

Faculty Welfare Committee Meeting Minutes
October 10, 2014

In Attendance: Tim Ives (Chair), Clare Counihan (Carolina Women's Center), Donna Bickford, Kelly Giovanello, Christine Stachowicz, Anne Mitchell Whisnant (Faculty Governance), Richard Weinberg, , Ashley Nichols , Kurt Montgomery (Employee Forum), Rhonda Gibson, Chrissie Greenberg (Employee Forum), and Chief Jeff McCracken (UNC Department of Public Safety).

Not in Attendance: Maggie O'Shaughnessy

1. Welcome and New Introductions – see above note for attendees. Each attendee was asked to introduce himself/herself.
2. The Minutes from the September meeting were accepted and approved with two amendments.
3. Presentation by Chief Jeff McCracken (UNC Department of Public Safety) and exchange with other attendees.

Tim asked Chief McCracken what the faculty can do to enhance the safety aspects already in place.

Chief McCracken thanked the group for inviting him. He then gave background information for his department and reviewed several programs that are offered by the UNC Department of Public Safety (DPS).

UNC's DPS is a nationally accredited agency; most recently in 2012; next reaccreditation will occur in 2015. For accreditation, DPS must meet 450 professional standards. Its philosophy is to be a community-oriented safety department that addresses both crime and fear of crime. For example, teams of officers are assigned to every residence area on campus to educate the students regarding public safety issues.

UNC DPS jurisdiction encompasses all land that is owned or leased by UNC Chapel Hill. This jurisdiction was extended in 2009 to include an area near downtown Chapel Hill. Additionally, UNC DPS has jurisdiction at University Square. UNC DPS cooperates with the Chapel Hill Police Department and often conduct weekend joint patrols.

The department is comprised of 53 sworn police officers. These officers possess the same level of certification as any other police officer in North Carolina. All officers are certified by BLET (Basic Law Enforcement training) and participate in training sessions that include Active Shooter Response. Additionally, there is a community response unit that works business hours Monday through Friday and focuses on pedestrian travelling, as well as reports of larceny. The majority of crimes reported last year (266 of 315) were larceny cases. Crime statistics indicate that UNC DPS mostly deals with property crimes, as opposed to crimes against people (e.g. assault). The department has one person responsible for crime prevention programming. Four individuals are trained to investigate and process crime scenes. DPS is also allowed to call in the State Bureau of Investigations (SBI) for assistance as needed. Two canines (black labs) are trained for explosive detection and tracking. The dogs are used to sweep facilities before concerts, sports games, etc. Finally, there are approximately 80 campus security officers who carry phones, but are not armed.

DPS has its own 911 call center that handles calls for campus issues, as well as coordinates with the County to dispatch emergency personnel for those services. Additionally, the 911 call center serves as the hub for all alarms on campus, as well as houses the crime stoppers line.

UNC has an emergency operations plan (all hazards plan) for any emergency on the campus. Each emergency is associated with a category of threat and designated response teams are assigned to each category. There are four categories of threat with corresponding communication systems are (1) Warning; (2) Timely emails; (3) Information; (4) Adverse weather. The first two are federally mandated.

UNC DPS has an Emergency Communication Control Center (located in the basement of the Public Safety building). Communications to the campus are provided in a variety of formats depending upon the nature of the safety threat, including text messages, campus television, and timely warnings. Additionally, sirens are located around campus. The sirens are tested every semester to ensure proper working status. One issue that Chief McCracken and his colleagues consider is the importance of not overusing safety communication systems (i.e., are people notified too much and hence lose appreciation for the threat communications?).

Chief McCracken noted that “Safe & Well” – the Red Cross sponsored site for letting family and friends know that you are safe - is a good website for faculty, staff, and students to use in the event of a catastrophe on campus to let loved one know they are safe.

In the post-Virginia Tech incident era, UNC DPS conducts emergency drills every year to allow the campus to test its communication capabilities. DPS has a mobile command unit. It is outfitted with everything DPS would need to respond out in the community. The Unit is a resource both for the campus and the community.

Other safety-related programs:

- DPS has a smart 911 system. This means that individuals can put in personal information (such as medical conditions) that can be accessed by the 911 center staff and conveyed to the responders (i.e., RAVE Guardian app)
- Blue light phones/pillars are located in parking facilities and across the main campus. Place them in line of site. Sometimes people are hesitant to use it. Just push one button. If you don't feel safe, you don't have to stay.
- Lighting is an issue on campus. There is focused lighting in certain areas. Twice a year there is a lighting tour in which the campus is walked and areas in need of more night time lighting are identified.
- Safe Walk service (a student initiative funded by student government) is available for walking students from one point to another on campus.
- Safe Ride service predominately serves student residences.
- Chief McCracken provided a handout with a list (and short description) of the Safety and Security Programs at UNC.
- Chapel Hill has sophisticated transit system with overnight express service from 7pm – 4am downtown to campus and back. This service has significantly reduced the number of muggings on campus.
- Community Safety partnership is an effort between the campus and the town to make citizens more aware of what is going on in their environment. People are reluctant to call DPS. DPS can only respond if they know something is going on in the community. The Chief wants to encourage the citizens on the campus to report suspicious activity.

Tim asked Chief McCracken how new staff and new faculty could learn about what he just presented at the meeting and whether the information in the faculty handbook is sufficient in this area? Ann accessed the faculty handbook and noted that there is a good deal of information already linked to UNC DPS.

Chief McCracken also noted that the most comprehensive update of what is happen on the campus (in terms of public safety) is the Annual Campus Security Report that is issued each year by October 1st. Additionally, visiting the Alert Carolina website lists information such as phone numbers to call to express concerns.

Tim noted that Faculty Governance should be used as a vehicle for disseminating information, particularly with regard to the Community Safe Partnership.

Donna asked whether DPS responds to student protests (in addition to the Chapel Hill police department)? Chief McCracken answered yes, but that protests are not stopped unless the protest impedes the business of the university. As long as protesters do not disrupt the ceremony or proceedings, protesting is fine.

Donna also asked about sexual assaults and if the DPS response was victim-centered. Chief McCracken said that DPS has worked very closely with the Title 9 office and that responses are guided by the victim's wishes. Reports are filed and resources are made available. At other times, the victim goes to Title 9 and does not want a police or university investigation. However, all resources are made available to the victim.

Claire asked whether or not the BLET (Basic Law Enforcement Training) is focused on working with college students?

Chief McCracken answered that BLET is not centered on college students, but that Sabrina Garcia (CHPD) works with the department.

Rhonda asked about what risky behaviors faculty, staff, and students engage in? (e.g., propping of doors).

Chief McCracken answered that he would discourage propping of doors. Additionally, students can use the phone app Rave Guardian to set a time feature than can be activated when commuting around campus. If the timer is not deactivated and police are entered as the guardian, then an officer is sent to locate that individual and to check on their well being.

Rhoda asked whether anything about the app had been in the DTH.

Chief McCracken answered that a campus wide email went out about the Rave Guardian application.

Chief McCracken also noted that alcohol abuse is a major issue on campus. There are a small number of personal assaults each year, but almost all of these assaults involved alcohol. Currently, all students receive mandatory alcohol training; and additional training is given if the student has an alcohol violation.

Chief McCracken answered also suggested knowing where emergency phones are located in your area of campus. Additionally, it is important to be aware of all of the exits to your building.

Christine asked what number to call to contact DPS.

Chief McCracken answered 911.

Richard noted that terrible things happen and there are only so many things that can be done. He then asked if there is a group on campus that meets after major safety incidents and reviews what steps may be taken in the future to avoid such an incident.

Chief McCracken stated that an after incident review is conducted after each public safety exercise, as well as after any major safety incident.

Chie McCracken also clarified that SafeWalk, SafeRide, and the P2P services were all also available to faculty and staff as well as students.

Tim stated that Public Safety issues were going to be a regular, continuous topic for discussion. Tim thanked the Chief and Chief McCracken said goodbye and departed from the meeting.

4. Tim noted that the Faculty Welfare meetings have been running closer to 90 minutes. He asked whether the committee was willing to block 90 minutes of time for future meetings, rather than the normal 60 minutes. It was agreed upon that the Committee will keep the 2 additional 60 minute meetings already scheduled for later this semester, but will schedule 90-minute meetings beginning Spring 2015.

5. Tim updated the Committee on the following issues:

- Faculty handbook was presented at the last Faculty Council meeting and appeared well received.
- Tim has a meeting scheduled at 2pm today with the Chair of the Faculty, Bruce Cairns, to discuss administrative transparency and the lack of response by the Provost's Office in providing data requested last semester regarding faculty retention.
- Tim has been conversing with Steve Leonard, noting that some campuses in PA are removing programs and faculty. This led to a conversation among meeting attendees about the UNC Faculty Financial Exigency committee (which has never met) and if there are metrics used during times of Financial Exigency. Tim believes that there is no clear policy and metrics are needed.

6. The committee briefly discussed ways of improving communication and liaising with other faculty committees working on parallel/related issues. For example, the Status of Women, Community and Diversity, and Fixed Term Faculty committees.

Meeting Adjourned.