

To: President Stephen Percy

From: UPSOC

Date: February 17, 2022

RE: UPSOC annual report

ARTICLE IX. REPORTING

Section 1. UPSOC Annual Report

UPSOC will submit an annual written report to the University President who may provide it to the Faculty Senate, ASPSU, and PSU Board of Trustees. This report will include, at a minimum, (a) a summary of UPSOC's activities over the preceding year; (b) a summary of recommendations made by UPSOC and responses by CPSO and University administration, including the extent to which the recommendations were accepted and implemented; and (c) a description of UPSOC's goals and work plan for the following year. UPSOC may also include in its annual report any overarching recommendations for improvements in Campus Public Safety related policies and practices and any recommendations for amendments to this Charter that would support UPSOC's work or increase its effectiveness.

Annual Report of the University Public Safety Oversight Committee (2021)

Mission: UPSOC members are representative of the campus and surrounding community. They provide oversight and counsel to CPSO and university leadership in order to advance and ensure social justice, fair treatment, and confidence in campus safety and security. UPSOC endeavors to:

1. Provide the PSU community with a role in recommending and reviewing policies and practices that ensure a high quality of police services and in providing recommendations for the selection of CPSO personnel.
2. Provide oversight of CPSO with regard to the provision of police services with the goal that the entire community – those who study, work at, live at, or visit PSU – may be safe and experience equitable treatment in any interaction with CPSO.
3. Work with CPSO to ensure the respectful treatment of all persons, in particular those who are vulnerable, minoritized, underrepresented, and have a history of being marginalized.

The Committee: UPSOC membership includes faculty, staff, an undergraduate student, a graduate student, and at least two representatives from the larger Portland community. The current committee consists of individuals from diverse backgrounds and/or those who have experience working with law enforcement.

2020 - 2021 Committee Members

Julie Caron - Co-Chair (staff)

Yolonda Salguiero - Co-Chair (left PSU 11/2021)

Michael Walsh - (staff, Co-Chair as of 12/2021)

Michael Alexander - (community)

Thomas Lockett - (faculty)

Andres Guzman - (staff - left PSU 4/2021)

Amy Ruff - (staff)

Jay Auslander - (community - status changed to graduate student 9/21)

Clint Culpepper - (staff - resigned 9/2021)

Antonio Recillas - (staff - left PSU 4/2021)

Jill Townley - (staff)

Constantin Severe - (community)

Christopher Carey - (faculty)

Joshua Childs - (undergraduate student-graduated PSU 6/2021)

Dana Walton-Macaulay - (community and adjunct faculty)

Eduardo Chavez-Solis - (undergraduate student - resigned from the committee 12/2021)

Zachary Mettler - (graduate student - status changed to community member 9/2021)

Don Mueller - (staff - joined UPSOC 9/2021)

Francisco Saldivar - (staff - left PSU 12/2021)

Michael J. Smith - (faculty - joined 9/2021)

Nya Mbock - (ASPSU President - joined 1/2022)

Teresa Niedermeyer - (UPSOC staff)

Mark Wubbold - (UPSOC staff)

Activities: This report covers the period January 2021 through December 2021.

Subcommittees - In addition to the body of the whole, UPSOC does its work through five subcommittees: Hiring Review, Incident Review, Training and Training Manual Review, Policy Review, and CPSO Annual Report Review. Each UPSOC member serves on at least one subcommittee.

Hiring Review

This subcommittee is responsible for meeting and interviewing prospective candidates for sworn and non-sworn CPSO positions. Its recommendations are advisory only to the Chief of CPSO.

Activities: During 2020-2021, this subcommittee met with and provided feedback to Chief Halliburton of 25 sworn officers candidates, and 30 public safety candidates. The high number of candidates, and their distinctiveness, is testament to CPSO's efforts to diversify. It also demonstrates the interest of public safety professionals in working at PSU, and their willingness to patrol unarmed. UPSOC would like to acknowledge the current staffing model is not sufficient for CPSO to patrol 24 hours a day/7 days a week. UPSOC recommends an increase in FTE for sworn officers and public safety officers to a staffing plan appropriate to a university our size in a complex urban environment.

Recommendations: As an advisory body, the Hiring Review subcommittee shares their "pros and cons" for hiring each candidate; they make no recommendations as such.

CPSO's Response to Recommendations: The Hiring Review subcommittee feels their input is taken seriously by CPSO. Ultimately, the CPSO Chief makes the final decision on hires, and he says the subcommittee's insights weigh heavily in his decisions.

Incident Review

This subcommittee reviews CPSO internal investigations into incidents or complaints that include any of the following: a) an allegation of excessive force; b) the discharge of firearms; c) CPSO action that results in serious bodily injury or death; or d) any complaints or investigations of CPSO staff involving bias, discrimination, discriminatory harassment, sexual harassment/assault, retaliation, or profiling. Between January 2021 and December 2021, there were no incidents or complaints that required a review by UPSOC.

Training and Training Manual Review

This subcommittee reviews and makes recommendations for improvements to the quality and quantity of training for CPSO officers - both sworn and non-sworn - and student safety ambassadors.

Activities: Since the pandemic began, CPSO has struggled to make its training manuals current. During 2020-2021 the subcommittee reviewed only the training manuals that were considered complete by CPSO. Also, CPSO lost its training Lieutenant to retirement and brought in a new Lieutenant who has been working to update the manuals. Finally, UPSOC's officer liaison left CPSO (then returned) and created a disconnect between the committee and the officers whose training it tracks.

Recommendations:

1. The committee is concerned that the training manuals tend to use the language and tone of State Police Academy training. That is, the language is militaristic and inappropriate for a campus environment.
2. UPSOC's training subcommittee recommends CPSO officers receive more "trauma informed" and more campus-based training.
3. UPSOC would also recommend more consistent campus based training, such as the Confidential Advocates, SHAC Counseling, Disability Resource Center/ADA coordinator and other campus specific departments, providing trainings and resources for students.

CPSO's Response to Recommendations:

1. CPSO is rewriting the manuals to use more colloquial language and language that is more appropriate for officers being trained to patrol a public urban university.
2. The training subcommittee will be meeting with the training Lieutenant and CPSO Chief to discuss expanding the training regimen to include more campus-based and trauma informed training.

Policy Review

The Policy Review Subcommittee assesses all CPSO-related policies and procedures. After it completes the review and presents its recommendations to the full committee, UPSOC forwards any suggested policy changes to the CPSO Chief. The subcommittee applies an equity lens to all policy reviews. For policies that have a significant impact on the campus community, UPSOC as a whole will review the policies. Between January 2021 and December 2021, the full committee reviewed several specific policies having to do with patrolling unarmed. During the 2022 academic year, the Policy subcommittee will be reviewing additional sections of the policy manual.

Activities: This year, the full UPSOC committee reviewed Section 300: Use of Force - in the CPOS policy manual. CPSO is one of the first campus police agencies to move from having armed officers to one whose officers do not carry guns while on patrol. UPSOC reviewed a red-lined version of this policy and the university's Equity Lens was applied during this process.

Recommendations:

1. UPSOC submitted a list of recommendations for improving Section 300, particularly as it relates to the language used in the policy.
2. UPSOC also reviewed the Patrol Functions policy.
3. UPSOC members would like CPSO to provide a public comment opportunity for some of its policies.

CPSO's Response to Recommendations:

1. After UPSOC completed its review of Policy 300, Chief Halliburton and Lt. Moddica met with the UPSOC to review and revise Section 300 and the Patrol Function policy.
2. CPSO accepted numerous recommendations from UPSOC, including language for a focus on community policing in Policy 300 and for guns to be removed from police cars at the end of shifts in the Patrol Function policy.

CPSO Annual Report Review

The Annual Report review subcommittee reads CPSO's draft report and makes recommendations for how it can be improved. The report covers operations, personnel, training, Clery statistics, service call data, use of force incidents (if any), complaints (if any), and community engagement.

Activities: The subcommittee only convenes when there is a draft CPSO Annual Report to review. Typically this occurs sometime in November or December.

Recommendations: One recommendation was made to improve the 2020 version of the report. That was to include comparison data from the previous

year's report whenever new data (Clery, training, etc.) was included in the report.

CPSO's Response to Recommendations:

UPSOC has not received CPSO's 2021 report as of the date of this report.

Other UPSOC Business: The following are issues that came to the committee in 2021 that *do not* pertain to the work of any of its subcommittees, but that *do* align with UPSOC's duties as outlined in its charter.

- **UPSOC Membership** – UPSOC had a number of members of the committee resign from the committee work, as the members served extended periods of time on UPSOC, students graduated, and employees accepted new positions at other places of employment. This year was typical, with four members leaving. To maintain the optimally sized committee, UPSOC ran a recruiting cycle in August to replace two members who left PSU and one long serving member who wanted to give others a chance to serve. In addition, one of the two Co-Chairs accepted a job in another state. The empty Co-Chair position was filled by an internal candidate, Michael Walsh, who was elected by consensus. This January 2022 the ASPSU President joined UPSOC. CPSO has not replaced their representative on UPSOC and will do so soon.
- **Reimagining Campus Public Safety Committee (RCSC)** – The President formed the RCSC to do a top-to-bottom review of campus safety. Several UPSOC members served on this committee and participated in the development of the final report. The RCSC and UPSOC met twice to discuss draft recommendations and share perspectives on the state of campus safety. UPSOC looks forward to the RCSC's final report and anticipates having a presence in their recommendations.
- **Campus-wide Safety Policies** – Restrictions necessitated by the ongoing pandemic continue to impact access to PSU buildings and influence CPSO procedures, particularly as they relate to building security. In February 2020, the AVP for Planning, Construction and Real Estate presented a revised campus-wide Building Use Policy¹ that restricted access to the student union to students, employees, event attendees and guests as needed – with key card access only. UPSOC used an equity lens to review the policy and made recommendations for revisions to the policy that were adopted.
- **Access Control Policy** – This is another campus-wide policy that UPSOC oversees. One of the provisions of the UPSOC charter calls for committee input before changes to the policy can be finalized. Due to the COVID-10 pandemic and most employees and students engaging with PSU remotely, PCRE and CPSO recommended all university controlled buildings be on card access, with some exceptions: i.e. ASRC because it is public facing as well as the RMNC, FMH, Vanport, Karl Miller, Millar Library because they are centers of student activity and/or they house programs used by the general public. UPSOC made recommendations to vary times of access to SMSU so they better aligned with how the building is actually used. These recommendations were adopted.
- **Campus Communications** - As a representative body, UPSOC is expected to interact with the campus community and welcome visitors and testimony. In January the

¹ This policy was never approved by the University Policy committee and is being revised again.

committee participated in ASPSU's Town Hall on campus safety at which Chief Halliburton, President Percy, General Counsel Cindy Starke, and Associate Vice President of Global Diversity and Inclusion Julie Caron discussed the decision to disarm and took questions from an online audience. The committee also took testimony from the Native American Student Center and other campus groups regarding concerns related to the safety in those areas.

2022 Work Plan:

- With the retirement of Julie Caron in March 2022, transition the leadership to Michael Walsh and a new Co-Chair, likely from GDI.
- Recruitment of additional UPSOC members, two employee members and one undergraduate who is not senior.
- Consider meeting during the summer with understanding that some will not be available.
- As CPSO reviews and revises additional policies, the policy sub-committee and/or UPSOC as a whole provides feedback on any CPSO policies.
- With the number of new CPSO personnel, the training committee should review current trainings and determine what additional ones would benefit CPSO as a whole, particularly with campus based partners such as the advocates.
- At the President's direction, UPSOC will assist with any implementation of RCSC's recommendations.
- UPSOC considers the revision to its Charter to specifically address general safety concerns on campus.