

UPSOC Attending:

Michael Alexander
Thomas Lockett
Julie Caron - Chair
Luis Balderas-Villagrana
Clint Culpepper
Andres Guzman
Shirley Jackson
Antonio Recillas
Amy Ruff
Michael Walsh
Christopher Carey
Yolonda Salquiero
Dana-Walton-Macauley
Jill Townley
Jay Auslander
Joshua Childs

UPSOC Absent:

Marci Jackson
Constantin Severe

UPSOC Staff:

Teresa Niedermeyer
Mark Wubbold

Guest:

Joe Schilling

University Public Safety Oversight Committee (UPSOC) – April 17, 2020

Convened: 1:01 pm (via Zoom)

Topic: Review of meeting notes.

Discussion: The March 20, 2020 meeting notes were approved as written.

Action: Staff to post meeting notes to UPSOC website

Topic: Charter Revisions

Discussion: In order for UPSOC to work effectively, it will need to create several subcommittees. The UPSOC charter needs to be revised to increase membership and enable these subcommittees. A motion was brought to increase UPSOC membership from 13 to 19 members.

Action: The motion carried unanimously. The revised charter will be uploaded to the UPSOC website and replace the previous version.

Topic: CPSO Chief's Update

Discussion: Chief Schilling shared his monthly update on the following issues: policy, personnel, working with COVID and building access:

Policy - The Daigle Law Group has been hired to provide a complete review of existing policies. The review and rewrite process should be completed within eight months and will include recommendations for updates and new policies (i.e. a de-escalation policy)

Personnel -

- The physical security manager position should be filled by the end of April.
- The lateral sworn officer applicant successfully completed their background check and will move on in the review process.
- The two officers at state training (closed due to COVID) have been moved to field training and are now in their second week.
- Two more sworn officer positions have been posted.
- One safety officer position has been posted.
- Two safety ambassador positions have been posted.
- Due to budget constraints, CPSO will have eight sworn and eight public safety officers, rather than the planned 10 each.

Working with COVID and Building Access -

- The campus is now on card access. There have been an average of 500 access entries per day since the Governor's shelter in place order.
- Graduate students who need it, continue to have 24/7 card access.
- With few people on campus, CPSO is spending most of its time focused on building and access security.
- Officers are wearing N95 masks at all times and a local distillery has been providing CPSO with hand sanitizer.

Topic: CPSO Presentation on Manuals and Manual Trainings, Use of Force and De-Escalation

Discussion: CPSO's manuals are used in field training. They prepare officers to:

- Demonstrate and validate the skills officers acquire during training while satisfying the field manual requirements for DPSST.
- Documents demonstrable skills and expertise.
- Enables CPSO to quantify officer trainings.
- The state allows our officers 50 hours of credit for completing field training.

- Manual goes hand in hand with the actual training itself. Over the 20 weeks it takes to complete the field training, trainees and trainers are signing off on something in the manual every day.
- The field manual is a written record of all the skills officers need to be successful.
- The field manual is predicated on the policy manual; there is a policy on training.

Discussion: UPSOC members had several questions about the field manuals, including:

- Q. Can you tell us more about how CPSO differentiates the field manuals for sworn and public safety officers from the manual for student ambassadors.
 - A. Although all of the manuals share common elements, they differ based on the job description.
- Q. The student ambassador manual UPSOC members reviewed treated students like sworn and public safety officers alike when it came to the police code of conduct. Shouldn't student ambassadors be subject to PSU's student code of conduct?
 - A. The student ambassador field manual is being rewritten and the revised version will apply the student code of conduct. Also, because the work of student ambassadors differs greatly from sworn and public safety officers, there will be policies specifically for them.

Action: UPSOC's Training and Manuals subcommittee will review the revised student ambassador's field manual once it is completed.

Topic: Survey Results and Subcommittee Assignments

Discussion: UPSOC members completed an online survey in which they were asked to rank their preferences for Subcommittee Assignments. There are to be five review subcommittees: Training and Manuals, Policy, Incident Review, Hiring, and CPSO's Annual Board Report. The survey resulted in an even distribution with UPSOC typically being placed in their first or second choice subcommittee. One of the subcommittee (Hiring Review) will begin its work at the end of April and first week of May. The other four subcommittees will convene as the work requires. Each subcommittee will choose a lead to liaise with the UPSOC chair. Where necessary (i.e. Incident Review) subcommittee members will receive targeted training to help prepare them for the work.

Action: Staff will work with subcommittee leads to schedule meetings. Leads - work with Teresa on scheduling.

Action: UPSOC Chair will send out the proposed subcommittee rosters. UPSOC members will verify their preferences before the next full meeting.

Topic: Equity Lens Training Planning

Action: Lisa Hawash will provide the Equity Lens training at the full UPSOC meeting on May 15.

Other Business: The Confidentiality Agreement has been completed. It will be reviewed by the UPSOC Chair before going to each committee member and staff for signing.

Adjourned: 3:07 pm