

# Public Safety/University Police

## Mission

To ensure that students enjoy their educational experience by providing a safe environment in which students, employees and visitors can pursue their daily personal, professional and education goals.

## Vision

OSU-Okmulgee University Police will:

- Positively impact student success.
- Be a campus model for improving services by making better utilization of current resources.
- Have a positive effect on student retention within the police officer-student relationship.
- Improve our ability to meet student need.

## Core Values

**Excellence** – We seek excellence in all our endeavors, and we are committed to continuous improvement.

**Intellectual Freedom** – We believe in ethical and scholarly questioning in an environment that respects the rights of all to freely pursue knowledge.

**Integrity** – We are committed to the principles of truth and honesty, and we will be equitable, ethical, and professional.

**Service** – We believe that serving others is a noble and worthy endeavor.

**Diversity** – We respect others and value diversity of opinion, freedom of expression, and other ethnic and cultural backgrounds.

**Stewardship of Resources** – We are dedicated to the efficient and effective use of resources. We accept the responsibility of the public's trust and are accountable for our actions.

## **Goal, Critical Success Factors, and Objectives with Strategies**

**Goal One. Research and Creative Activities—Develop a system to track crime trends and the geographical areas in which they occur. Respond to those trends with creative ideas and programs to reduce the number of criminal incidents.**

### **Critical Success Factors:**

- A tracking system to identify criminal trends in place by December 2005
- A 5% decrease in the number of criminal incidents

### ***Objectives:***

**Objective 1.1:** Be vigilant with regard to preventive patrol.

**Objective 1.2:** Identify causal factors for criminal incidents and develop strategies to address those factors.

**Objective 1.3:** Educate the campus population as to the causal factors and offer suggestions for prevention of crime.

### **Strategies:**

- Require that all officers maintain moving patrol and track with patrol vehicle mileage and radio log.
- Create a system to track criminal trends and identify possible causal factors.
- Utilize a variety of methods to educate the campus community on what factors may facilitate crime.

**Goal Two. Outreach/Service—Upgrade facility and equipment to provide better service to the campus community. Add programs and personnel to enhance campus security and safety.**

**Critical Success Factors/Assessments**

- Provide standardized equipment to University Police Officers to maintain consistency
- Upgrade vehicle assist tools and make them immediately available to officers
- Acquire additional vehicle entry tools to loan to students or employees stranded off campus
- Add personnel to better serve the campus community
- Upgrade current equipment to improve service

**Objectives:**

**Objective 2.1:** Obtain standardized sidearms, duty belts, restraints, carriers and soft body armor for all officers.

**Objective 2.2:** Obtain two pistol caliber carbine rifles for appropriate response to violent incidents.

**Objective 2.3:** Obtain two additional vehicle entry tool kits.

**Objective 2.4:** Appoint Assistant Chief of Police

**Objective 2.5:** Obtain full-time administrative assistant to maintain regular office hours and be available to respond to walk-in requests for assistance.

**Objective 2.6:** Return staff to full capacity of eight officers.

**Objective 2.7:** Add adequate personnel to supply 24 hour professional, trained police dispatching.

**Objective 2.8:** Provide appropriate salary adjustments to all officers and provide monthly allowance to each officer for cell phone to facilitate emergency contacts.

**Objective 2.9:** Install Emergency blue phones campus wide to facilitate calls for emergency assistance by July 2007.

**Strategies:**

- Purchase new duty equipment to be issued to each officer.
- Purchase and install emergency call stations campus wide.
- Hire full-time administrative assistant and full-time dispatching personnel.

- Increase staff to eight officers, adjust officer salary appropriately and appoint an Assistant Chief of Police.

**Goal Three. Student Development—Provide educational programs for students in an effort to reduce crime and protect property, while enhancing campus safety.**

**Critical Success Factors/Assessments**

- Provide sexual assault prevention training to students
- Provide self-protection education for students and employees

***Objectives:***

**Objective 3.1:** Provide Sexual Assault Prevention training to 500 students annually.

**Objective 3.2:** Obtain laptop computer for Sexual Assault Prevention presentations.

**Objective 3.3:** Develop an educational program for students and employees targeting protection of their property and their persons.

**Objective 3.4:** Develop a parking control policy combined with an educational program to support the policy and reduce the need for enforcement, while tracking enforcement trends to measure success.

**Strategies:**

- Continue with current Sexual Assault Prevention training and enhance that training by adding a laptop computer for presentation.
- Begin educating student and employees on ways to protect their persons and their property.
- Revise the parking control policy and create an educational program to regulate parking through education rather than enforcement.
- Track parking enforcement to identify problem areas and address those problems with education.

**Goal Four. Leveraging Resources—Develop agreements with outside agencies for the loan of resources for emergency response. Transfer responsibilities to other campus departments better suited to meet current need.**

- Obtain agreements with at least two outside agencies for the loan of resources during an emergency situation
- Transfer non-related duties to more appropriate departments by December 2004

***Objectives:***

**Objective 4.1:** Obtain agreement with Kelco by December 2005 to provide emergency response assistance to incidents involving hazardous substances, which require police response.

**Objective 4.2:** Transfer OSHA compliance type responsibilities to Physical Plant Services by December 2004.

**Objective 4.3:** Transfer Fire Extinguisher maintenance and inventory responsibilities to Physical Plant by December of 2004.

**Strategies:**

- Propose a mutual aid agreement to Kelco administrators to share resources in the event of an emergency incident.
- Propose immediate transfer of both OSHA compliance and Fire Extinguisher maintenance and inventory responsibilities to Physical Plant Services.

**Goal Five. Staff Development—Provide and encourage staff professional development on a continuing basis.**

**Critical Success Factors/Assessments**

- Increase officer-training time over statutory requirements
- Train two employees for specialized jobs by December 2005

***Objectives:***

**Objective 5.1:** Require 24 clock hours of continuing education for every officer annually.

**Objective 5.2:** Train one officer for Forensic Evidence Collection.

**Objective 5.3:** Train one officer for Hostage/Crisis Negotiation.

**Strategies:**

- Beginning in 2005, require officers to attend an additional 8-clock hour training seminar annually.
- During the 2005 calendar year, send at least one officer to training for Forensic Evidence Collection and Hostage/Crisis Negotiation.

**Goal Six. Partnerships/Collaboration—Enhance cooperation with other campus departments as well as local law enforcement.**

**Critical Success Factors/Assessments**

- Improve communication between the University Police Department and other campus departments. Request feedback from the other departments to assess improvements
- Better educate campus employees on services we provide and how to obtain those services
- Establish partnerships with local law enforcement to enhance service and upgrade equipment to facilitate the same

***Objectives:***

**Objective 6.1:** Develop an effective communication program.

**Objective 6.2:** Utilize electronic media to educate campus staff about University Police Service.

**Objective 6.3:** Develop poster program to educate both students and staff on safety and reporting safety concerns.

**Objective 6.4:** Obtain a VHF radio system to facilitate communication with local law enforcement agencies and the Okmulgee County Emergency Management Organization.

**Objective 6.5:** Expand current mutual aid agreement with Okmulgee Police Department to address response to a terrorist incident.

**Strategies:**

- Experiment with different communication medias to communicate with other campus departments. Identify the most effective method and utilize it to share critical information.
- Purchase a VHF radio system, compatible with other Okmulgee County law enforcement agency's systems.
- Propose expansion of the current mutual aid agreement with Okmulgee Police Department to include response to a terrorist incident.



**Goal Seven. Diversity—Maintain diversity in staff. Recognize and respect the diversity within the campus community.**

**Critical Success Factors/Assessment**

- Seek out and Recruit staff from non-traditional groups, promoting diversity in employment
- Challenge employees to learn about and interact with all the different cultures represented in the campus population

***Objectives:***

**Objective 7.1:** Announce open positions in areas to promote minority interest.

**Objective 7.2:** Promote and reward employee participation in multi-cultural educational opportunities.

**Strategies:**

- Begin using minority-focused publications to announce position openings.
- Propose rewarding employees for participating in multi-cultural education programs by awarding a comp day off.

**Goal Eight. Image Enhancement—Improve the public image of the University Police Department and in so doing, have a positive impact on OSU-Okmulgee’s image.**

**Critical Success Factors/Assessment**

- Improve department facility
- Maintain positive employee attitude
- Express an image of concern for security

***Objectives:***

**Objective 8.1:** Remodel University Police office space by July 2006.

**Objective 8.2:** Obtain custodial support for University Police Department.

**Objective 8.3:** Install Emergency Blue Phone campus wide by July 2007.

**Objective 8.4:** Co-Sponsor the acquisition of an “OSU-Okmulgee theme motorcycle” to be used to positively impact recruitment efforts.

**Strategies:**

- Request remodel of University Police office space to repair water damage and prevent future damage and add custodial staff to maintain the office space.
- Propose the sanctioned construction of an OSU-Okmulgee theme motorcycle to attract the attention of potential students and aid in the recruitment process.