergraduate Students, Graduate Students, or both? **A.** Both

**Q.** Will students be paid through federal work study? **A.** No

**Discussion:** In other CPSO hiring developments, the Chief shared the following:

- Two candidates for dispatch positions are making their way through the hiring process.
- Two candidates for sworn police positions have successfully completed their psychological and medical evaluations and are on track for job offers.
- Three candidates for public safety officers are in the process of completing their psychological and medical evaluations and CPSO should know within two weeks how they did, and if they are still on track for job offers.
- CPSO has posted the new Director of physical safety position.
- CPSO is also hiring a new employee to oversee record retention and Clery data collection.
- The next round of recruitments for sworn officers will start the beginning of January, 2020.

**Topic:** UPSOC Sub Committees

**Discussion:** The Chair suggested UPSOC form three subcommittees: one to review the Student Safety Ambassador job description, manual and training procedures, one to review finalists for CPSO hiring positions, and one to review the field manual for new hires. The Safety Ambassador Subcommittee will be Jackson, Luckett, Townley and Balderas-Villagrana. The Hiring Subcommittee will be Luckett, Guzman, Alexander, Caron and Culpepper. The field manual review team will be Culpepper, Guzman and Wubbold.

UPSOC members who have served on prior hiring review committees had the following questions for the Chief:

**Q.** Why did the number of sworn police applicants drop from five to two? What did the hiring subcommittee miss in their evaluation that would have caused applicants to fail their psychological evaluations? **A.** The doctors doing the psyche evaluation base their judgements on 12 criteria, any of which could have been cause for failing the applicant.

**Q.** Can the subcommittee see these criteria, so they know what to look for next time...or....can they know which of the 12 criteria the current group of applicants failed on?

**A.** The psychological evaluations are done by independent contractors and not subject to CPSO oversight.

**Q.** Can an applicant that has failed the psyche in another jurisdiction still apply for PSU? **A.** Yes

**Q.** Will the student security employees already employed by CPSO to provide concierge services in some PSU buildings (i.e. Maurine and Richard Neuberger Building) be subject to the same oversight as the new Student Safety Ambassadors? **A.** Yes

**Topic:** UPSOC recruiting

**Discussion:** UPSOC will begin recruiting over the Christmas break and will push to get the applications out before January. At a minimum, recruiting notices will be posted in Currently, Virtual Viking, and the Vanguard.

**Action:** Staff to bring the applications used for the last round of recruiting to the December UPSOC meeting.

**Discussion:** President Percy wants an ASPSU member to join UPSOC as soon as possible. To that end, Joshua Childs of ASPSU attended this meeting to discuss representation on UPSOC. He shared that ASPSU has not appointed anyone to serve on the committee, but that he was willing to serve on an interim basis until ASPSU President Violet Gibson appoints a permanent member. During subsequent discussion with President Gibson, the UPSOC Chair determined that Childs was a suitable candidate for UPSOC. Through an email vote of the committee and with the President's approval, Childs was made a member of UPSOC and will represent ASPSU.

**Adjourned:** 3:05pm