

UPSOC Attending:

Michael Alexander- Co-chair  
 Marcy Hunt- Co-chair  
 Clint Culpepper  
 Keith Kaufman (by phone)  
 Constantin Severe  
 Thomas Lockett  
 Lisa Hawash  
 Jay Auslander  
 Shirley Jackson  
 Dana Walton-Macaulay  
 Jill Townley  
 Anastasia Amsden  
 Luis Baldera-Villagrana  
 Andres Guzman

UPSOC Absent:

Willie Halliburton

UPSOC Staff:

Cathy Kirchner  
 Mark Wubbold

UPSOC Guests:

Kevin Reynolds  
 Chief Tanksley  
 Sergeant Schilling

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**Campus Public Safety Committee (UPSOC) – February 15, 2019**

**Convened:** 1:01 pm

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

**Discussion:** UPSOC members approved the January 18, 2019 meeting notes as written.

**Action:** Staff will post the meeting notes to the UPSOC website.

**Topic:** Continuing Education Presentation on CPSO Hiring Process

**Discussion:** Sergeant Schilling provided an overview of the process for hiring new CPSO officers to UPSOC. The hiring process is quite extensive, time consuming, and has several steps. Step one determines the basic aptitude of candidates for employment as police officers and involves a written exam (ERGOMetrics Exam) and physical test (ORPAT). Step two is an on campus interview with Search Committee and results in a shortened list of candidates the committee feels can be successful at PSU as CPSO officers. Step three is an interview with UPSOC subcommittee and the Chief of Police (separate interviews) with UPSOC recommendations of whom to advance to step four. These finalists will have a complete background check completed by National Testing Network investigator and if they pass the background, will have a psychological evaluation and if they

pass the psychological evaluation, a final medical exam. The CPSO Chief makes the final selection.

If the final candidates complete all of the above steps successfully, they are considered for employment by the CPSO Chief on a probationary status. The probationary officer is enrolled in a 16-week Department of Public Safety Standards Training (DPSST) Academy. Upon graduation, the probationary officer enter the Field Training and Evaluation Program (FTEP). Upon completion of the 18-month probationary status (which includes 20 weeks of campus patrol by car under the supervision of a mentor, from whom they receive a daily performance review and then an additional 9 months of mentorship and with weekly performance reviews), the officer is assigned to regular status.

UPSOC members had several questions about the hiring process, including:

Q. Since the hiring process is so extensive and expensive, is there a value in hiring multiple officers?

A. CPSO has only so many qualified officers who can supervise/provide training, so capacity is an issue.

Q. Does CPSO hire retired or retiring officers?

A. This is called a lateral hire and is something PSU has done. However, it only shortens the hiring process by the 16 week DPSST training (since the officers are already certified). The officers still have to go through all of the PSU specific trainings and the hiring process.

Q. Can individuals convicted of a crime become PSU officers?

A. With adoption of HB3025, Oregon has been added to a growing list of states that have adopted a “ban the box” law which prevents employers from discriminating against applicants for solely having a criminal conviction. This gives the CPSO Chief discretion in the hiring process.

Q. What happens if an applicant is hired, successfully completes training, becomes a sworn officer and then leaves CPSO for another job?

A. Entry level officers must agree to stay with the organization that has incurred the cost to train them for at least three years. If they leave before that and take a position with another police agency, that agency has to reimburse PSU for the cost of the officer’s training.

**Topic:** Margolis Healy report update

**Discussion:** PSU should be receiving the Margolis Healy report soon. When the report arrives, UPSOC members will have an opportunity to confidentially review the report before it is discussed at the special Board meeting on March 7.

**Topic:** Campus Safety

**Discussion:** Kevin Reynolds and Chief Tanksley presented to UPSOC on recent safety incidents that have influenced student perception of safety on campus. Kevin and Chief Tanksley expressed concern at the number and significance of recent safety incidents. Although they anticipate significant recommendations from MH about campus safety, they are also seeking the advice of UPSOC members about how to improve campus safety. Two of the concerns highlighted were: (1) safety in the Smith Student Union and (2) access control issues in the basement corridors between Smith, Lincoln and Neuberger. Students have expressed particular concerns with non-affiliated persons “camping” in the public areas of Smith, Lincoln and Neuberger and making those spaces feel less safe.

**Action:** Staff to share national APLU Campus Safety report featuring the work of UPSOC member Keith Kaufman with the committee.

**Action:** Co-chairs to invite Directors of PSU’s new Homelessness and Research and Action Collaborative to facilitate a discussion on this topic with UPSOC sometime during spring term.

**Adjourned:** 2:55 pm