

Campus Safety: Risk Management Report

BACKGROUND

The Executive, Audit, and Governance Committee annually reviews with university leadership the top risks that may impact Oregon State University's ability to meet its mission and objectives. Each of the identified top risks is assigned to the various board committees based on alignment with each committee's charter and workload. Through this process, the university identified Campus Safety as a top risk for the university. The Finance and Administration Committee was recently assigned oversight of the university's action plan for mitigating this risk to better reflect the reporting lines and risk owners.

The Campus Safety enterprise risk management goal is to support a safe and welcoming environment throughout OSU. The Campus safety topic will focus on the Department of Public Safety programs; and will also highlight efforts to improve preparation and recovery plans for hazards such as an active threat, severe illness, earthquake, or inclement weather events.

STATUS UPDATE

The safety of the OSU community is a top priority. The university has worked diligently to mitigate risk to provide a safe physical environment and a high state of readiness for response to threats and emergencies. In 2023, the enterprise risk of campus safety was identified and selected for tracking through updates to the board. This report outlines the major goals of the Department of Public Safety and outlines three objectives to achieve those goals, as well as the actions that will be taken and how DPS will measure these objectives.

As summarized in the report in Attachment 1, the Department of Public Safety supports the mission and strategic plan of the university by contributing to a safe and welcoming environment at OSU through the efforts of its staff, its programs, and the preparation and recovery plans that are in place for hazards such as an active threat, severe illness outbreak, earthquake, or inclement weather events.

The first objective is to continue building a fully accredited police department serving the Corvallis campus and demonstrate OSU's commitment to the highest professional standards of campus law enforcement and public safety services. DPS has continued efforts to fully staff the department. Following a thorough selection and screening process, DPS successfully hired four police officers over the last year, raising the percentage of police officers hired from 75% to 90% of the department's staffing goal. This reflects a healthy growth of the staffing which is limited by the ability to onboard and access training – training both external through the State Department of Public Safety Standards and Training (DPSST) and internal to DPS. Additionally, DPS has established and implemented comprehensive policies and procedures.

The next phase will be a cyclical review of policies as well as transitioning older policies to the newer Lexipol format. DPS currently uses a policy management system called Lexipol, which provides policy manuals, training bulletins, and learning management for public safety agencies. Lexipol policies are regarded as best practices and provide a foundation for the accreditation process.

The Department of Public Safety currently has a contract with the Northwest Accreditation Alliance (NWAA) to begin the accreditation process and plans to achieve accreditation in 2025. NWAA is a body that offers law enforcement and public safety accreditation in the

states of Oregon and Alaska. Their purpose is to evaluate agencies and whether they have best practices in place for public safety, including in use of force, impartial policing, and evidence handling.

The second objective is to communicate and engage effectively with the OSU community regarding public safety incidents, public safety actions, and public safety policy and procedure. Last year, DPS implemented the use of a public access point for viewing DPS policies via their website and continued refining and adding to the viewable policies this year. All DPS policies are now available online. DPS worked with campus partners to review and publish communication principles for public safety messaging. These principles help provide a basis for consistent and clear messaging to the OSU community. Furthermore, following community input about DPS's web presence, DPS restructured its website to make finding information more intuitive and to provide a place to find published safety notices and timely warnings. DPS continues to review incidents across the nation and compare practices between universities, looking at training, assessments of timely warnings, and safety notices. To help the OSU community provide important feedback, DPS provides a web-accessible survey that allows for community feedback on public safety practices and communications. DPS also hosts an online interactive data dashboard to help the community see the activity of DPS, crime rates on campus, and facilitate decisions about safety on campus. Additionally, to help the campus community better prepare for emergencies, DPS plans to continue to provide resources and training to assist with understanding the complexity of incidents on campus and facilitate decisions surrounding implementing training and prevention programs.

The Department of Public Safety is committed to the implementation of the Committee for Transparent and Accountable Policing and Public Safety (CTAPPS) and leveraging the assistance of other campus partners to help put the committee in place. DPS expects the selection process to occur before the end of the spring term with the first training and meetings taking place in fall 2024.

The third objective is to continue the work of maintaining and refining the university Emergency Operations Plan (EOP). DPS continues to review and manage the university's EOP and EOP annexes. The EOP is available to the campus community on the DPS Emergency Management website, and it is also sent annually to all OSU email accounts along with other important safety information. DPS continues to communicate emergency procedures via websites, training, and annual security reporting. Last year, DPS worked with campus partners to post worksheets in classrooms for faculty and students to assist with actions in case of active threat incidents. The presence of these worksheets was communicated campus-wide this past January. DPS also provides in-person active threat training to the campus community and reviewed and communicated the presence of the online active threat eLearning module available to all campus community members. To assist with emergency communications and alerts, DPS is in the process of integrating OSU into the Federal Integrated Public Alert and Warning System (IPAWS) to enhance OSU's emergency alert capabilities. This system became available to OSU after adding law enforcement services to campus. This system, once operational, will allow DPS to send emergency alerts to specific areas of campus as well as to cell phone users who may be visiting OSU and not registered with OSU alerts.

NEXT STEPS

The Finance and Administration Committee will engage in a discussion about this Public Safety risk report at the May 16, 2024 meeting.

**Oregon State University
Enterprise Risk Management
2024 Priorities
Campus Safety**

Risk Topic Oversight Summary						
Board Oversight Committee	Risk Topic	University Goal	Type(s) of Risks to be Prevented	Risk Owner	Primary Risk Mitigation Strategy(ies)¹	Risk Mitigation Team
Finance and Administration Committee	Campus Safety	Contribute to a safe and welcoming environment at OSU, through the efforts of DPS staff; its programs, and that preparation and recovery plans are in place for emergencies.	Operational (safety), Compliance, Financial, Reputational	VP for Finance and Administration (VPFA)	Reduce, Share/Insure, Accept	Senior Associate Vice President for Administration, Associate Vice President for Public Safety

Mitigation Plan	
Objective 1: Build an accredited police force for the Corvallis campus	
Actions to Satisfy Objective	Status Report
<ul style="list-style-type: none"> • Hiring staff • Implementation of policy and procedure • Northwest Accreditation Alliance (NWAA) • International Association of Campus Law Enforcement Administrators (IACLEA) Accreditation 	<p>Initial steps to achieve accreditation:</p> <ul style="list-style-type: none"> • Ongoing: 90% Sworn staff hired. • Complete: Critical, priority policies in place under Lexipol. • New: Conversion of initial implemented policies to Lexipol. • New: Cyclical review and update of policies. • New: Under contract with NWAA and beginning accreditation process. • Hold: While IACLEA accreditation while completing NWAA accreditation.
Objective 2: Effectively communicate and engage with the OSU community re: public safety incidents, actions, and policy and procedure.	
Actions to Satisfy Objective	Status Report
<ul style="list-style-type: none"> • Public access to policy • Assessment and improvement of safety communications practices • Sharing incident data • Implementation of Committee for Transparent and Accountable Policing and Public Safety (CTAPPS) 	<ul style="list-style-type: none"> • Completed: Access to DPS policy via web. • NEW: Reviewed and published communication principles with partners. • Ongoing: Compare practices between universities, training, assessment of timely warning and safety notices. Solicit community feedback on timely warning and safety notices. • Ongoing: Publish data to web, updating format, monitoring, sharing trends with internal OSU partners, community presentations. • Ongoing: Charter approved. Communication plan in progress. Created community engagement specialist position.
Objective 3: Maintain and refine updated university emergency operations plan (EOP)	
Actions to Satisfy Objective	Status Report

May 16-17, 2024 Board of Trustees Meetings

<ul style="list-style-type: none"> • Approved Plan • Annex Updates • Maintain • Implement 	<ul style="list-style-type: none"> • Completed: The university’s updated EOP was approved in 2022. • Continuing: Cyclical review of EOP annexes underway. • Continuing: Communicate effectively and continually about the EOP procedures via websites, training, and Annual Security Report (ASR). • Completed: Post active threat worksheets in classrooms and lecture halls and communicated this action campus-wide. • Completed: Implement HazAdapt application for all OSU accounts. • Continuing: Leverage Federal Integrated Public Alert and Warning System (IPAWS) to enhance emergency alert capabilities. • Continuing: An annual email is sent to all OSU email accounts with information about the EOP and how to access the plan. The EOP is also available on the OSU DPS/Emergency Management web site. Training is regularly offered and is available requested by units.
---	---

Performance Metrics		
METRIC 1: Hiring		
Goal	Results	Comments
Staffing of sworn positions	Currently at 90%.	<p>Actively advertising and conducting outreach. Building reputation as employer of choice in the public safety community.</p> <p>Implemented collective bargaining agreement with the OSU Public Safety Association.</p> <p>Implemented internship opportunities within DPS.</p> <p>Onboarding capabilities limited by available training and trainers, both external and internal.</p>
METRIC 2: Attain Oregon Accreditation		
Goal	Results	Comments
Attain by 2025	Under contract with accrediting body.	Active review of policy and procedure in preparation for accreditation review.

METRIC 3: Start Committee for Transparent and Accountable Policing and Public Safety		
Goal	Results	Comments
Committee for Transparent and Accountable Policing and Public Safety implementation Fall 2024	75% complete, remaining steps outlined in comments.	<p>Due to difficulty filling community engagement specialist position, which has key role with committee, we are actively working with HR to use a current position as developmental opportunity for internal candidates with a competitive interview process.</p> <p>Actively implementing CTAPPS communication plan.</p> <p>Actively implementing CTAPPS membership application process.</p>