

Stonehill College

Report on Campus Safety Initiatives

Introduction

Over the past year the College has been working on several areas associated with improving campus safety on campus. Our goal is to ensure the College is approaching security measures in a holistic manner with the outcome being a safer community for our students, faculty and staff. Currently, some major steps we have taken is to update our policy and procedures relating to emergency situations (including incorporating the security recommendations from the Virginia Tech Report into the College's Emergency Preparedness Plan), along with increasing the monitored campus entrance points, and improving security card access to residence halls. In addition, the President, in consultation with the Vice President for Finance and the Vice President for Student Affairs, requested that a workgroup be formed in the summer of 2007 to investigate the operational components and training requirements considered necessary to implement an armed police force.

Below is a review of the security measures that have been completed during this past year, a review of security initiatives planned for FY 2009, as well as the detailed findings on the requirements of implementing an armed police unit within the Campus Police Department.

Campus Safety Initiatives - Completed

- Expanded Campus Police Department to include relocation of Switchboard – upgraded to Communication Officers (Implementing 911 Emergency Dispatch Training)
- Completed the construction of Entrance Gate House – implemented weekend evening coverage with external security company. Implemented next phase for Gate House Greeter Program by staffing via Stonehill College work study students for several hours per day (Monday-Saturday) starting in April 2008.
- Implemented Card Access to Residence Halls (final install to be completed summer 2008).
- Completed installation of security screen on residence hall rooms with low access to ground level.
- Additional position of Detective/Sergeant added to Campus Police Department to handle investigation matters (see attachment B- Credentials of senior officers).
- Enhanced Bike Patrol Unit – added two additional unit for community policing

- Revised/Updated College's Emergency Preparedness Plan, including reviewing policy and procedures for Residence Life and Campus Police
- Equipped police vehicles with emergency type equipment (roadblock, bullhorn, etc.).
- Enhanced the office physical space of Campus Police to provide a professional work environment. (Will continue to make added improvements).
- Implemented Emergency Text Messaging System, implemented emergency notification to all classroom phones (final phase to implement emergency notification to all employee phones, summer 2008).
- Implemented a Needs Assessment Team (Residence Life, Campus Police, Health Services & Counseling & Testing chaired by the Associate Vice President for Student Affairs).
- Completed audit on Campus Police Department – hired external consultants from LA Police Department and Boston Police Department to review police operations and policy and procedures. In process of implementing recommendations.
- Completed campus lighting needs assessment. Added additional lighting to recommended areas (Science Center, Courts, and Bookstore)

Campus Safety Initiatives to be implemented in FY 2009

- Conduct campus review of access points and location for additional surveillance camera placement. Major capital investment of equipment.
- Review connecting residence hall PA systems to emergency notification system in Campus Police (excludes townhouses). Completed audit on all PA systems.
- Implementation of Gatehouse Greeter Program – Through the use of work study students and new classification of “security officer”, working towards manning the gatehouse 24/7.
- Enhancement of Community Policing/Crime Prevention Program – additional education programs for the Stonehill community (i.e. RAD, escort services, drug and alcohol education).
- Pursue Accreditation for Campus Police Department.
- Re-establish the Campus Safety Committee.

Review of Arming Campus Police Department

- Conducted arming survey with IACLEA of colleges and universities that have sworn Campus Police department.
 - Respondents were both public and private schools. A total of 56 respondents of which 27 had sworn police departments (others had Public Safety Departments which are excluded from the survey results) with 21 being armed, with an additional 2 school moving to become armed. (see Attachment A listing survey of the various schools)
- Met with Chief of Police at UMass- Dartmouth –reviewed operational protocol for an armed police department.
- Met with Easton Police Chief to review topic of arming and support services of Easton PD. Easton Chief supported Stonehill in arming the police department.
- Decision was made by College administration to investigate what operational changes would be required if final decision was made to become an armed police department. An Arming Workgroup was established within Campus Police to perform due diligence on policing requirements.

Arming Workgroup

The workgroup comprised of the Associate Vice President for Operations, the Campus Police Command Staff, a representative of the SEIU Union, the Director of Human Resources and two representatives from the Patrol Officers. Over the past nine months the workgroup has been working diligently to develop a report that outlines the arming process major operational changes, timeline and budget requirements. This due diligence effort has focused on researching the safest possible firearm, benchmarking best practices relating to Campus Police Policies and Procedures and implementing the highest level of training for our Campus Police Officers, including the latest techniques on firearms use and Police Officer safety.

Research Findings

The major areas of Campus Police operations that would require either new changes or increased programming are as follows;

- **Psychological Testing** – Currently, new hires and existing staff are not required to take/pass a psychological testing as a component of their job. Under the model of an armed police force this would be a mandatory requirement. This testing will be required of every officer in the department including the Per Diem Officers (on-call). The specific test protocol will include: the Minnesota Multiphasic Personality Inventory, Second Edition (MMPI-2), Rotter Incomplete Sentence Blank (RISB), and the Beck Depression Inventory (BDI) and the Beck Anxiety

Inventory (BAI). These measures have proven to demonstrate high validity in personality stability assessment. Clinical interviews will focus on test results and specific issues pertinent to psychological stability for the position of police officer. This standardized testing is used in police departments throughout the nation. In addition, the workgroup has reviewed this testing program with the College's Director of Counseling.

- **Organizational Structure** – Based upon best practices in the higher education field of campus police departments, the workgroup's findings are that a multi-level of staffing for the department would be the best fit for Stonehill College. This organizational structure would consist of armed and unarmed units with different job responsibilities. The structure would include the following units:

Communication Officers - dispatch personnel handling all radio and emergency calls. Unarmed office personnel.

Security Officers - security personnel handling Gate House operations, parking enforcement and building security checks. Unarmed personnel.

Community Service Officers – personnel handling educational programming for students, faculty and staff. Programs include RAD, Beer Goggles, etc. This unit would also assist with the function of locking and un-locking doors and performing bike patrols. Unarmed personnel.

Patrol Officers – personnel responsible for the safety and security of the campus community. Officers perform all duties associated with municipal police officers. Armed personnel

Command Staff Sergeants (including detective unit) – supervisory staff responsible for enforcement and compliance of all department's regulations, and state laws. Armed personnel.

Administrative Staff - Chief of Police and Police Lieutenant - are the Chief Administrative Officers of the department and the final department authority in all matters of policy, operation and discipline. Armed personnel.

- **Job Description Changes** - Currently, Human Resources, the SEIU Union and the Administration of the Campus Police are in discussions regarding the above organizational structure as well as the classifications of current staff members, if any results of the psychological testing determine that they are not a match for an armed officer position. The final job descriptions will need to be approved prior to implementing the arming process.

- **Implementation of new Policies and Procedures** – During this past summer, the College conducted an operational audit on the Campus Police Department. The results of this audit suggested that the department formally review all policies and procedures and benchmark against schools such as Northeastern University, Bentley College and Mt. Holyoke College. It is the workgroup’s suggestion that a police consultant firm be considered to expedite the upgrade of the Department’s Rules and Regulations as well as Policies and Procedures. A group of law enforcement experts will focus on all of the policies and procedures relating to arming, and will shape our policies to adhere to the best practices of modern policing. The ultimate goal is to have the new Policies and Procedures meet the stringent criteria of National and State Police Accreditation standards. The policies related to arming are as follows and will need to be approved before the department can move to an armed police force:

Policy on Use of Force

Policy on Authorized Firearms and Ammunition

Policy on Record Keeping of Firearms and Ammunition

Policy on Safe Care and Handling of a Firearm

Policy on Firearm Inspections

Policy on Storage of Firearms

- **Training Programs** – Currently, officers are required to take at least 40 hours of in-service training yearly of which 16 hours are related to defensive tactics, handcuffing and spray training, Community Standards Training, as well as completing the police academy training requirements (either a 16 week off-site training program by the State, or a 22 week Municipal or MBTA accredited program). In addition to the current hours of training, all police officers will be required to complete the 40 hour prescribed Massachusetts Police Training Committee Firearms Course. This course also focuses on the Use of Force Policy as well as Civil Liability and Diversity training, handcuffing procedures, self-defense, as well as baton and non-lethal spray training. This is required training for officers’ to take for annual recertification.
- **Firearm** - The workgroup’s research found that the most appropriate firearm to use would be the .40 caliber semi-automatic Glock firearm (this is the same weapon used by the Easton Police Department). This weapon is one of the most common and safest weapons carried by a majority of police agencies in the country. This weapon’s compatibility with the Easton Police Department issued firearm is important in the event of a catastrophic incident. (This weapon will also be interchangeable with Police Officers from the area and the ammunition would also be interchangeable). The Glock weapon has been proven to be the safest weapon and has an ease of use and less parts to maintain. The holster in which the weapon is carried by the Officer has a 3 part locking device to maintain handgun retention in the event of physical altercation. The armory for weapon storage on campus would be in a secured location .This area would be isolated from visitors and locked at all times. Officers would store their weapons at all times when off duty. Only department officers would have access to this area and these weapons would remain secure in locked gun lockers at all times when not in

use. The safety lockers are specifically designed to store weapons at all times when officers are with a subject during interviews or interrogations, or when the Officers are off duty. These units are the same devices that police agencies across the region utilize for the proper and safe storage of firearms.

Next Steps

The following outlines the necessary steps to implement an armed police unit within the Campus Police Department.

Community Input

- Update Report to Board of Trustees
- Community Communication/Discussion Opportunities on the Arming Process
- Community Feedback Presented to Division Heads/President
- Final Decision by President on Arming Process

Implementation Steps (if decision is made to arm)

- Approve Policies and Procedures relating to Arming
- Finalize Job Descriptions/Organizational Structure
- Conduct Psychological Testing of Officers
- Conduct Firearms Training of Officers
- Implementation of Gate House security
- Implementation of Community Service Officers
- Implementation of Armed Police Unit

Budget Requirements

During the FY 2009 budget process, the College allocated funding for the arming process, contingent upon final approval of the President. The budget includes all required training, firearm and ammunition purchases, and psychological testing. In addition, funding was established to implement 24/7 Gate House security coverage along with a capital request for camera surveillance equipment.

**IACELA – Survey Results of Sworn Police Departments
Attachment A**

	<u>Status of Sworn Police Dept.</u>	<u>Armed</u>	<u>Unarmed</u>
<u>MA Institutions</u>			
Amherst College	Armed	1	
Assumption College	Armed	1	
Brandeis University	Armed	1	
Bentley College	Armed	1	
Becker College	Armed	1	
Boston College	Armed	1	
Boston University	Armed	1	
Brown University	Armed	1	
Bridgewater College	Armed	1	
Wellesley College	Armed	1	
Western New England College	Armed	1	
Wentworth Institute	Armed	1	
Northeastern University	Armed	1	
Harvard	Armed	1	
MIT	Armed	1	
Clark University	Armed	1	
WPI	Armed	1	
Tufts University	Armed	1	
LaSalle College	Armed	1	
UMass Dartmouth	Armed	1	
Stonehill College	Unarmed		1
Babson	Unarmed		1
Merrimack College	Unarmed		1
Mount Holyoke	Unarmed		1
<u>Other Institutions</u>			
Notre Dame University	Armed	1	
Franklin Marshall College **	Unarmed		1
Bucknell University **	Unarmed		1
		<u>21 (78%)</u>	<u>6 (23%)</u>

** (Moving towards arming – survey conducted in May, 2007)

Stonehill College Campus Police Department
“Protecting the Future”
Command Staff

Attachment B

Chief Peter L. Carnes

Serving Stonehill since January 7, 2008 as the Interim Chief of Police. Appointed Chief of Police for Stonehill on April 10, 2008.

Police Experience:

- Patrol Officer
- Sergeant
- Chief of Police 23 years Wenham, MA
- Chief of Police Yarmouth Police Department, Yarmouth, MA 13 years

Education:

- Masters Degree in Criminal Justice, Anna Maria College
- Bachelor’s of Science, Northeastern University
- Law Enforcement Trainer’s Institute Boston University
- Command Training Institute Babson College

Specialty/Trainings:

- Adjunct Faculty
- Cape Cod Community College
- Guest Lecturer on Community Policing
- Past President Massachusetts Chief’s of Police Association
- North Atlantic Regional Chairman International Chief’s of Police Association
- Division State Association of Chief’s of Police

Lieutenant Cathy Farrington

Serving Stonehill College since July 11, 2005

Police Experience:

- Simmons College Police Department
- Wheaton College
- Rhode Island School of Design

Education:

- Masters Degree Bridgewater State College
- Graduate of FBI Law Enforcement
- Executive Development Program

Specialty/Training:

- EMT
- Rape Aggression Defense Instructor

Detective Sergeant Karen Ahern

Serving Stonehill College since July 16, 2007

Police Experience:

- Boston Municipal Housing Police Sergeant
- Patrol Officer Weymouth Police Department 1994-2006

Education:

- Pursuing Bachelor's Degree Criminal Justice

Specialty/Training:

- Boston Police Tactical Bike Training
- Rape Aggression Defense Instructor
- Sexual Assault Investigator
- Command Training Institute Babson College
- EMT
- Paralegal Certification
- Attended Numerous Police Training and Investigation Seminars

Sergeant Michael Cole

Serving Stonehill College since May 9, 2005

Police Experience:

- Sergeant with the Department of Corrections serving from 1983-2005

Education:

- Graduate Department of Corrections Training Academy
- Reserve/Intermittent Police Officer Training

Specialty/Training:

- Crime Scene Preservation Course
- Unarmed Self-Defense Training
- First Line Supervisors Training

Sergeant Rochelle Ryan

Serving Stonehill College since April 9, 2002

Police Experience:

- Police Officer Town of Weymouth, MA

Education:

- Pursuing Bachelors Degree Criminal Justice
- Graduate Plymouth Police Academy Class 1989

Specialty/Training:

- Rape Aggression Defense Instructor
- Certified First Responder
- Sexual Assault Investigator
- Standardized Field Sobriety Tester