## University Police Department

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### Northwestern State University Mission Statement

Northwestern State University is a responsive, student-oriented institution committed to acquiring, creating, and disseminating knowledge through innovative teaching, research, and service. With its certificate, undergraduate, and graduate programs, Northwestern State University prepares its increasingly diverse student population to contribute to an inclusive global community with a steadfast dedication to improving our region, state, and nation.

**University Affairs** is a diverse group of innovative and talented professionals who provide quality facilities, maintenance and management services in support of education and research at Northwestern State University. We are committed to being fully responsive to the needs of faculty, students, staff and the public, who are our customers. The division of University Affairs strive to cooperate with all campus constituents to provide a functional, safe, and efficient facilities operation for the University.

### University Police Mission Statement

The main mission of University Police is to provide the University with a safe and secure campus. This mission is accomplished by proactive patrols, a robust police presence, and providing services in a prompt manner. Although the primary mission of the University Police Department is to protect and serve, the Department also can provide a proper understanding of life as a law-abiding citizen by serving, educating and protecting the public through community collaboration, problem recognition, problem resolution and police action thus instilling methods and practices that a productive member of society possesses. In carrying out our mission, we must be progressive, pro-active, and responsive. Additionally, we realize we must work in partnership with the area communities that we serve, thus, providing the best protection and service.

**Purpose:** The Department will prepare students for life as a citizen away from a collegiate setting and provide a broader perspective of life as a law-abiding citizen with behaviors that are fitting for society as a whole. It will also show students how to engage in protective behaviors to enhance their quality of life from beyond the classroom and further into adulthood.

**Methodology**: The assessment process for University Police programs and initiatives is as follows:

(1) Data from assessment tools (both direct and indirect, quantitative and qualitative) are collected and returned to the program coordinator;

(2) The program coordinator will analyze the data to determine whether statistics gathered show an improvement in public training programs;

(3) Results from the assessment will be discussed by Police Department administration on an annual basis

(4) As a result, from the discussion of Police Department administration programs or methods may be added, changed, or deleted based on its effectiveness in controlling criminal activity and student engagement.

## Service Outcomes:

**SO 1.** First year students and all employees will have a working knowledge of options that they have to survive an Active Shooter Situation. In addition, students will learn target-hardening practices to help secure their personal property.

<u>Measure 1.1</u>  On a semester basis students enrolled in University Studies 1000 will receive 1 day of campus safety instruction from a Certified Police Officer employed with the Department. During this course, multiple campus safety issues will be discussed with the primary focus on Active Shooter Survival training. A posttest will be administered to gauge the effectiveness of the training administered. At the end of the training students should achieve a score of 90% showing an understanding of the material.

**Findings.** Target was not met

Student score average was 87%

**Analysis.** In 2020-2021 the target was not met. Based on the analysis of the 2020-2021 results the following changes were implemented in AC 2021-2022 according to the plan of action from 2020-2021. With an update to training we implemented a comprehension test at the end of the training to determine if material is being retained. Results showed that there were widely variying answers on question 7 which deals with the first priority of law enforcement when arriving to active shooter situations. Only 49 percent of the students got this answer right. The training was reviewed to and the topic is not covered in the course material.

**Decision.** Based on the analysis of the results in 2021-2022, in 2022-2023 the following changes will be implemented to drive continuous improvement. Question 7 will be changed to better reflect the course material presented in the training.

<u>Measure 1.2</u>  Faculty members will take part of an online training program that will focus entirely on Active Shooter situations. This particular course will focus on their responsibilities as a faculty member with students in the classroom or as employees in an administrative function. A pretest and posttest will be administered to show knowledge and a passing score of 90% will be required before credit for the course will be given. Although 90% is passing, we expect that employees will score 100% on the posttest.

**Findings.** Target was not met.

Faculty and Staff average score for Pre Test was 73.84%

The average score for the Post Test was 95.40%

**Analysis.** In 2020-2021 the target was met. Based on the analysis of the 2020-2021 results the following changes were implemented in 2021-2022 according to the plan of action from 2020-2021. We left the course the same as from the previous year for an additional year to confirm the results of this cycle. Further analysis also showed that there were several retake attempts from the participants that fell below the required score of 90%.

**Decision.** Based on the analysis of the 2021-2022 results, in 2022-2023 the following changes will be implemented to drive continuous improvement. We will leave the course as designed from the previous year to help engrain the training into long term memory for faculty and staff members.

**SO 2.** Increased communication between Department and the University Community thereby building community relations.

Measure 2.1 The department should always strive to build and strengthen community-police relations. The Department should host meetings and take part in discussion sessions with private citizens and students to build community relations through an understanding of common police procedures and practices. By involving the department in these opportunities, it allows students and community members to meet Officers and understand the mission of law enforcement in different settings, rather than meeting during a possible negative interaction. The target is to conduct two meetings per academic year, one for each the fall and spring semester.

**Findings.** Target was met.

**Analysis.** In 2020-2021 the target was not met. Based on the analysis of the 2020-2021 results the following changes were implemented in 2021-2022 according to the plan of action from 2020-2021. We hosted a community outreach effort for each semester.

**Decision.** Base on the analysis of the results in 2021-2022, in 2022-2023 the following changes will be implemented to drive continuous improvement. The department will host two different events per semester to increase outreach to the student community.

**SO. 3** Ensure Police Department is educated to meet the community needs for a safe and secure environment.

Measure 3.1 Additional training past the minimum required POST qualification ensures officers conduct themselves in a professional manner and ensure that the department is operating within industry standards. The training budget should reflect cost that will improve an officer's professional knowledge. To help reduce the cost of training

whenever possible, train the trainer courses will be sought so that all officers can benefit from material presented. Target is to have two officers per calendar year attend train the trainer courses and serve as trainers for the department.

**Findings.** Target was met.

**Analysis.** In 2020-2021 the target not met met. Based on the analysis of the 2020-2021 results the following changes were implemented in 2021-2022 according to the plan of action from 2020-2021. Officers were sent to become instructors for Taser certification.

**Decision.** Based on the analysis of the 2021-2022 results, in 2022-2023 the following changes will be implemented to drive continuous improvement. To improve officer moral and to ensure that the department does not become dependent on certain indviduals additional instructors will be added to supplement current instructors and give the department redundancy in the instructor pool should the employee be separated from the department for any reason.

Measure 3.2 In service trainings should be utilized to grow the departments employees and have instructors come to the Department to offset the cost of the training as well. Doing so ensures that at least 94% of the department will receive the training. Target is to host at least one training courses where the instructor comes to our facilities to instruct the course.

**Findings.** Target was met.

**Analysis.** In 2020-2021 the target was met. Based on the analysis of the 2020-2021 results the following changes were implemented in 2021-2022 according to the plan of action from 2020-2021. One inservice training was provided for the south east state region. This training provided intelligence for law enforcement officials from Texas, Louisiana, Arkansas, Missippi, Alabama, and Florida and other states in our region.

**Decision.** Based on the analysis of the 2021-2022 results, in 2022-2023 the following changes will be implemented to drive continuous improvement. We will provide at least one outside instructor training course to regional partners.

**SO. 4** Safety is a priority of this department. A safe environment will provide students and employees the atmosphere needed for intellectual growth.

Measure 4.1 Clery statistics give a great insight into the criminal activity that occurs on campus. The data obtained from this collection process will give insights into trends that are developing on each campus. The statistics gathered will provide guidance on enforcement efforts, student educational efforts, and crime trends that will need to be addressed. Target is to have no crime statistical growth from the previous year/semester to the present.

**Findings.** Target was not met.

**Analysis.** In 2020-2021 the target was not met. Based on the analysis of the 2020-2021 results the following changes were implemented in 2021-2022 according to the

plan of action from 2020-2021. We provided education of property safety measures and become more engaging to ensure knowledge retention. In addition colaboration with Student Conduct to minimize repeat offenders. Although changes were implemented the data may take an additional year to correlate to the changes made. Since the focus is on repeat offenders.
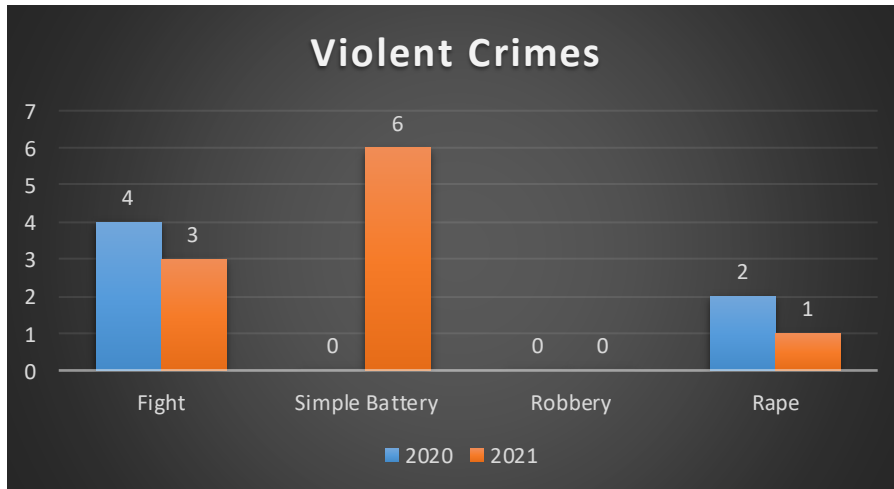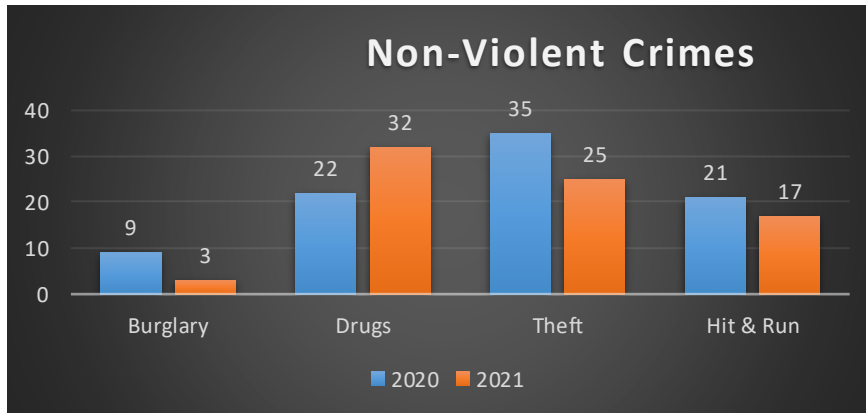


**Decision.** Based on the analysis of the 2021-2022 results, in 2022-2023 the following changes will be implemented to drive continuous improvement. We will keep our previously implemented changes in place to increase the likelihood that the previous implemented strategie is properly working.

Measure 4.2 In addition to Clery statistics gathered, Uniform Crime Report Data collected and submitted will be crucial in determining what other measures are needed, since the Clery data does not require the collection of thefts and motor vehicle burglaries. These categories in the past have been some of our most frequent reoccurring crimes. Information gathered from these categories will show where efforts will need to be focused to deter and reduce crime. Target is a 15% decrease in criminal activity for these categories from the previous year based on effective policing practices.

**Findings.** Target was not met.

# Assessment Cycle 2021-2022

## Non-Violent Crimes

| Crime | 2020 | 2021 |
|---|---|---|
| Burglary | 9 | 3 |
| Drugs | 22 | 32 |
| Theft | 35 | 25 |
| Hit & Run | 21 | 17 |

**Analysis.** In 2020-2021 the target was met. Based on the analysis of the 2020-2021 results the following changes were implemented in 2021-2022 according to the plan of action from 2020-2021. In 2021 a refocus on community outreach and education was critical in reducing a surge of criminal activity, in addition to increasing staffing levels. However in the spring of 2022 we have seen a massive drop in staffing levels at the department. With a diminished presence a rise is expected in the upcoming numbers.

**Decision.** Based on the analysis of the 2021-2022 results, in 2022-2023 the following changes will be implemented to drive continuous improvement. Increasing the number of officers on patrol to increase officer presence will be vital to keep a decrease in criminal activity.

**Comprehensive Summary of key evidence of improvements based on analysis of results.** *Provided are all of the things done in 2020-2021 to seek improvement based on the analysis of AC 2021-2022 assessment results.*

- With an update to training we implemented a comprehension test at the end of the training to determine if material is being retained.

- We left the course the same as from the previous year for an additional year to confirm the results of this cycle. Further analysis also showed that there were several retake attempts from the participants that fell below the required score of 90%.

- We hosted a community outreach effort for each semester.

- Officers were sent to become instructors for Taser certification.

- One inservice training was provided for the south east state region. This training provided intelligence for law enforcement officials from Texas, Louisiana, Arkansas, Missippi, Alabama, and Florida and other states in our region.

- We provided education of property safety measures and become more engaging to ensure knowledge retention. In addition colaboration with Student Conduct to minimize repeat offenders.

- In 2021 a refocus on community outreach and education was critical in reducing a surge of criminal activity, in addition to increasing staffing levels.

**Plan of Action moving forward**

| SO | Measure | Plan |
|---|---|---|
| 1 | 1.1 | Question 7 will be changed to better reflect the course material presented in the training. |
| 1 | 1.2 | We will leave the course as designed from the previous year to help engrain the training into long term memory for faculty and staff members. |
| 2 | 2.1 | The department will host two different events per semester to increase outreach to the student community. |
| 3 | 3.1 | To improve officer moral and to ensure that the department does not become dependent on certain indviduals additional instructors will be added to supplement current instructors and give the department redundancy in the instructor pool should the employee be separated from the department for any reason. . |
| 3 | 3.2 | We will provide at least one outside instructor training course to regional partners. |
| 4 | 4.1 | We will keep our previously implemented changes in place to increase the likelihood that the previous implemented strategie is properly working. |
| 4 | 4.2 | Increasing the number of officers on patrol to increase officer presence will be vital to keep a decrease in criminal activity. |