

UPSOC Attending:

Michael Alexander
Thomas Lockett
Julie Caron – Co-Chair
Yolonda Salguiero – Co-Chair
Zachary Mettler
Michael Walsh
Jill Townley
Dana Walton-Macaulay
Amy Ruff
Jay Auslander
Michael J. Smith
Don Mueller

UPSOC Absent:

Eduardo Chavez - Solis
Constantin Severe
Christopher Carey

UPSOC Staff:

Teresa Niedermeyer
Mark Wubbold

Guests:

Chief Halliburton
Maniel Padilla - RCSC
Amy Delahanty - RCSC
Vicki Reitenauer - RCSC

University Public Safety Oversight Committee (UPSOC) – November 18, 2021

Convened: 3:02 pm (via Zoom)

Topic: Vote for new Co-chair

Discussion: With Yolanda Salguiero leaving PSU, UPSOC needs a new co-chair. UPSOC member Mike Walsh formally requested consideration for the position. UPSOC members had the following questions for candidate Walsh:

Q: Does he have the time to do this?

A: Yes. He is busy, but the work of UPSOC is very important to him.

Q: As the co-chair, would Walsh be more focused on UPSOC’s duties as defined in its charter....or on safety writ large.... as it is being considered by the RCSC committee?

A: UPSOC oversight (as defined by the UPSOC charter) would be his first priority but suggested an Ad Hoc committee, similar to the Implementation Advisory Committee (IAC), could be formed in UPSOC to address implementation of the RCSC recommendations. Once that work is done, the Ad Hoc group could dissolve back into the main body of UPSOC.

Action: The motion to approve Mike Walsh as UPSOC’s new co-chair was approved unanimously. Julie Caron will email President Percy to inform of UPSOC’s approval of Mike Walsh as co-Chair and request his approval. After the President’s approval, staff will update the UPSOC roster to reflect this change.

Topic: Review of meeting notes

Discussion: The October 21, 2021 meeting notes were approved as amended.

Action: Add “members” to the first line on P. 2 and post the notes as amended to the UPSOC website.

Topic: Chief’s Report

Discussion: Chief Halliburton shared “Adam Union” (directive to arm) incidents. There have been eight since Sept. 9, 2021. Chief summarized each event and explained that Adam Union calls were made when the Chief (or the senior duty officer) determined that an incident involved weapons, PPB was called but their response was slow. When this happened, CPSO officers were told to arm themselves to respond to the situation. UPSOC members had the following questions about Adam Union calls:

Q. How quickly are your officers able to respond when you declare an Adam Union event?

A. Typically, it has taken about five minutes for my officers to retrieve their guns before the gun storage policy was changed. Now they are able to store their guns in their car lockers when they are on patrol.

Q. Have Adam Union calls been faster now that officers patrol with them in their cars?

A. Yes. Much faster.

Q. How much time must pass after contacting PPB before you decide their response time is too slow and declare an Adam Union event?

A. For each incident, the dispatch board shows how much time it is likely to take PPB to respond based on their call load. The Chief makes the decision to Adam Union based on their analysis of the PPB case loads and response times they are seeing on the board.

Q. Has a mental health professional been called to any of the Adam Union calls?

A. Not yet. This is because the incidents have to be prolonged in order to get mental health professionals on the scene. None of the eight since Sept. have been. However, CPSO has called mental professionals from Project Response to help with other non-Adam Union calls that involved an individual experiencing a mental crisis.

Topic: Update on CPSO Personnel

Discussion: CPSO recently lost three officers who have applied to other agencies. They left because PSU’s policy of patrolling unarmed didn’t work for them. Four new hires will start with PSU in December. One additional dispatcher will be hired soon.

Topic: Other CPSO Business

- **Training:** Chief Halliburton invited UPSOC members to try CPSO's new MYLO simulation and interactive training machine.
- **Exit Interviews:** UPSOC members asked whether the officers leaving PSU had been interviewed. Chief explained this was done and he learned that at least one officer was scared off the idea of patrolling unarmed when they attended the DMSST academy, where many training scenarios seemed to require a lethal response.
- **CPSO Station Access:** UPSOC members asked how campus community members can access the station with all of the construction. The Chief explained that the plywood covering windows and doors should come down and the station will be fully open to the public by December. For now people are able to use the phone outside the front doors of the station to communicate with CPSO dispatch.

Topic: Report of the UPSOC Hiring Subcommittee: They have interviewed nine officer candidates and one dispatch candidate. UPSOC members had the following questions:

Q. Are any of the candidates from a diverse background.

A. Yes....several.

Q. Does the hiring subcommittee have enough committee members to interview the candidates?

A. Yes, they should as soon as new members join subcommittees.

Topic: Meeting with Reimagining Campus Safety Committee (RCSC)

Discussion: This is a continuation of last month's meeting. RCSC is approaching the end of their charge and will be submitting their recommendations to President Percy soon. They requested the two meetings with UPSOC to gauge their interest in helping implement the RCSC recommendations and being the continuing oversight body responsible for the work called for in these recommendations. Unlike UPSOC's somewhat narrow charge which focuses on oversight of CPSO and their role in campus safety, the RCSC has a broader charge, which in addition to "safety and security" also includes "welcoming and belonging."

Generally, UPSOC expressed interest in expanding their charge to include welcoming and belonging *but only if* they receive additional support to increase their capacity to do this work. Given the diversity of issues they address, UPSOC struggles to meet their current charge with the resources they have. Adding responsibilities without additional resources could make their work untenable.

As a committee with a clearly delineated charge from the President for CPSO oversight, UPSOC has not had responsibility for implementation. CPSO hiring, policies and incident reviews are the issues they take up; not implementation of new safety issues and the campus communications this requires. If RCSC has specific expectations and wants some group to be responsible for implementing them -- as explained previously -- UPSOC does not currently have the capacity to do so. One idea that was discussed was to create a separate subcommittee of UPSOC for implementation. It would be ad hoc and dissolve back into the main body as soon as it completed the task. But this too would require additional resources. Were UPSOC to expand its duties to both implement and oversee RCSC recommendations, the President would need to agree to rewrite their charter.

Because RCSC has not finalized their recommendations, it is difficult for UPSOC members to understand how they might align with their current portfolio of duties as expressed in their charter. They want to be able to review the RCSC recommendations before any more discussion of UPSOC being the implementer. Of concern to UPSOC: Do they get a chance to review RCSC's recommendations before they go to the President, or after he has had a chance to review them? Or does UPSOC review them after the President and respond to them before they are finalized and the implementation process begins. In either case, they are sensitive to the need for UPSOC to be able to weigh in on recommendations if they are expected to implement and oversee them.

Q. RCSC asked if UPSOC feels constrained by their current charter?

A. There is a feeling of frustration when incident reports, policies and other UPSOC business is transacted by CPSO or other administrators *before* UPSOC has a chance to weigh in. This happens because CPSO often needs to act quickly and UPSOC only meets monthly....and often not at all during the summer. This creates a needs gap where UPSOC oversight can feel like it is an afterthought or even cursory. This is both a procedural and a capacity problem because CPSO's needs do not align with UPSOC's time and capacity.

UPSOC members requested that if RCSC ends up recommending they take on implementation and oversight, that their recommendations to the President include a request for additional support; that is someone who has in their job description the work needed to provide support to UPSOC to do new work RCSC recommendations would bring them. This position would also enable UPSOC to better align their capacity with CPSO's needs.....if someone is always available to respond to their immediate needs.

Action: Staff to send the co-chairs of both committees the IAC, MIP plan and Board resolution adopting both.

Topic: Other UPSOC comments

- UPSOC members said oversight needs to be built into the timeline for getting things done with CPSO, so their feedback is part of the solution discussions.....rather than after-the-fact.
- The point was raised that if this was to happen, UPSOC would probably be reviewing more complaints, rather than the occasional incident report. However, for complaints to be submitted, a complaint form needs to be developed and made available to the campus community. There is no such instrument now. If campus community members wish to submit a complaint, they have to write the chief a letter. There is no system for submitting or reviewing complaints currently.

Adjourned: 5:05