Report:	Assessment Plan Details for: Police & Campus Safety
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Workspace:	Operational Plan & Assessment Report - OPAR
Assessment Plan:	2009-10 Cycle: Assessment Plan and Assessment Findings
Assessment Plan Template:	OPAR Assessment Plan
Report Generated:	Friday, February 25, 2011

Measures and Findings

1.3.2 Seek to improve the salaries of faculty and staff as compared to peer institutions.

Outcome

1.3.2 Seek to improve salaries

Mapped to:

- FSU Strategic Priorities, Initiatives, and Indicators: 1.3.2.

Measures & Findings

1. First means of assessment

Details/Description: Become an employer of choice for the best public safety officer candidate in order to recruit and retain the best personnel to fill vacant public safety officer positions.

Acceptable Target: Obtain a salary adjustment for Public Safety Officer positions in line with the current market rate.

Implementation Plan (timeline): Conduct a salary market study for Public Safety Officer positions to compare FSU salaries with others within the same market area.

Key/Responsible Personnel: Human Resources

Supporting Attachments:

Findings for 1. First means of assessment

Summary of Findings: FSU Police and Public Safety recently became the agency of choice for four new members of the department of police and public safety this fiscal year. However, the department had four Public Safety Officers to recently retire and the department still has vacant Public Safety Officer positions yet to fill. Due to the projected budget shortfall the department may not be able to fill these positions at this time.

Acceptable Target Achievement: Met

Recommendations : FSU Department of Police and Public Safety became the agency of choice for four very qualified individuals this fiscal year. With any organization you will have turnover, but it should be seen as an element of success for the agency in that the vacancies created this year were due to retirements that occurred this year and not simply due to employees exiting the agency. A market analysis of the Department was conducted relative to FSU salaries compared to the local market.

Reflections/Notes : A market study was conducted by Human Resources regarding salaries of the Public Safety Officers within the Department to determine if FSU's salaries were in line with the local market. It was determined that Public Safety Officer salaries were not in line with the local market and a salary scale adjustment was provided. FSU Department of Police and Public Safety is now able to recruit officers at the Triangle Market Reference rate and this has helped with the recruitment and retention of our officers.

Substantiating Evidence:

Salary Review (Adobe Acrobat Document)

Approval to utillize Market Reference Rate for recruitment

1.3.3 Increase the number of faculty and staff members who participate in professional development activities.

Outcome

1.3.3 Increase # participating in professional development

Mapped to:

- FSU Strategic Priorities, Initiatives, and Indicators: 1.3.3.

Measures & Findings

1. First means of assessment

Details/Description: Conduct a survey of staff who have attended and participated in professional development activities relevant to position.

Acceptable Target: 25% of staff to attend professional development training within the fiscal year.

Implementation Plan (timeline): July 1, 2009 - June 30, 2010

Key/Responsible Personnel: Human Resources

Supporting Attachments:

Findings for 1. First means of assessment

Summary of Findings: Survey of staff was not available, but from informal discussions staff have indicated that participation in professional development training was enjoyable and provided information that will help them in their own professional development.

Acceptable Target Achievement: Met

Recommendations : Continue to provide professional development opportunities to all employees. With the State Budget situation and not being able to offer financial incentives, professional development opportunities have offered employees an opportunity to energize and improve their own professional ability and development.

Reflections/Notes : Professional Development Training for staff falls under the responsibility of Human Resources and our staff are encouraged to attend all sessions that are relative to their position.

Substantiating Evidence:

2.4.3 Increase FSU faculty, staff, and administrators' leadership roles in the BRAC RTF and Greater Fayetteville Futures II efforts.

Outcome

2.4.3 Increase leadership roles in BRAC RTF

Mapped to:

- FSU Strategic Priorities, Initiatives, and Indicators: 2.4.3.

Measures & Findings

1. First means of assessment

Details/Description: Participate as a member of the Greater Fayetteville Futures II Public Safety Committee to work with community partners to identify and develop methods of improving safety for the Greater Fayetteville Area.

Acceptable Target: Actively attend and participate in the decision making process in all meetings of the Greater Fayetteville Futures II Public Safety Committee

Findings for 1. First means of assessment

Summary of Findings: FSU Chief of Police continues to participate as an active member of the Greater Fayetteville Futures II Public Safety Committee. Two main topics are being addressed by the committee and each stems from the crime rate in the City of Fayetteville and greater Cumberland County. The first topic is the need for the expansion of the Cumberland County Jail to

Implementation Plan (timeline): August 1, 2009 - June 30, 2010

Key/Responsible Personnel: Chief of Police

Supporting Attachments:

house offenders and the second is the development of a Healing Place in Cumberland County to offer an alternative to incarceration to treat the needs of the individuals who are involved in criminal activity to try to reduce the crime rate and recidivism.

Acceptable Target Achievement: Met

Recommendations : FSU Chief of Police needs to continue to participate as an active member of the Greater Fayetteville Futures II Public Safety Committee to ensure that the University's interests are heard and considered with all improvements measures that are being presented.

Reflections/Notes : FSU Chief of Police participated actively with the Public Safety Committee during the time it was active. Two main points came out of the meeting. One was there is a need to expand the Cumberland County Jail and the other was that there is a need to open a Healing Place in Cumberland County to provide assistance to those suffering from mental illness and/or substance abuse. This information was provided to the Greater Fayetteville Futures Group for further action. The Committee is not longer active at this time.

Substantiating Evidence:

5.1.1 Increase the number of partnerships based on the use of regional and community needs-based data.

Outcome

5.1.1 Increase the number of partnerships

Mapped to:

No Mapping

Measures & Findings

1. First means of assessment

Details/Description: Assess the training provided to faculty and staff detailing the coordination and cooperation necessary during a campus disaster.

Acceptable Target: All Faculty and Staff

Implementation Plan (timeline): August 1, 2009 - May 1, 2010

Key/Responsible Personnel: FSU Chief of Police
FSU Investigations Division

Supporting Attachments:

Findings for 1. First means of assessment

Summary of Findings: Response to Critical Incidents and Active Shooter training was provided to more than 640 FSU Faculty and Staff this fiscal year as well as FSU Administration. Surveys were not conducted during the training, but response from Faculty and Staff was very good. During the debriefing following the Active Shooter Exercise, representatives from EnviroSafe indicated that the University Administration performed better than any other Administration observed thus far in the UNC System. Will obtain the After Action Report near the end of the summer as well as try to obtain data from the Campus Quality Survey to determine if the impression of quality of public safety on campus has improved.

Acceptable Target Achievement: Met

Recommendations : Continue to offer a variety of Public Safety Training sessions to Faculty and Staff and Administration so that everyone is prepared to respond appropriately and that everyone develops

the Survival Mentality when faced with a Critical Incident. Provide surveys to participants to determine the quality of training offered.

Reflections/Notes : The goal here was to reach as many faculty and staff providing response to active shooter training on the FSU campus. More than 640 FSU Faculty and Staff were trained this fiscal year accomplishing our goal in this area for the year.

Substantiating Evidence:

2. Second means of assessment

Details/Description: Conduct a full scale active shooter exercise evaluating the collaboration and partnerships with organizations within and outside the University.

Acceptable Target: Meet all exercise objectives.

Implementation Plan (timeline): Exercise was conducted on May 14, 2010

Key/Responsible Personnel: George Tatum, Director of Emergency Management and Environmental Health and Safety; Travis Bryant, Chief of Police; Enviro Safe Inc.

Supporting Attachments:

Findings for 2. Second means of assessment

Summary of Findings: The Department of Police and Public Safety participated in a year round planning session with the Fayetteville Police Department, Fayetteville Fire Department, Cape Fear Valley Hospital, Cumberland County EMS, Fayetteville and Cumberland County Emergency Management and members of the total University to plan and implement a table top exercise and full scale exercise to evaluate the University's and communities collaborative response to an active shooter situation.

Acceptable Target Achievement: Met

Recommendations : The collaboration between all community partners and the University was a success in that we were able to successfully accomplish all goals established for the table top and full scale exercise. We were able to identify many strengths and areas of improvement and demonstrated how important it was to maintain the collaborations that were established well into the future. An After Action Report was provided by EnviroSafe and provideed a detailed evaluation of how well everyone worked together. The AAR called for continued practice with tabletop and full-scale exercises for the purposes of improving and validating campus plans. Incident Command should remain a university obligation since it is responsible for operations on campus. Communications between community partners and University Police should be improved once the FSU incident commander liaises with community partners during a campus crisis. THE AAR further stated that EOC operations must establish an EOC Director and all members of the EOC must follow the designated chain of command.

Reflections/Notes : On May 14, 2009 Operation Bucking Bronco, a full scale exercise depicting how the Unversity would respond to an active shooter incident took place. The Department of Police and Public Safety, Fayetteville Police Department, Fayetteville Fire Department, Cape Fear Valley Hospital, Cumberland County EMS, Fayetteville and Cumberland County Emergency Management and members of the total University participated in this exercise. EnviroSafe facilitated the exercise and an after action report detailing strengths and areas of improvement was provided to the University. The exercise also gave the

University an opportuntiy to test its Emergency Operations Plan (EOP). All objectives for the exercise were achieved and EnvirSafe provided an After Action Report noting areas for improvement.

Substantiating Evidence:

Police and Campus Safety Unit Goals 2010-2011

Outcome

1.5.3 Increase the participation levels of programs

Mapped to:

No Mapping

Measures & Findings

1. First means of assessment

Details/Description: Assess Active shooter training provided to faculty and staff that show faculty and staff how to respond during a campus emergency or critical incident.

Acceptable Target: 75% of Faculty and Staff

Implementation Plan (timeline): March and April of 2010

Key/Responsible Personnel: Lt. George Earl Johnson, Investigations Division Commander;
Travis Bryant, Chief of Police

Supporting Attachments:

Findings for 1. First means of assessment

Summary of Findings: Response to Critical Incidents and Active Shooter training was provided to more than 640 FSU Faculty and Staff this fiscal year. Surveys were not conducted during the training, but response from Faculty and Staff was very good. Will try to obtain data from the Campus Quality Survey to determine if the impression of quality of public safety on campus has improved.

Acceptable Target Achievement: Met

Recommendations : Continue to offer a variety of Public Safety Training sessions to Faculty and Staff so that they develop the Survival Mentality when faced with a Critical Incident. Provide surveys to participants to determine the quality of training offered.

Reflections/Notes : The goal here was to reach as many faculty and staff providing response to active shooter training on the FSU campus. More than 640 FSU Faculty and Staff were trained this fiscal year accomplishing our goal in this area for the year.

Substantiating Evidence:

2. Second means of assessment

Details/Description: Assess training provided to students that shows students how to respond during a campus emergency or critical incident.

Acceptable Target: Incoming Freshman Class

Implementation Plan (timeline): Fall 2009

Key/Responsible Personnel: Lt. George Earl Johnson, Investigation Division Commander;
Michael Murphy, Investigations Division

Supporting Attachments:

Findings for 2. Second means of assessment

Summary of Findings: Response to Critical Incidents and Active Shooter Training was provided to more than 600 incoming freshman at the beginning of the Fall 2009 semester and has been provided to several hundred others throughout the school year. Surveys of all training sessions were not conducted, but welcome response from participants was received. Will obtain data from Student Satisfaction Survey to determine if level of satisfaction with the quality of police services on campus has seen improvement.

Acceptable Target Achievement: Met

Recommendations : Continue to offer a variety of Public Safety Training to all students on campus. Provide surveys to participants to determine quality of training offered.

Reflections/Notes : The goal here was to

reach the incoming Freshman class in providing Response to Critical Incidents and Active Shooter Training to the group. More than 600 incoming freshman were provided the training at the beginning of the Fall 2009 semester.

Substantiating Evidence: