

# CAMPUS LAW ENFORCEMENT JOURNAL

*A Publication of the International Association of Campus Law Enforcement Administrators*



## Annual Conference Preview

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Preparing for Protests

Volume 47, No. 3 | May/June 2017

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# CAMPUS LAW ENFORCEMENT JOURNAL

*A Publication of the  
International Association of  
Campus Law Enforcement  
Administrators*

Volume 47, Number 3 | **May/June 2017**



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IACLEA President Randy Burba, right, and National Law Enforcement Officers Memorial President and CEO Craig Floyd salute to fallen campus public safety officers at the Memorial, March 10, 2017, Washington, DC.

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The Milwaukee Art Museum is one of the must-see attractions in the host city for the 2017 IACLEA Annual Conference. *All photos of Milwaukee are published courtesy of Visit Milwaukee.*

#### **Cover photo credit**

Ross Stanfield

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# An Incredible Honor. An Incredible Year.

By Randy Burba, President



Randy Burba

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Homeland Security as a representative of all campus law enforcement.

During the course of the year, I attended several regional and international conferences. The personal honor I had in representing IACLEA was rivaled only by the appreciation of our regional and international colleagues who expressed the appreciation for our commitment to attend and participate. They consider it an invaluable gesture of our pledged support. In every instance, the opportunity to reinforce the immediate connectivity between our members around the world was incredibly inspiring.

Inwardly, we pursued new levels of resources and advocacy for IACLEA's brand and mission. This is resulting in a firm reinvestment of deliverables to our members. We produced and presented professional development webinars through IACLEA's Distance Learning Unit. We expanded our social media and communications efforts, as well as the accessibility of the president, executive director, and others among the IACLEA family of professionals who have added a critically important voice to the future of campus safety through several mainstream and non-academic media.

As a result, during my tenure I worked with an extraordinary team of professionals with diverse but complementary talents, all of whom came together to create new and expanded resources, value, and access for IACLEA's nearly 3,000 members. That number is

When I assumed the absolute honor of IACLEA president in Phoenix last year, I shared with you a vision to which I remain committed, while also serving the day-to-day needs and outstanding work of our remarkable organization. That vision included guiding a strategic goal and long-discussed quest to position IACLEA in our nation's capital and enhance the relationships and opportunities that can only be accomplished by being in proximity to our collaborating organizations, federal agencies, and lawmakers. This emphasis was continuously communicated to colleagues, peers, advocates, and legislators.

IACLEA is already seeing impact from this decision: we were able to recruit and position experienced full-time employees; lead a highly successful effort for higher education campus law enforcement during Capitol Hill Day; and be specifically invited to meet with the U.S. Secretary of

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*As a result, during my tenure I worked with an extraordinary team of professionals with diverse but complementary talents, all of whom came together to create new and expanded resources, value, and access for IACLEA's nearly 3000 members.*

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important, for it illustrates the breadth and richness of the men and women who continue to dedicate themselves to the highest principles in campus law enforcement. And it is why IACLEA is the leading authority.

As my term as president comes to a close when we gather in Milwaukee June 23-26, I am left with three very powerful and lifelong impressions. First, to know what an unequalled privilege it has been to serve every member of this organization from such a singular position. Second, that I have been able to contribute to the renewed efforts and energy alongside such a magnificent group of colleagues among the executive and professional staff and my fellow board members—all while accomplishing so many key initiatives;

additionally, we preserved the traditions, achievements, and momentum gifted to me by Past President Taylor. And, I humbly offer the sum of these past 12 months in full support of President Elect Bousquet as he prepares to take us to even higher levels of success.

In closing, I must thank my families. First, my wife and daughters for their love and support, which is of a form and level truly unique to them. And, of course, to the family that is the International Association of Campus Law Enforcement Administrators—the brothers and sisters of IACLEA—I thank you and wish you the very best and look forward to continuing in service alongside each of you. 🙏



“When I turned over the leadership of IACLEA to President Burba last year, we knew that there would be changes in the coming year to institute our new Executive Director as the administrator of the Association. Little did we know then how extensive these changes would be and how rapidly they would occur! As President, Randy has been on top of these changes and provided strong directed leadership to achieve a remarkable change in the administration of our Association in a very short period of time. Well done, President Burba!”

**Bill Taylor**

*Collin College*



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“It has been such a pleasure to work with Randy while watching his thoughtfulness and steady nature. The time and energy he has put in during his presidency is amazing, and he has been a solid guide through this challenging transition.”

**Pat Patton**

*University of Regina*



“President Burba was the right leader during the massive transformation and seismic shift that IACLEA has undergone during his term. His leadership was steadfast, calming, and visionary in a constantly changing, unprecedented time of growth.”

**Sue Riseling**

*IACLEA executive director*

“Chief Randy Burba, An exceptional leader with a positive attitude and dedicated commitment toward the continued success of IACLEA. Randy is a true friend and colleague that always strives for excellence in the best interests of campus public safety. As incoming President of IACLEA, I will work my hardest to fill the shoes of a man who has lead IACLEA through a transition of challenging change. You have set the bar high, Randy; on behalf of IACLEA I will carry out your vision to the best of my ability. Thank you for all that you have done.”

**David J. Bousquet**

*Becker College*





“Randy demonstrates his dedication, professionalism and commitment to IACLEA every day. During his term as President, we made major changes to our organization in order to meet the future needs of our membership. Due to Randy’s leadership, the Board of Directors was focused and effective. Thank you, Randy, for a great year!”

**Paul Ominsky**  
*Princeton University*

“As international Director, I have spent a lot of time travelling with President Burba.

He has been a great ambassador for the association and has greatly increased the International profile of IACLEA.”

**Raymond Wheatley**  
*Dublin City University*



“Chief Burba’s forward thinking, no-nonsense management style has been of great benefit to both IACLEA and Campus Public Safety around the World during the past year. Thanks for your visionary leadership.”

**Jasper Cooke**  
*Augusta University*



“It has been such a pleasure to work with Randy while watching his thoughtfulness and steady nature. The time and energy he has put in during his presidency is amazing, and he has been a solid guide through this challenging transition.”

**Pat Patton**  
*University of Regina*



# Disembarking One Ship While Building Another

By Sue Riseling, Executive Director



Sue Riseling

Every organization reaches milestones in its evolution. And the 2016-2018 period is a significant milestone in IACLEA's organizational maturation.

IACLEA is undertaking a sea change in its organizational structure and management that is currently resulting and will continue to result in a more agile, multi tactical, and higher-performing

association. The changes underway will ensure that IACLEA more rapidly achieves significant objectives in its strategic plan and delivers a greater breadth of services that enhance our members' professional development and the profession itself.

### The Backstory

In "A Message from the President" on April 29 via IACLEA-L, President Burba laid out the high points of the transition. IACLEA is, literally, remaking itself this summer. On August 31, IACLEA's 30-year relationship with Association Resources (AR) in West Hartford, Conn., will end. AR is a professional association management firm, representing more than 25 associations, of which IACLEA is the second largest. Prior to my hiring last August, all personnel with IACLEA job titles were actually employees of AR, and they served IACLEA and other clients. The Board managed the relationship with AR, contracting for a set number of hours per year, agreed upon at the start of each fiscal year.

This arrangement worked very well for many years. Most members and external constituents were unaware of the arrangement; it allowed the IACLEA Board to manage its resources, per a contract; and the AR staff represented IACLEA with professionalism.

It is now the new millennium. Campus environments are different than they were in 1984 when AR was hired: we prepare for active-shooter incidents, terrorist attacks, mass protest, and civil unrest along with drunkenness, property theft, and parking stickers. Social media bolsters and drives our work. We strive to be more connected and responsive to our campus communities.

In short, every campus public safety agency—and therefore its premier professional association—needs to be rapid-response-ready. IACLEA must be able to respond to breaking news, legislative developments, and real-world situations. It was impossible for the Board to anticipate one year in advance how many person-hours IACLEA needed to contract for per year. Additionally, there was only one employee with law enforcement experience on the AR staff.

The Board began the shift to a more vibrant IACLEA in 2016, by hiring its first full-time executive director. Since I had the honor of assuming the ED role last August, the Board and I have assessed IACLEA's business operations, finances, and productivity. After rigorous analysis and meetings with AR management that included President Burba and President Elect Bousquet, the Board has decided to end the relationship with AR at the conclusion of the current contract period, August 31, 2017.

### The Here and Now

This massive transition takes place this spring and summer, when all staffing and infrastructure needs to operate a best-in-class association must be established. AR staff, dedicated IACLEA staff, the Board, and I are in the throes of this now—even as we expand and improve the current level of service and program to members.

Five major projects toward this goal are underway and will be completed this summer. We have opened a modest office in Silver Spring, Maryland, close to the U.S. Capitol and business center in Washington, DC. The Annual Conference will be more relevant, exciting, and inspiring than previous conferences. We are rebuilding iaclea.org, to bring it in line with current web design, make it easier to navigate, and ensure it is mobile-friendly across all devices. IACLEA will soon have a custom App, built by one of our new Corporate Partners AppArmor. We are hiring a Director of Training to improve and expand our professional development offerings.

I hope you have noticed many changes already. Our newly hired advocacy and communications directors have revamped and recharged their areas. Government Relations Director Jeff Allison, a former municipal and state law enforcement official

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*The changes underway will ensure that IACLEA more rapidly achieves significant objectives in its strategic plan and delivers a greater breadth of services that enhance our members' professional development and the profession itself.*

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## IACLEA Opens Office in Washington, D.C., Area Hires Director of Operations and Administration



Deana Burke

We continue to achieve significant milestones in the major management changes underway at IACLEA (see “A Message from the President” on IACLEA-L, April 29). On May 1, IACLEA opened an office in Silver Spring, Maryland, just miles from the U.S. Capitol. To establish, streamline, and manage all infrastructure systems, we are pleased to announce that Deana Burke is

IACLEA’s new Director of Operations and Administration. Burke is responsible for managing IACLEA finances, and computer operations, overseeing membership services, and coordinating “everything” IACLEA. **Welcome, Deana!**

Burke joins Jeff Allison, Director of Government Relations, and Gwen Fitzgerald, Director of Communications, in the Washington, D.C., area. The office is only steps from the Metro (subway/train), so from the new office location, staff and visitors can easily go back and forth to the U.S. Capitol, government office buildings, media outlets, and any organization located in the D.C. metro region. IACLEA secured this convenience, while foregoing expensive “downtown” office space costs.

As Chief Burba referenced in his President’s Message column, IACLEA continues to carry out Goal B in the current Strategic Plan: IACLEA will be the leading resource for the evaluation, modification, and development of public policy impacting campus public safety and law enforcement. A physical presence with multiple staff in the capital region will help achieve this goal. Please visit if you are in the area. We’d love to meet you! 🍷

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### ***Disembarking One Ship While Building Another***

*Continued from page 8*

who also worked for DHS, DOJ and the FBI, has ensured IACLEA is at the table for many significant meetings with the new administration and co-led the successful Capitol Hill Day in March and April alone Jeff secured 21 meetings with federal agencies or national associations of higher education. Communications Director Gwen Fitzgerald has redesigned and expanded the *Campus Law Enforcement Journal*; enlivened our Facebook page; produced two videos; and marketed our spring conferences to ensure sell-out participation. Additionally, with the help of Madison Gosser, Executive Assistant and Corporate Partner Director, we have secured two new corporate partners this year and increased collaboration with our long-standing partners. That in part led to the special demonstration at the Annual Conference Opening Ceremonies at which ShotSpotter SST will conduct and LIVE stream an active-shooter drill with the Marquette University Police Department.

These are just some of the most visible changes at IACLEA.

### **Building While Bailing**

Truth be told, it is not easy to bail one ship while building another and sailing them both. But it is the most seamless path to smooth sailing for IACLEA.

I left day-to-day policing to assume an association-management role to give back to IACLEA and the profession.

IACLEA was a significant factor in my 25-year career as University of Wisconsin-Madison police chief.

The knowledge-sharing, teaching, networking, and mentoring among IACLEA

members were invaluable to me. And I credit IACLEA as a major factor in my professional advancement.

I want IACLEA to be as valuable to each and every one of you as it was to me. In partnership with the Board, I am building a team that is working tirelessly, going above and beyond, and demanding excellence of ourselves, just as you demand of each of your officers. The best IACLEA is what you can expect from us—and it is what we will deliver.

Always forward. 🍷

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## New Video Honors Fallen Campus Officers

### *A Message From President Burba*

My Fellow IACLEA Members,

Each year across the United States, the law enforcement family loses as many as 140 to 160 officers in the line of duty. During a recent visit to Capitol Hill, IACLEA dedicated one cold, rainy morning to honor the 43 campus law enforcement heroes who made the ultimate sacrifice while serving their institutions (1923 – 2016). For me, this ceremony was an understandably solemn occasion, and I found it very difficult to hold back my emotions as the 43 names were read aloud.

To commemorate that event and honor the fallen, IACLEA produced a short video to share this experience with each of you, your agencies, and your campus communities. It also serves as a reminder of the very same price all too many have paid in protecting our campus communities. Please use this video as you see fit: meetings, Websites, social media, or other venues.

Indeed, we among the International Association of Campus Law Enforcement Administrators were honored to actively support and participate in National Police Week, held May 14th – 20th in Washington, D.C., to honor all U.S. law enforcement officers.

While I was proud that IACLEA had several representatives at the vigil to honor our fallen campus law enforcement officers, I also pause for an additional moment to join you as we all remember those who were taken from us much too soon. 🙏



IACLEA gratefully thanks Corporate Partner AppArmor for sponsoring the production of the Police Memorial video

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**IACLEA honors fallen campus public safety officers every day on our Officer Memorial Page on [iaclea.org](http://iaclea.org). There you can view video of the full ceremony conducted on March 10, 2017, at the National Law Enforcement Officers Memorial (17 minutes). You can also see a slideshow of the ceremony. And we share the names of each of the 43 fallen officers.**

**[View photo gallery](#) | [View video](#)**

## National Police Week 2017



IACLEA representatives Deana Burke and Sue Riseling (right)

IACLEA was proud to stand with fallen officers' families at the 29th Annual Candlelight Vigil May 13 in Washington, DC, to begin National Police Week 2017. The event was sponsored by the National Law Enforcement Officers Memorial Fund.

As the names of the fallen officers who were added to the wall were read, IACLEA representatives Executive Director Sue Riseling, Director of Operations and Administration Deana Burke, and Government Relations Director Jeff Allison were in attendance to honor each. 🕯️



Police Week, Candlelight Vigil



IACLEA's LEMAP program provides management consultation and technical assistance to association members and non-member campuses.

### Confidential Peer Review – To Raise Your Organization's Effectiveness

*IACLEA's Loaned Executive Management Assistance Program  
Helps Departments Reach Their Potential*

IACLEA members are top among their peers in campus safety and security systems and operations. Through our Loaned Executive Management Assistance Program (LEMAP) we share that expertise with member and non-member institutions.

Upon request, IACLEA assembles a team of trained and experienced professionals to provide a thorough and detailed assessment of your agency's administration, management, and operations, providing feedback on how to improve and enhance practices and procedures.

**HOW:** IACLEA enlists a three-person team that spends two-and-one-half days at your campus agency reviewing all aspects of your public safety or security agency.

**WHAT:** The standard review examines 19 distinct subject areas, but we can personalize each review, based on the agency's needs. We provide a confidential report, so you can determine what recommendations to adopt.

**WHY:** IACLEA members are experts in campus public safety. It is our mission to support one another and advance our profession. IACLEA is the leading authority for the campus public safety community.

**LEMAP:** Management consultation and technical assistance from IACLEA campus safety professionals.

**For more information on LEMAP**

Contact: Tessa O'Sullivan. (860)-586-7517 x 521 or twosullivan@iaclea.org

## Emerging Issues: Campus Protest Prep and Response

### *New Training Series Designed to Be Deployed Rapidly*

On a Thursday evening in early February, Executive Director Sue Riseling saw footage of the protests at the University of California Berkeley. It was clear that large, tense protests would occur on campuses nationwide—some on campuses where protest was a legacy, some at schools where protest is new. She knew campus safety leaders would benefit from strategic and tactical advice as well as information sharing among peers and that members shouldn't have to wait for the Annual Conference in June.



*IACLEA Executive Director Sue Riseling facilitates the Campus Protest Preparation and Response Training at the University of Hartford.*

Riseling contacted President Burba that night, and they created the Emerging Issues series, the first of which centered on campus protest. The concept is to identify emerging issues and respond with one-day training programs taught by a subject-matter expert. These courses are interactive and intimate, with typically no more than 30 delegates to a class, giving the attendees the opportunity to really engage with the subject matter and classmates. The trainings were conducted in multiple venues in an effort to reduce travel costs and make them accessible to many members.

This program has been a highlight for IACLEA members across the United States.

The Campus Protest Preparation and Response Training curriculum was created and first presented by Iowa State Chief Michael Newton in early March at Chapman University, University of Maryland-College Park, and Notre Dame University. Attendees from more than

40 colleges and universities participated. The training was such a hit that the New England region requested a seminar, which Riseling hosted at the University of Hartford on April 27. With 25 years' experience as the chief of police at University of Wisconsin-Madison and having managed the 30-plus day protest at the state capital that drew more than 100,000 protestors, Riseling had unique insights to share.

"Our mission is basically to protect the university's mission, which is to have civil debate and present both sides of an issue and have things be done in a way that's civil," said the association's president, Randy Burba, police chief at Chapman. "It's a challenge to make that happen when there's really opposing sides and views, but that's really what we're supposed to do." Burba was quoted in "US colleges confront a new era of sometimes-violent protest" by Lisa Rathke of the Associated Press. The story was carried in more than 220 news outlets. 📍



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Securing Your World

## Leaders on the Rise

IACLEA's Executive Development Institute (EDI) is an annual opportunity designed to train current and newly appointed campus public safety executives. More than 45 public safety professionals from across the country attended EDI 2017 at Arizona State University for four days of leadership and management training on topics pertaining to a campus environment. Delegates heard from renowned speakers on topics imperative to today's society such as managing generations in the workplace and privilege and bias. 🍷



*EDI participants at work.*



*Arizona State University Chief Michael Thompson presents her Certificate of Completion to Niviece D. Robinson, Mills College Director of Public Safety.*



*Keynote speaker Chief John Vinson, PhD, University of Washington – Seattle shares insight on facilitating change. A special thanks to IACLEA Corporate Partner STANLEY Security for sponsoring 16 scholarships for EDI participants.*

Dates for EDI 2018 and 2019 are already on the books:  
**MARCH 19 – 23, 2018 AND MARCH 18 – 22, 2019**  
at Florida State University, in Tallahassee.



*Congratulations to the 2017 graduating EDI cohort.*

*Photos courtesy of J. Latella Photography*

# Progressive Policing in the 21st Century: A Blueprint for Change

By Gerald W. Schoenle, Jr., Chief of Police, University at Buffalo Police Department

We are all well aware of the need for criminal justice reform. At the heart of that reform should be police reforms, for policing is the most visible part of the criminal justice system. The good news is that progressive agencies constantly make reforms and improvements, for we know policing cannot remain stagnant.

The challenge, of course, is the way policing is set up in the United States. There are more than 18,000 police departments that all operate under different state, county, and local laws, and many more when you add in public safety departments. This article will discuss the ways some of these departments have responded to the call for change and provide a blueprint for progressive policing in the 21st Century.

States around the country have been grappling with how to improve policing, balancing community criticism about excessive force and the concerns of law enforcement agencies under increasing political pressure to tamp down crime rates. Across the country, states have been considering a range of measures to grant more rights to victims of police brutality, roll back special protections for police accused of wrongdoing and allow greater transparency of police disciplinary boards.

– Ricardo Lopez provided this overview of the situation in the *Minneapolis Star Tribune*, October 13, 2016.

So where do we begin to address these critical issues? First, start at the top: CEOs (presidents, vice presidents, mayors, and city managers) that

oversee police or public safety agencies need to have hard discussions with their chiefs. CEOs must ask, “Is our police department accredited?” and develop an understanding of the accreditation process along with the benefits of being an accredited agency. If the agency is not accredited, make certain that obtaining accreditation is part of the agency’s strategic plan. University administrators understand the value of accreditation in their numerous programs. Having a police or public safety agency that is accredited shows the agency’s and university’s continuing commitment to keeping students safe. There is no doubt that going through the accreditation process makes an agency a better organization that adheres to best practices in law enforcement.

Many states offer excellent accreditation programs. If your state does not, then the International Association of Campus Law Enforcement Administrators (IACLEA) Accreditation program is the way to go for campus law enforcement. If your department has already received state accreditation, pursuing IACLEA accreditation will take you to the next level. This program is campus law enforcement–specific and helps address the many unique aspects of campus policing. The Commission on Accreditation for Law Enforcement (CALEA) is another option for agencies, as well. With more than 18,000 agencies, we need some type of standardization, and accreditation provides that.

For agency chiefs, the accreditation process provides the opportunity to take a hard look at all facets of the department and to use this as a blueprint for change in pursuit of excellence. Accreditation standards provide the framework for developing policies, procedures, trainings, and for adopting the best practices in the industry. While the agency is going through the accreditation self-assessment process, progressive agencies pursue many of the best practices that dovetail with accreditation. The agency must have the support of the CEO to make this happen, as there is a lot of work involved and some plant modifications may be required. However, failure to pursue excellence through accreditation does not seem like an option in these challenging times for law enforcement.

One critical area that agencies must address is bias in policing. The accredited agency will have policies and trainings in this regard. One of the better-regarded programs is Fair

and Impartial Policing (FIP). This philosophy is a new way of reflecting on bias, based on an understanding that all of us have biases. The old way of addressing this was to point out bad behavior and tell cops to stop the behavior. This caused some to feel police departments are full of racist, biased officers, which is not the case.

Dr. Lorie Fridell, former director of research for the Police Executive Research Forum (PERF) and one of the leaders in this field, has developed a great research-based training program that numerous police agencies throughout the country have adopted. The training examines explicit and implicit biases that we all have and how they may cause

*Continued on page 17*

*Continued from page 16*

police to respond as a result. I equate teaching this program to teaching ethics. I do not believe you can teach police officers (or any adults) ethics, as they have spent many years developing their ethical standards. However, you can teach ethical behavior and ethical decision-making so officers use these tools in their decision-making process.

There are several accreditation standards that mandate policy/procedures dealing with use of force. Current programs including de-escalation and tactical retreat training must be part of this. This is often a culture shift from old academy training that implied officers must immediately handle every situation they encounter. Progressive police and public safety agencies have policies that address this, and they train their officers in modern de-escalation techniques including when tactical retreat might be the best immediate course of action.

Interpersonal communications training such as Verbal Judo has proven effective in reducing the likelihood of having to use force. Many agencies have developed and trained groups of officers in crisis intervention and implemented Crisis Intervention Teams (CIT) to specifically deal with individuals with mental illness or other immediate crisis. This is an often-recommended best practice that has the potential to significantly improve citizen and officer safety (see <http://www.iacp.org/onemindcampaign> for additional recommendations).

Perhaps no area is better addressed through accreditation than procedural justice. The concept implies that when fair procedures are followed there is a greater likelihood of a fair outcome. The accredited agency has gone through the accreditation standards and developed policies and procedures as required to maintain consistency, fairness, and transparency. To complement policy adoption, there must be appropriate training to make sure officers understand and follow procedures. Clearly, people feel affirmed if they are treated with respect, and there is a far greater likelihood they will accept the outcome. Every good cop has stories of being thanked after issuing a traffic ticket or making an arrest.

Agencies that put this concept into practice will also be transparent when their actions are called into question. It is

critical for agencies to share information and keep the community informed. Policies and procedures must be in place addressing when and what information or videos can be released; this will go a long way in gaining the trust of the community.

The progressive agency will consider taking advantage of current technology such as security cameras, body cameras, and less-than-lethal options, while being sensitive to budget constraints. Of course nothing is a substitute for a highly trained officer who has the knowledge, skills, and abilities to defuse tense situations. Agency policy will dictate the use of this technology, in accordance with best practices, and mandate appropriate training.

*Continued on page 19*



## **L**ooking for Greener Pastures? *Looking for Excellent Talent?*

Then look no further. IACLEA's Career Center posts hot jobs from around the country and draws talent nationwide to fill them. The service is free to job seekers and member institutions that post jobs.

**Visit IACLEA's Career Center now at:  
[www.iaclea.org/visitors/career/index.cfm](http://www.iaclea.org/visitors/career/index.cfm)**

# America's Trusted Safety App Solution

Join the **80 institutions** across the globe that have chosen **AppArmor** for their custom safety app



From left to right: University of North Dakota (Safe Campus), University of California, Los Angeles (Bruins Safe), Florida State University (SeminoleSafe), University of Florida (Gator Safe), University of Nevada, Las Vegas (RebelSAFE)

Get a free, no obligation prototype safety app for your institution now at [www.apparmor.com/free](http://www.apparmor.com/free)

*"SafeCampus, UND's new mobile safety app from AppArmor offers the most comprehensive and decisive menu of functions along with some groundbreaking features such as location tracking with Mobile Bluelight and Friend Walk. This gives our campus community members instant access and assistance capabilities so we can keep our campus safe." - Eric Plummer, Chief of Police University of North Dakota*



- Offline Ready Emergency Plans
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- Advanced Geolocation Features



Pricing Discounts Apply to IACLEA Member Institutions

IACLEA will convene a day-long training on the  
**Sixth Pillar of 21st Century Policing: Officer Safety and Wellness**  
**on Tuesday, June 27, 2017**

the day after the conclusion of the Annual Conference and Exposition in Milwaukee. Lianne Tuomey, chief of police at the University of Vermont Police Department, and Tony Leonard, a lieutenant with the Georgia Tech Police Department, will lead the training. For more information or to register, visit My IACLEA at [iaclea.org](http://iaclea.org).

A great summary of best practices in policing can be found by reviewing PERF's Guiding Principles on Use of Force (<http://www.policeforum.org/assets/30%20guiding%20principles.pdf>) and the President's Task Force on 21st Century Policing ([https://cops.usdoj.gov/pdf/taskforce/TaskForce\\_FinalReport.pdf](https://cops.usdoj.gov/pdf/taskforce/TaskForce_FinalReport.pdf)).

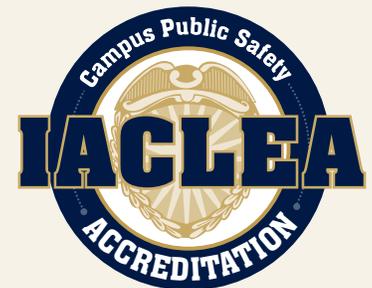
In 2016, I had the opportunity to attend a forum led by Chuck Wexler, executive director of PERF, that discussed the recommended use-of-force principles in detail. Over the summer, I was one of several hundred law enforcement officials invited to the White House to discuss implementation of the President's Task Force recommendations. Every chief or public safety director should closely read these documents and adopt agency policy, procedures, and trainings as required to comply with these well-researched recommendations. The PERF 30 provides 30 use-of-force guidelines with which agencies should be in compliance. In addition, the President's Task Force has Six Pillars of 21st Century Policing that every agency should strive for: building trust and legitimacy, policy and oversight, technology and social media, community policing and crime reduction, officer training and education, and officer safety and wellness.

President Obama stated in his October 27, 2015, address to the International Association of Chiefs of Police, "Too often law enforcement gets scapegoated for broader failures of our society." While this is true, the progressive agency has worked with the community for months and years in advance to address community concerns so when that critical event occurs, the community will be standing by and supporting our police and public safety agencies.

So, yes, to achieve and maintain excellence, police reform is needed; it always has been and always will be. The good news is many progressive agencies are already doing it; we just need to follow their example.

*Chief Schoenle has 38 years of experience in law enforcement and has been the chief at the University at Buffalo for the past 11 years. He is currently an accreditation assessor for IACLEA and New York State (NYS) Division of Criminal Justice Services (DCJS). Previously, he was an assessor for CALEA, and he was an adjunct criminal justice professor. The University at Buffalo Police Department is accredited through NYS DCJS, received CALEA recognition, and in 2016 achieved the gold standard of accreditation for campus police and public safety through IACLEA. 🏆*

If your department is ready to seek the gold standard in campus policing, contact Jack Leonard, director of accreditation and LEMAP, [jleonard@iaclea.org](mailto:jleonard@iaclea.org) or (860) 586-7517 x 558.



## Technology Update

IACLEA has several major technology projects underway—two of which will soon be accessible to all members.

### COMING JUNE 1:

IACLEA will soon have a custom App, thanks to the leadership of former IACLEA president and current chief of police at Florida State University David Perry. The App will allow you to access IACLEA from your smart phone or other device 365 days a year. IACLEA’s newest Corporate Partner AppArmor built the application, designing it specifically to ease the accessibility of information members need most. The App will be available June 1, just in time to help conference goers find workshops, exhibitors, and each other!

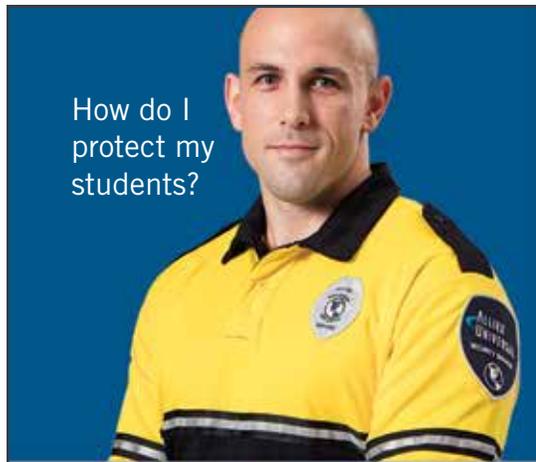
### COMING SEPTEMBER 1:

A brand-new IACLEA.org! IACLEA’s Website Task Force is steaming forward on development and testing of a completely overhauled Website.

The Task Force initiated a national RFP process, receiving more than one dozen proposals from leading digital firms. Task Force members interviewed the “short-listed” firms

before selecting The Hatcher Group, a communications and public affairs firm in the Washington, DC, area to develop the site. The Hatcher Group has the technical expertise, strategic capabilities, and project management experience to build a new IACLEA Website on a tight timeline and on budget.

Following feedback and requests from the survey of IACLEA members, the site will have streamlined navigation, making it easier for any visitor to find information; provide multiple ways for users to take action on the site; continue to provide confidential areas for online networking with peers; and contain other new features to make your IACLEA experience more valuable. Thanks to Chief Perry for his leadership of the Task Force and to all Task Force members for the valuable time they have committed to this important project. 🍷



How do I protect my students?



How do I protect my budget?

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# Don't Miss the Best Professional Development Meeting for Campus Public Safety Officials

**Early-Bird Registration Closes May 20.**



Click here to **Register NOW!**

Many members join IACLEA for the camaraderie and professional development opportunities. While IACLEA provides that every day-nothing matches the intensity and inspiration to excel in our profession than the IACLEA Annual Conference and Exposition. The 2017 conference will outshine previous conferences in practical information and professional inspiration.

**PROGRAM:** The conference promises a second-to-none educational program for campus safety professionals, with renowned experts addressing pressing campus public safety and policing issues in four General Sessions and more than 25 workshops. Review the full program in this section.

**New!** **Active Shooter Simulation and Panel Discussion** to start the conference off with a bang (almost literally). Thanks to ShotSpotter, FEI Behavioral Health, and VTI Security attendees will watch a live, active-shooter simulation conducted with host institution Marquette University Police Department. A panel discussion follows including questions from the audience.

**WHEN: Opening Ceremonies: Friday, June 23, 3:00-5:30 pm.**

**PRODUCTS:** 100 exhibiting companies bring technology and security products and services for you to discuss and test. Vendors will be available in the exhibit hall and during special sessions for small-group discussions.

**INSPIRATION:** Inspirational special events round out the four-day conference, including the Awards ceremony, new officer installation, and 5K Torch Run on the Marquette University campus to benefit Special Olympics.

### Chief Jane Castor (retired)

After two officers were killed in a routine traffic stop early in her tenure as chief in Tampa, she led the four-day manhunt for the killers – while planning the slain officers' funerals. She also will provide insights following the Pulse nightclub shooting.



**NETWORKING:** Perhaps the conference is popular because it is NOT all work and no fun. Among the social events is the Annual IACLEA Host Event at the famous Harley-Davidson Museum, a stunning architectural feat.

### ADDITIONAL TRAINING

**OPPORTUNITIES:** The meeting includes two additional workshops after the conference concludes; each will be held Tuesday, June 27, and require separate registration.

**New!** **Twenty-First Century Policing: Officer Safety and Wellness–Training.**

The all-day workshop is geared toward command-level and executive leaders who wish to provide their officers with wellness and safety programs. These programs have been shown to enhance officers' careers and reduce off-the-job stressors. Presenters: Chief Lianne M. Tuomey, University of Vermont Police Department, and Lt. Tony Leonard, Georgia Tech Police. Tuesday, June 27, 8 am. Registration required. Visit My IACLEA.

**New!** **LEMAP Assessors Training.** IACLEA's Loaned Executive Management Assistance Program (LEMAP) provides management consultation and technical assistance to member and non-member campuses. A training session for both new and experienced assessors will be held Tuesday, June 27, 2017. The four-hour session will run 8:00 am to noon. There is no fee, but members must meet the minimum qualifications to serve as an assessor and preregister.

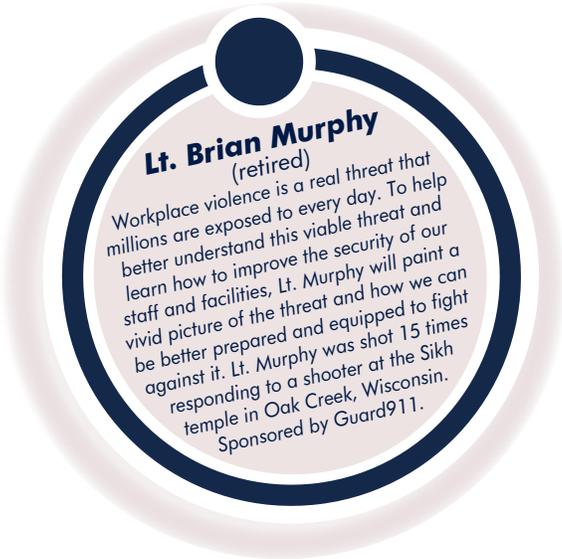
Sign up here: <http://iaclea.org/visitors/memberservices/lemap/index.cfm#trn>



**Frank DeAngelis**  
former principal  
at Columbine High School  
The tragedy at Columbine redefined the nation. DeAngelis tells his story from the events to the aftermath. This presentation reveals the leadership lessons he learned in the focus of an international firestorm.  
Sponsored by Guard911.

Continued on page 22

Continued from page 21



IACLEA's Annual Conference and Exposition is the premier networking and learning event for campus public safety leaders. Participants learn and share challenges, solutions, and best practices to advance public safety on their own campuses.

If you are a serious public safety professional who also likes to have a little fun, the IACLEA Annual Conference and Exposition is a "don't miss" event.

Watch this short video to see what campus public safety experts have to say about the conference. 🎥



## 2017 IACLEA Annual Conference Program

...we look forward to seeing you in Milwaukee

Sessions titles, speakers, and times are subject to change.

### Thursday, June 22, 2017

3:00 p.m. - 7:00 p.m. **Registration and Information**

### Friday, June 23, 2017

8:00 a.m. - 7:00 p.m. **Registration and Information**

8:00 a.m.-10:00 a.m. **Communications Committee Meeting**

8:00 a.m.-10:00 a.m. **Government Relations Committee Meeting**

10:00 a.m.-12:00 p.m. **Finance Committee Meeting**

8:00 a.m. - 1:00 p.m. **Accreditation Commission Meeting**

9:00 a.m. - 10:00 a.m. **New Member/First Timer Orientation**  
Sponsored by Symbol Arts

10:00 a.m. - 11:00 a.m. **International Members Meet & Greet**

11:00 a.m. - 12:00 p.m. **Two Year Institution Meeting**

**New!**

11:00 a.m. - 12:00 p.m. **Minority Members Meeting**

12:00 p.m. - 1:00 p.m. **Lunch on your own**

**New!**

12:00 p.m. - 1:00 p.m. **Women Members Luncheon**  
Sponsored by D. Stafford and Associates and The Riseling Group, LLC

12:30 p.m. - 2:30 p.m. **Canadian Member Lunch and Regional Meeting**  
Sponsored by AppArmor

1:00 p.m. - 2:30 p.m. **Regional Meetings**

3:00 p.m. - 5:30 p.m. **Opening Ceremonies**  
**Active Shooter Simulation and Panel Discussion**  
Sponsored by ShotSpotter and FEI Behavioral Health.  
Special thanks to VTI Security.

### Friday, June 23, 2017 continued

3:00 p.m. - 5:30 p.m.

#### General Session:

**Any Given Day: Leadership Lessons from Columbine and Beyond**

Frank DeAngelis, Former Principal, Columbine High School  
Keynote Sponsored by Guard911

5:30 p.m. - 8:00 p.m.

**Exhibit Hall Ribbon Cutting and Opening Reception**

8:00 p.m.

**Dinner On Your Own**

### Saturday, June 24, 2017

7:30 a.m. - 5:30 p.m.

#### Registration and Information

8:30 a.m. - 10:15 a.m.

#### Awards Presentation

**General Session: Seconds Lost = Lives Lost**

Lt. Brian Murphy, Retired, Oak Creek, Wisconsin Police Department  
Keynote Sponsored by Guard911

10:30 a.m. - 11:00 a.m.

#### Coffee Break

Sponsored by STANLEY Security & ProPhoenix

10:30 a.m. - 2:00 p.m.

#### Exhibit Hall Open

12:30 p.m. - 1:30 p.m.

#### Lunch in Exhibit Hall

2:00 p.m. - 3:15 p.m.

#### Workshops

**Timely Warning and Sexual Assault**

Abigail Boyer and Alison Kiss, Clery Center for Security On Campus

**Building Community Partnerships**

John R. Keuffer, Lighthouse Youth Services/Cincinnati Police Department

Continued on page 23

**Saturday, June 24, 2017 continued**

- 2:00 p.m. - 3:15 p.m. **Active Killer Response for Unarmed Security**  
Stephen Lopez, New Mexico State University
- Fair and Impartial Policing**  
Regina Lawson, Wake Forest University;  
Lesia Finney, Wake Forest University;  
Carolyn McMackin, Todd Sigler, Davidson College
- Legal Update: Practical Application of the 2016 ED Handbook Changes—What Has Been Clarified One Year Later?**  
Dolores Stafford, D. Stafford & Associates; John Hart, Cedarville University
- 3:30 p.m. - 4:30 p.m. **Industry Challenge**  
Moderated by: Sue Riseling  
Sponsored by Securitas Security Services, USA
- 4:35 p.m. - 5:35 p.m. **Institution Meetings**
- 6:00 p.m. - 10:00 p.m. **IACLEA Host Event at the Harley-Davidson Museum**  
Hosted by Marquette University Police Department;  
Sponsored by STANLEY Security, ReportExec and ProPhoenix

**Sunday, June 25, 2017**

- 8:00 a.m. - 4:30 p.m. **Registration and Information**
- 6:30 a.m. - 8:00 a.m. **Law Enforcement Torch Run for Special Olympics**
- 8:30 a.m. - 9:45 a.m. **Workshops**
- Fair and Impartial Policing**  
Regina Lawson, Wake Forest University;  
Lesia Finney, Wake Forest University;  
Carolyn McMackin, Todd Sigler, Davidson College
- Dialing it Down: Creating and Implementing a De-escalation Policy**  
Jon-Michael McDaniel, Vanderbilt University Police Department
- Social Media and the Digital Community: Innovative Approaches for Law Enforcement**  
Tony Leonard, Georgia Tech Police Department
- Timely Warning and Sexual Assault**  
Abigail Boyer and Alison Kiss, Clery Center for Security On Campus
- Emerging Issues in Campus Public Safety**  
Kim Richmond, National Center for Campus Public Safety
- 10:00 a.m. - 11:45 a.m. **Accreditation Awards; General Session: Clery and Higher Education Reauthorization Act**  
Jim Moore, Clery Compliance Division, U.S. Department of Education
- 10:30 a.m. - 12:00 Noon **Tour of Marquette University Police Department**  
International delegates only
- 12:00 p.m. - 1:30 p.m. **Business Networking Lunch with IACLEA Corporate Partners**

**Sunday, June 25, 2017 continued**

- 1:30 p.m. - 2:45 p.m. **Workshops**
- Promoting Accountability and Transparency to Build Community Trust & Increase Agency Professionalism**  
Gloria Graham, Northwestern University
- Unpacking Required Reporting: Strategies for Training Campus Security Authorities and Responsible Employees**  
Abigail Boyer and Alison Kiss, Clery Center for Security On Campus
- Building Bridges and Establishing Relationships**  
Joseph P. Cairo, University of Dayton Police
- Non-escalation over De-escalation: Revisiting the Importance of Tactical Communication and Verbal Defense Training**  
Jill Weisensel, Marquette University Police Department
- OCR's 2014-2016 Audit Findings: Key Findings, Take Aways, and Policy/Procedure Implications for Institutions of Higher Ed**  
Adrienne Meador Murray, D. Stafford & Associates
- 3:15 p.m. - 4:30 p.m. **Establishing Procedural Justice Within Police Organizations: Training for All Levels of the Agency**  
Melissa Bradley, U.S. Department of Justice, COPS Office;  
Juliana Stratton, University of Illinois; Mike Davis, Northeastern University; Bruce Johnson, Retired
- Body Worn Cameras - Time to Implement**  
Ed Book, Santa Fe College
- 4:30 p.m. **Evening on Your Own - Explore Milwaukee**

**Monday, June 26, 2017**

- 8:00 a.m. - 3:00 p.m. **Registration and Information**
- 8:30 a.m. - 9:45 a.m. **Workshops**
- Issues Surrounding Campus Safety and Nonimmigrant Students**  
Stephanie Herzog, U.S. Customs and Immigration Enforcement
- Non-escalation over De-escalation: Revisiting the Importance of Tactical Communication and Verbal Defense Training**  
Jill Weisensel, Marquette University Police Department
- Campus Policing and Mental Health Threat Assessment Best Practices**  
Roderick Armalin, Los Angeles County Sheriff's Department
- Sworn to Silence**  
James Russell, Florida State University Police Department
- 10:00 a.m. - 12:00 p.m. **Annual Meeting and Installation**
- General Session: 21st Century Policing Panel Discussion**  
Steven Healy, NCCPS Advisory Board Chair
- 12:00 p.m. - 1:30 p.m. **IACP College and University Police Chiefs Mid-Year Section Meeting**  
Complimentary Lunch for Section Members
- 12:00 p.m. - 1:30 p.m. **Lunch on Your Own**

*Continued on page 24*

**Monday, June 26, 2017 continued**

1:30 p.m. - 2:45 p.m.

**Workshops**

**Establishing Procedural Justice Within Police Organizations: Training for All Levels of the Agency**

Melissa Bradley, U.S. Department of Justice, COPS Office; Juliana Stratton, University of Illinois; Mike Davis, Northeastern University; Bruce Johnson, Retired

**Addressing Gender-Based Violence on Campuses Through Transformational Change - A Case Study 2.0.**

Roz Kelsey, University of Regina; Pat Patton, University of Regina

**Accreditation Manager Training**

Jack Leonard, International Association of Campus Law Enforcement Administrators

**Current Trends: Approaches to Community Policing**

Rodney Chatman, Joe Cairo, University of Dayton

**How to Mobilize a Clery Act Compliance Team - A Case Study at the University of Denver**

Michael Webster, Margolis Healy; Donald C. Enloe, University of Denver

3:00 p.m. - 4:30 p.m.

**Closing Keynote  
Leading Through Tragedy**

Jane Castor, Retired, Tampa, Florida, Police Department

4:30 p.m. - 5:30 p.m.

**Closing Reception**

Sponsored by Weldon, Williams & Lick, Inc.

5:30 p.m.

**Evening On Your Own - Explore Milwaukee**

**The registration fee includes admittance to:**

**\$845 Value**

- General Sessions and Workshops
- Exhibit Hall, including Friday Opening Reception and Saturday Lunch
- Opening Ceremonies
- Host Event
- Corporate Partner Business Networking Lunch
- Women Members' Luncheon (Institutional Delegates only. Registration is free but required.)
- Tour of Marquette University Campus Public Safety Department (Canadian & International Delegates only. Registration is free but required.)
- Installation Ceremony and Closing Reception

**REGISTRATION FEES:**

Member Fees	Through May 20 <sup>th</sup>	After May 20 <sup>th</sup>
IACLEA Member - Institutional, Professional, Associate, Affiliate 1st Attendee	\$575	\$650
IACLEA Member - Institutional, Professional, Associate, Affiliate 2nd Attendee or More* Must be an employee of the same institution	\$475	\$550
IACLEA Member - Supporting	\$665	\$740
IACLEA Member - Retired/Honorary	\$375	\$425
<b>Non-Member Fees</b>		
Non-Member - Employee of a Higher Ed Institution/Secondary School/ Other Law Enforcement	\$700	\$775
Non-Member - Consultant/Supplier/ Vendor for Higher Ed Institution/ Secondary School/ Other Law Enforcement	\$790	\$865

**IACLEA Conference Registration includes the special events! Guest packages are available for purchase. Visit [www.iaclea.org](http://www.iaclea.org) to register today!**



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**Let the team led by the nation's foremost experts assist you with complying with this ever-changing federal law in a cost-effective way.**

**On-site Clery Act Compliance Services**

Audit that focuses on some or all of the following:

- Assessment of the institution processes and methodology for compliance within some or all of the 20 key areas of compliance
- Evaluation of the accuracy of the crime statistics reported by Police/Public Safety and Student Conduct Unit
- Evaluation of the process for gathering crime statistics from Campus Security Authorities (CSAs) and external law enforcement/public safety units
- Assessment of the institution's Clery geography
- Clery Act Classes held at your campus and tailored for your individual institution. DSA offers 1 day and 2 day on-site class options.

**Off-site Clery Act Compliance Services**

- Review of Annual Security & Fire Safety Report(s)
- Clery Vulnerability Assessment: A 12 Point Inspection

**Drug Free Schools and Communities Act (DFSCA) Services**

- Review of Drug and Alcohol Abuse Prevention Program (DAAPP)
- Review of Annual DAAPP Disclosure Process
- Review of Biennial Review Report

*DFSCA is now being monitored by the Department of Education's Clery Act Compliance Unit.*

**Clery Compliance Coordinator Searches**

- National searches for Clery Compliance Officers/ Coordinators with a focus on meeting your needs and cultural fit

*DSA also offers a roundtable discussion with President's Cabinets and members of Boards of Trustees to provide an overview of the Clery Act based on the American Council on Education's (ACE) "Guide to the Clery Act" authored by Dolores Stafford.*

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EMAIL [info@dstaffordandassociates.com](mailto:info@dstaffordandassociates.com) to receive a quote for services



## Strengthening Relationships “Across the Pond”: AUCSO 2017 Annual Conference

By Madison Gosser



*Chief Burba addresses attendees at the AUCSO conference.*

Randy Burba, President Elect Dave Bousquet, International Director Ray Wheatley, Immediate Past President Bill Taylor, and Executive Director Sue Riseling represented IACLEA. The delegation gained and shared insight from public safety leaders around the world on campus security, travel risks, cybersecurity, and more. Chief Burba presented his knowledge and insight on the Clery Act.

President Elect Bousquet expanded on his experience: “The AUCSO conference was an outstanding gathering of some of the finest security officials in the world. Top-notch professional workshops with world-renowned, quality speakers. The hospitality and networking opportunities coupled with a cultural twist made it one of the best experiences I’ve ever had in my career!

“Mark Sutton [AUCSO Chair] and the entire executive board know how to recruit the best in the business, from fellow colleagues to

IACLEA representatives were surrounded by some of the very best in the business at the 2017 Association of University Chief Security Officers (AUCSO) Conference. Leaders in campus public safety from 12 countries joined together April 4 – 6, 2017, at the University of Ghent in Belgium. President

distinguished speakers. Ghent University provided an ideal venue for public safety officials to come together and develop professional skills and lifelong friendships. The partnership between AUCSO and IACLEA will only get stronger in years to come. This relationship is paramount to the mission of keeping our campuses as safe as they can be, at home and across the waters,” said Bousquet.

Beyond the AUCSO conference, the relationships continue to grow between AUCSO and IACLEA. Since 2013, IACLEA and AUCSO have held several successful International Exchange Programs, with the purpose of educating members on the operations of campus public safety agencies globally. Additionally, the organizations seek to foster understanding among members from various nations by furthering the relationship between institutions across the world. Under this program, one agency head or command-level staff member from each association will participate in an exchange program to observe the operations of the other agency. Keep an eye out for our Call for Applications. Read Georgetown University Police Department Chief Jay Gruber’s account of his visit to Queen’s University Belfast on page 40.

We look forward to welcoming AUCSO’s Mark Sutton, Vice-Chair Trevor Jones, and Chief Operating Officer Bernadette Duncan at the IACLEA Annual Conference in Milwaukee. 🍷



*Chief Bousquet and Executive Director Sue Riseling find their way around during the AUCSO conference.*

## Training Conference Zeroes in on Current Topics in Policing Mid-America Regional Conference “Cooks Up” Great Educational Workshops—and BBQ



Conference attendees enjoy the BBQ.

Kansas City Kansas Community College (KCKCC) hosted the 2017 Mid-America Regional Conference April 2 – 5 at the Great Wolf Lodge in Kansas City, Kansas.

Approximately 65 attendees and 15 vendors were on hand for the exceptional trainings, networking, and vendor exhibits. Headlining the training sessions were Dolores Stafford, D. Stafford & Associates,

who provided a Clery Act training, and Michael Webster of Margolis, Healy, and Associates, who delivered a Title IX training.

The conference workshops covered a range of red-hot topics, including: concealed carry on campus updates; crisis intervention training; FBI Campus Liaison Program; IACLEA Accreditation, LEMAP, and Board updates; and a roundtable discussion on post-election campus free speech, election protest movements, and gender-bias issues.

The conference received generous support from Report Exec, Blackboard, and TED Systems which participated as Platinum-level Sponsors. IACLEA thanks all its conference sponsors.

“This was a national conference training event at a regional price!” said Jim Schumann, Director of Public Safety, Minnesota State University - Moorhead. “Thanks to Chief Schneider, his staff, and Kansas City Kansas Community College for hosting this great event and

to all IACLEA members who attended and participated. I look forward to seeing you all in Milwaukee in June and next spring in Springfield, Missouri.”

Another conference highlight was the Host Banquet that was held on pit row in the garage area of the Kansas Speedway. Attendees were able to visit Victory Lane and the infield area of the Speedway. More than 800 pounds of brisket, ribs, and pulled pork were smoked and catered for the event. Chris Powell, a retired employee of the college, and some of his colleagues, volunteered to prepare and cater the banquet. “I couldn’t let all of my guests come to Kansas City without experiencing some good BBQ,” stated KCKCC Police Chief Greg Schneider. “I think everyone was impressed and left knowing that Kansas City BBQ is the best.”

Several of the early arrivals were treated to a VIP experience as soon as they arrived at the KCI airport. They

visited the site where the cookers were smoking the meat. They were able to watch in-person how the meat was prepared and cooked, as well as snag samples as they were taken directly off the smoker. Nothing like greeting your

visitors to some good old Kansas City hospitality!

We hope to see you at the Mid-America conference in 2018! 🍷

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*“This was a national conference training event at a regional price! I look forward to seeing you all in Milwaukee in June and next spring in Springfield, Missouri,” said Jim Schumann, Director of Public Safety, Minnesota State University - Moorhead.*

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Conference attendees enjoy the BBQ.

## Regional Conference Unites Experts, Provides Valuable Training

### *Don't Gamble with Public Safety: Attend This Conference in Atlantic City!*

Two IACLEA Regions and the New Jersey College and University Public Safety Association (NJCUPSA) held their 12th annual regional conference in Atlantic City, New Jersey, April 19 - 21. More than 110 participants from seven states attended the training and networking conference, including IACLEA President Randy Burba, from Chapman University, Orange, California.

The IACLEA Mid-Atlantic and North Atlantic regions and NJCUPSA prepared a practical and motivational program to support attendees' ongoing public safety efforts.

Keynote speaker Dr. Chris Rodriguez, director of the New Jersey Office of Homeland Security & Preparedness (OHSP), discussed state and regional preparedness, strategic partnerships, and inter-agency collaboration. Rodriguez emphasized to participants the state agency's enthusiasm to work together with agencies at all levels of law enforcement and preparedness. His mantra: Prepare for an event that you hope never happens.

Doug Abraham, recently retired chief of police at University of Colorado Denver-Anschutz Medical Campus, held the audience spellbound with his insights from the horrific mass shooting at a movie theater in Aurora, Colorado. He provided after-action learnings and real-life impact of the disaster. Abraham discussed how the massacre occurred, how decisions were made; and how educational officials were informed, among other topics.

Key to every campus agency is Clery Act compliance, and national expert Dolores Stafford, of D. Stafford & Associates, provided important information on updates to the 2016 Handbook.

Addressing a vital issue for all campuses, the conference featured a panel discussion on diversity and inclusion on college and university campuses. Vickie Weaver, Rider University Director, Public Safety; Dr. Pamela Pruitt, Director of Multi-Cultural Affairs at Rider University; and Susan Stahley, MSW, Alcohol/Drug & Sexual Assault Prevention Education Coordinator at Rider, led the panel on how agencies can enhance their ability to ensure all students benefit from and feel comfortable accessing public safety services.

In addition to professional development training workshops, more than 35 vendors exhibited their products and met with participants. Among these valuable attendees were four Gold Member sponsors: Aimetis (video management products and services), CheckVideo (video management products and services), STANLEY Security (security systems, products, and technology information), and Summit Security Services Inc. (security, investigative, and background screening services).

"The conference was a valuable opportunity for any higher education safety or security professional to gain insight on the issues we all face on campus and to network with others who face the same challenges," said NJCUPSA President Mike Kantner, Assistant Vice President of the Department of Public Safety & Office of Emergency Management, Rowan University. "Or, as we said before Twitter: to expand our electronic Rolodex."

Sorry you missed this conference? The 13th annual conference will be held in April 2018, in Atlantic City. Watch IACLEA.org and <http://www.cupsanj.org/calendar.html> for information. 📌

*Continued on page 30*



*Doug Abraham, Vickie Weaver, and Mike Kantner.*



*Vickie Weaver, Pamela Pruitt, Susan Stahley, and Mike Kantner.*

## IACLEA Remembers 10th Anniversary of Virginia Tech Shooting

### Allison Represents IACLEA Membership at Ceremony

IACLEA stands in solidarity with our member institutions every day. And on April 16, we were especially proud to stand shoulder-to-shoulder with the Virginia Tech Police Department and the whole Hokie nation on the 10th anniversary of the horrific mass shooting on that campus. Government Relations Director Jeff Allison traveled to Blacksburg, Virginia, to represent the national campus public safety community at the memorial ceremony.

On a gorgeous Easter Sunday, Allison joined Virginia Tech Police Chief Kevin Foust, survivors of the tragedy, loved ones of those who died, and those wishing to honor the victims and survivors to remember the 32 victims. Numerous attendees expressed their appreciation that IACLEA participated directly in the memorial ceremony on the campus.

IACLEA also remembered the event in our national communications. “Our hearts are with the Virginia Tech community on this regrettable anniversary,” said IACLEA President Randy Burba in a public statement. “We remember and honor those slain, those injured, and all those affected by this tragic event. We commend the Hokie community for its powerful response in the aftermath. IACLEA Remembers.” 🕯



*IACLEA's Jeff Allison (second from left) with VA Tech Chief of Police Kevin Foust (center) and other officials.*

**We Remember 2007 - 2017**

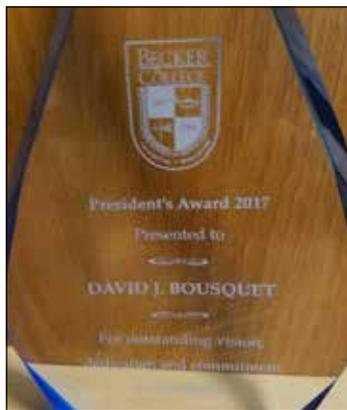


## Becker College Bestows President's Award on IACLEA President Elect

Congrats to IACLEA President Elect David Bousquet, Chief of Police at Becker College Worcester Campus! He earned the college's President's Award for "outstanding vision, dedication and commitment to excellence" from Becker College President Robert E. Johnson, PhD. While the award was a surprise to Bousquet, it's no surprise to those who work with him that he's an exceptional leader. 🏆



President Johnson (right) congratulates Chief Bousquet on earning The President's Award 2017.



The President's Award for "outstanding vision, dedication and commitment to excellence."



Chief Bousquet, with Captain Richard Menard (left) and Lt. Joe Bonczek (right).

## IACLEA Leadership at Conference on Exceptional Boards

IACLEA leaders attended the ASAE (American Society of Association Executives) meeting on Exceptional Boards: Strengthening the Governance Team. They received training and networked to keep IACLEA's leadership and governance strong. 🏆



Shown are President Randy Burba (left), Executive Director Sue Riseling, and President Elect Dave Bousquet.

Continued from page 27



Vickie Weaver, Director, Public Safety, Rider University



Doug Abraham leads a seminar on the Aurora, Colorado, mass shooting incident.



## Your Colleagues Are Just a Click Away on Connections

IACLEA members share problems. And they share solutions. You can start or join a discussion on best practices, products, trends, or any other issue on Connections, IACLEA's private, online forum only for members.

Connections offers several easy-to-use services:

- IACLEA-L, an online discussion among members on a range of topics
- Communities, discussions, and information on dozens of matters
- Resource Libraries with sample documents, best industry practices, photos, videos, and more on public safety topics and IACLEA business.

Members consistently say this is one of the most valuable elements of their membership.

Sign up. Join discussions. Find solutions. IACLEA.org, Programs and Services page.

## IACLEA Active on Federal Policy and Strategic Partnerships



*National Crime Victims Ceremony*

IACLEA participates in advocacy and collaborative initiatives to further public safety by ensuring the insights of campus public safety experts inform the development of legislation, policy, training, and programs. IACLEA continuously seeks to create and maintain partnerships deemed critical to your efforts to effectively serve and protect your campus communities.

Executive Director Sue Riseling, IACLEA Board Members, and Government Relations Director Jeff Allison represent IACLEA in many activities, including one-on-one and group meetings with federal and state officials, coalition events, and other initiatives to advance campus public safety.

Here is a sampling of IACLEA initiatives this spring:

Allison is leading efforts to gain IACLEA representation on the Bipartisan Congressional Task Force to Address Campus Sexual Assault, as well as on the Attorney General's Task Force on Crime Reduction and Public Safety.

IACLEA President Randy Burba was the sole campus public safety representative during a Higher Education Roundtable with the leadership of the U.S. Department of Homeland Security (DHS) that included DHS Secretary John Kelly. The meeting was co-hosted by the American Council on Education. During the April 19 meeting in Washington, D.C., President Burba underscored the importance of considering the essential relationship between federal and campus law enforcement in formulating federal policies and procedures related to Institutions of Higher Education.

Government Relations Director Allison represented IACLEA at the 2017 National Crime Victims' Service Award Ceremony.

Allison also represented IACLEA at a March 15 meeting of the National Law Enforcement Partnership to Prevent Gun Violence. The partnership is composed of nine national law enforcement organizations, including IACLEA, that coordinate the development of policies designed to reduce gun violence. Issues the partnership will focus on during 2017 are concealed carry reciprocity and deregulation of gun silencers.

On March 23, Allison facilitated a meeting between representatives from the Department of Justice Office on Violence Against Women (VAWO) and the chair of the IACLEA Two-Year Institutions Committee, Major Cleveland Smith, at Anne Arundel Community College (Maryland). The meeting was designed to lay the groundwork for a closer collaboration between VAWO and campus public safety executives representing community and technical colleges.

During the April 10 meeting of the DHS Countering Violent Extremism (CVE) Subcommittee, Allison promoted CVE training for campus public safety officers and campus behavior threat assessment team members. Subcommittee recommendations will be submitted to the DHS Homeland Security Academic Advisory Council for approval. Once approved, the recommendations will be forwarded to the Secretary of DHS for final action. 🍌

**For more information on any of these initiatives or to participate in advocacy efforts, contact Jeff Allison, [jallison@iaclea.org](mailto:jallison@iaclea.org).**



*FBI Headquarters, Washington, D.C.*

## IACLEA Members – Retirements



*Photo by Eli Burakian '00*

*Harry Kinne, Dartmouth's director of safety and security and College proctor*

**Who: Harry Kinne**

**Campus:** Dartmouth College

**Move:** Retired as director of safety and security after 14 years at Dartmouth. The department earned IACLEA Accreditation during his tenure.

**Quoted:** "The best part of this job for me has been working with such a dedicated, hard-working staff," he says, "and meeting so many interesting people. Every four years we have a whole new constituency coming in, and no day is ever boring." As quoted by Dartmouth News ([news.Dartmouth.edu](http://news.Dartmouth.edu))



*Doug Abraham, retiring chief of police for the University of Colorado Anschutz Medical Campus*

**Who: Doug Abraham**

**Campus:** University of Colorado Anschutz Medical Campus

**Move:** Retired as chief of police after 12+ years at UC

**Quoted:** "For the young pups coming into a career in police work, don't ever lose the comfort you have with talking with people. Open up opportunities to interact, because that's when you find out what's happening on campus. Relationships make policing successful." As published on [www.cuanschutztoday.org](http://www.cuanschutztoday.org)

## On the Rise



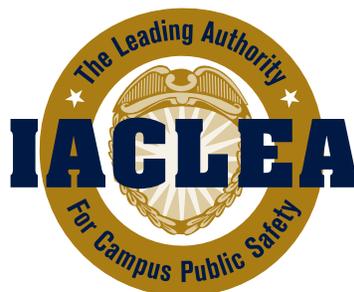
*Keith Morris, Penn State University Park campus*

**Who: Keith Morris**

**Campus:** Pennsylvania State University (University Park campus)

**Move:** Became chief of police April 20

**Quoted:** "I look forward to continuing the professional service that defines Penn State University Police and employing a department-wide community policing philosophy, as well as establishing solid relationships with the faculty, staff, students and community stakeholders." Reported by Penn State News ([news.pennstate.edu](http://news.pennstate.edu))



## IACLEA Members – On the Rise



*James Tate, Rice University*

**Who: James Tate**

**Campus:** Rice University

**Move:** Became chief of police and director of public safety May 1

**Quoted:** “Community policing builds trust and credibility between the police department and the community we serve. You learn so much more about whom you’re serving and working with, and they learn more about us and appreciate that sometimes our officers are in difficult situations and have to make decisions very quickly. When the community can sort of put themselves in your shoes, it’s a win-win for the police department and the community.”  
Reported by LMTonline.com



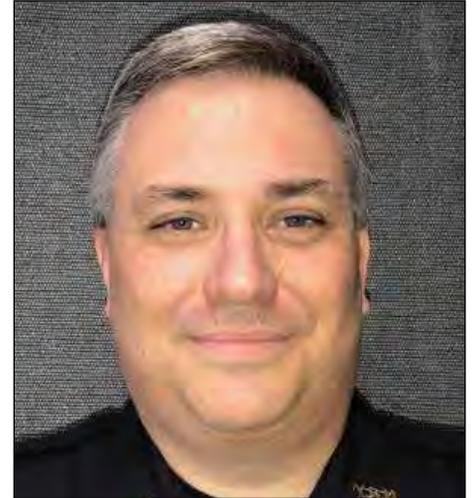
*Jason Spetz, University of Wisconsin-Stout.*

**Who: Jason Spetz**

**Campus:** University of Wisconsin-Stout

**Move:** Became police chief March 27

**Quoted:** “I still want to be engaged in the community,” as well as work with the International Association of Campus Law Enforcement Administrators. “There are a lot of ways we can automate the services we provide, thus providing a better customer experience.” Text originally published on uwstout.edu.



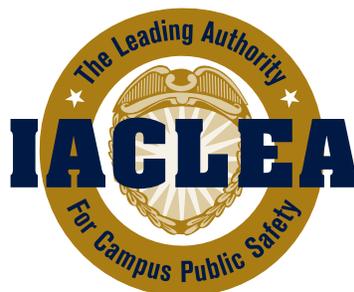
*Shawn Varso, Youngstown State University Police Department.*

**Who: Shawn Varso**

**Campus:** Youngstown State

**Move:** Became chief of police May 1, after 21 years with the department

**Quoted:** “YSU and the YSU Police Department have been a part of my life for more than two decades; I am honored to be named to this position and look forward to working with my fellow officers, students, faculty, staff, administration and the community to make the YSU campus a safe place to learn, work and live.”



## IACLEA Members – On the Rise



*Randy Repola, University of Colorado  
Denver Anschutz Medical Campus*

**Who: Randy Repola**

**Campus:** University of Colorado  
Denver Anschutz Medical Campus

**Move:** Became chief of police April 17, 2017. He replaced Doug Abraham whose retirement is noted above. He attended the IACLEA Executive Development Institute.



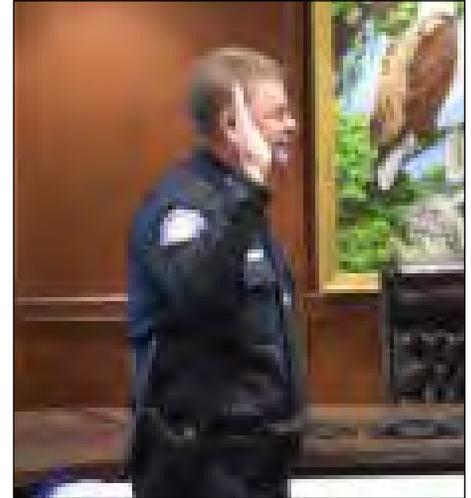
*Chou Her, University of California, Merced*

**Who: Chou Her**

**Campus:** University of California,  
Merced

**Move:** Became chief of police April 12

**Quoted:** “It’s an honor to be selected to lead UC Merced’s police department. I look forward to continuing and growing our positive engagements with our campus community and the greater Merced community.” Reported by [www.ucmerced.edu/news](http://www.ucmerced.edu/news)



*Greg Gibson, Tallahassee Community  
College*

**Who: Greg Gibson**

**Campus:** Tallahassee Community  
College

**Move:** Became chief of police March 20

**Quoted:** “The TCC Police Department is staffed by people who are committed to student success and campus safety. We will continue the tradition of courteous service that our students, faculty, staff and guests expect and deserve.” As published by Tallahassee Community College.



## Mark Your Calendar

IACLEA offers opportunities to learn and participate in a variety of ways and locations. Check out our calendar of events to stay on top of what's happening. There are many valuable ways to participate in IACLEA. And many of them are happening soon. We don't want you to miss a thing. Here's an all-in-one listing of the major events. More information is available at [iaclea.org](http://iaclea.org).

<p><b>2017</b> MAY 31-JUNE 2, 2017</p>	<p><b>CCUPCA Annual Spring Conference 2017</b> California State University Office of the Chancellor, Long Beach, CA <i>Register Now!</i> <a href="https://squareup.com/store/CCUPCA">https://squareup.com/store/CCUPCA</a></p>
<p>JUNE 23-26, 2017</p>	<p><b>59th Annual Conference and Exposition</b> <b>Milwaukee, Wisconsin</b> <i>Registration Open!</i></p>
<p>JUNE 27, 2017</p>	<p><b>LEMAP Assessors training session for both new and experienced assessors.</b> <b>8:00 am – 12:00 pm on the day after the Annual Conference ends.</b> <i>You can find the registration form here:</i> <a href="http://iaclea.org/visitors/memberservices/lemap/index.cfm#trn">http://iaclea.org/visitors/memberservices/lemap/index.cfm#trn</a></p>
<p>JUNE 27, 2017</p>	<p><b>21st Century Policing Workshop</b> <i>You can find the registration form here:</i> <a href="http://iaclea.org/visitors/memberservices/lemap/index.cfm#trn">http://iaclea.org/visitors/memberservices/lemap/index.cfm#trn</a></p>
<p><b>2018</b> MARCH 19-23, 2018</p>	<p><b>Executive Development Institute</b> <i>Florida State University</i></p>
<p>APRIL - TBD</p>	<p><b>IACLEA Mid-Atlantic and North Atlantic Regions and New Jersey College and University Public Safety Association (NJCUPSA) 13th annual regional conference</b> <i>Atlantic City, New Jersey</i></p>
<p>JUNE 29-JULY 2, 2018</p>	<p><b>60th Annual IACLEA Conference and Exposition</b> <i>Orlando, Florida</i></p>
<p><b>2019</b> MARCH 18-22, 2019</p>	<p><b>Executive Development Institute</b> <i>Florida State University</i></p>
<p>JUNE 25-28, 2019</p>	<p><b>IACLEA Annual Conference and Exposition</b> <i>Vancouver, British Columbia</i></p>

## Name That Dog

By Callum Blair, Owner/Director of Campus Security New Zealand, Auckland, New Zealand



Snoop Dog - "Mahi"

Campus Security New Zealand is a private security provider to educational institutions throughout New Zealand. I am the firm's co-founder and current owner/director and a former New Zealand police officer. I was stationed at one of the country's leading universities, where I was affectionately (I

think) known in the community as the "campus cop."

My 30 years' experience in the police and private sector security services for educational institutions gave me a unique insight into the operational aspects required for a cooperative approach between private security providers and sworn officers working within the educational sector.

A recent example of this cooperative approach between the local police, Campus Security NZ, and numerous schools was the introduction of a Drug-Free Campus program. This includes K9 Campus Security Detector Dog Teams that screen the campus as a proactive measure to keep drugs off campus.

Rangitoto College, New Zealand's largest high school and a feeder to many of New Zealand's universities, embraced the program with open arms. Principal David Hodge said the school was sending a strong message to its 3,163 students that drugs were not tolerated in society or school. "You have to be fairly naive to think there are not drugs in the community and one of the functions of the school is to make sure those drugs don't come here," Hodge said.

The laws in New Zealand allow Drug Detector Dog Teams to screen the physical environs of a school, but they cannot approach a student directly. The delicate balance of providing an effective service and not infringing on an individual's rights is a universal challenge that requires a unique approach.

Campus Security NZ is well versed in innovation. To support the program and to get buy-in from the students, Campus Security NZ introduced a Puppy in Training at the school.

Campus Security NZ K9 handler Chris Rogers introduced the young English Springer Spaniel at the school assembly at

the beginning of the term June 20, 2016. The students were asked to forward names to give to their new "drug dog," who would be on duty in six months, beginning in January 2017.

Not surprisingly the students named the puppy—Snoop Dog!

However, Campus Security NZ decided to translate Snoop into "te reo Maori," which is the native language of the indigenous people of New Zealand. This transformed Snoop's name to "Mahi huna," which was then shortened to Mahi, meaning "work."

Mahi achieved great things by bringing all sectors of the campus community together to achieve a common goal.

Although Mahi underwent his target odor training off campus at our "detector dog training center," we were able to partner with an academic program called Gateway. This program is designed to provide senior students with opportunities to access structured workplace learning.

Subsequently, several schools provided students thinking about a career path in K9 services. Under the guidance of our senior dog trainer Guus Knopers, these students carried out the environment aspect of Mahi's training. This entailed the student walking Mahi throughout the schools and introducing him to the sights, sounds, and physical elements he would expect to encounter when he went operational. These students, with Mahi in tow, interacted with the school community and further integrated the drug-free campus message to the campus users.

The local community newspaper saw this as a unique and good news story and ran a story about the introduction of a "drug dog" into the schools. It received very favorable comments from readers, and overall the introduction of Mahi into the schools as a puppy has been an enormous success. Mahi is now operational and screening numerous campus sites through the North island of New Zealand. 🐾



Mahi and students



**AP**

**US colleges confront a new era of sometimes-violent protest**

*"Our mission is basically to protect the university's mission, which is to have civil debate and present both sides of an issue and have things be done in a way that's civil," said the association's president, Randy Burba, police chief at Chapman. "It's a challenge to make that happen when there's really opposing sides and views, but that's really what we're supposed to do."*

The Associated Press story was carried in more than 220 news outlets. April 26, 2017



**Colgate University lockdown: Police, others handled 'gun' report correctly, experts say**

*Sue Riseling, executive director of the International Association of Campus Law Enforcement Administrators, said federal law requires speed in these notifications, valuing that before accuracy. "It's fairly common when you have these incidents that you get a multitude of reports, and conflicting reports," she said. "So the challenge for colleges is they don't know what is really happening, but they have this big requirement to get out emergency information."*

*"You're damned if you do, and damned if you don't," Riseling said. "If it's a real shooter and there could be real death, people want that speed in being notified."*

*The experts agreed students shouldn't be discouraged from acting on "if you see something, say something."*

Syracuse.com, May 6, 2017



*"It helps, but it's more a piece of the puzzle, not the be-all and end-all," Riseling said of body cameras. "They can get covered up if they're worn on a particular part of the police officer's body. People want the TV angle, but people don't realize how much editing is in a minute [of television] -- it can be six different camera angles."*

Inside Higher Education, May 12, 2017



## Annual Conference Preview: *Welcome to Milwaukee!*

You'll find an undeniable energy in fun, urban-easy Milwaukee. While still celebrating its beer-brewing heritage, the city now has a powerhouse arts scene, big-city attractions, revitalized historic districts, numerous James Beard–nominated chefs, and a burgeoning “locally sourced” culinary movement.

Milwaukee's über-cool combination of cherished tradition and modern attitude is reflected in the architecture and in a variety of walk-around, character-filled neighborhoods. The city's German heritage is celebrated along cobblestoned Old World Third Street, featuring legendary Mader's German restaurant, Usinger's Fine Sausage, and the Wisconsin Cheese Mart. The emerging Walker's Point area is already nationally acclaimed for Clock Shadow Cheese, Purple Door Ice Cream, Indulgence Chocolates, and craft beer and spirits.

Stroll down the picturesque RiverWalk—past the “Bronze Fonz” statue of Henry Winkler's beloved “Happy Days” character—to the Historic Third Ward. This six-square-block,

converted warehouse district contains the city's highest concentration of art galleries, as well as theaters, specialty stores, restaurants, and nightlife, and is anchored by foodie paradise Milwaukee Public Market, ranked among the top markets by Frommers.

Milwaukee is the only city in the world where the city icon along the spectacular Lake Michigan shoreline—the Milwaukee Art Museum—literally opens its “wings” to welcome all. Be there at noon for a great photo op of the wings doing their daily “flap.” Next door, maritime heritage meets 21st century cool at Discovery World, with its high-tech displays and fresh and saltwater

aquariums, also summer berth to Wisconsin's official tall ship, the *S/V Denis Sullivan*.

Unleash your inner rebel at the world's only Harley-Davidson Museum, where a priceless display of 450 bikes celebrates the rich history of Harley, the passion of the riders, and Harley's contribution to pop culture over the years. And

*Continued on page 39*



*All photos of Milwaukee are published courtesy of Visit Milwaukee.*

## Annual Conference Preview: Welcome to Milwaukee!

*Continued from page 38*

it's game on at Potawatomi Hotel & Casino for the excitement of more than 3,100 slot machines, 100 table games, an expanded, off-track betting room, and numerous culinary options.

Family fun is guaranteed at the nationally ranked Milwaukee County Zoo, Milwaukee Public Museum, and Miller Park baseball stadium. Of course, "Brew City" Milwaukee serves up a wide range of brewery tours, and more than 20 new micro-breweries have opened in recent months. Milwaukee Food and City Tours treats you to culinary tours of the ethnic neighborhoods, as well as hop-on/hop-off city tours, while excursion boats, and rental kayaks and pontoons beckon on the Milwaukee River and Lake Michigan.

Don't miss another Milwaukee claim to fame—Bloody Marys with beer chaser! These are known for being a full meal in themselves with garnishes including everything from shrimp, cheese and pickles, to sliders, and even a whole roast chicken (Sobelman's "Bloody Beast"). Other local specialties include deep-fried cheese curds, fish fries, and frozen custard, not to mention the legendary "brat & beer" on Old World Third Street.

To find out more about Milwaukee, see [www.visitmilwaukee.org](http://www.visitmilwaukee.org) and check out the fun and informational 2017 Official Visitors Guide at [https://issuu.com/visitmilwaukee/docs/2017\\_visit\\_milwaukee\\_visitors\\_guide](https://issuu.com/visitmilwaukee/docs/2017_visit_milwaukee_visitors_guide)

Milwaukee hopes to show you its own brand of Milwaukee fun. You'll find out why summer is the best time of the year to experience Milwaukee! 🍷



*All photos of Milwaukee are published courtesy of Visit Milwaukee.*



# International Exchange Report: AUCSO/IACLEA Exchange Visit 2016: Queen's University Belfast

By Jay Gruber, Chief of Police, Georgetown University, Washington, D.C.



Jay Gruber and Richard Sheridan

*This article complements the report by Richard Sheridan, assistant estates manager, Queen's University Belfast, about his visit to Georgetown University. Sheridan's article was published in the March/April 2017 issue of the Campus Law Enforcement Journal.*

*For more information on the exchange program between IACLEA and the Association of University Chief Security Officers, contact Madison Gosser.*

It is often said that the United States and Great Britain are two countries divided by a common language. I agree to a certain extent. But we are also two nations with a great deal in common. My trip to Queen's University, located in Belfast, Northern Ireland, proved that we have much in common. The Georgetown University Police Department and the Queen's University Security Department (QUSD) had many similarities that will be touched upon in this article. The differences, some

cultural and some legislated, helped frame for me things about higher education law enforcement I had not considered.

The flight on November 11, 2016, from the United States to Belfast was uneventful. After my host Richard Sheridan, Deputy Director of Security for Queen's University, picked me up at the airport, we had tea and scones with his family. My visit to the United Kingdom and Northern Ireland had officially started!

Queen's University Belfast (QUB) is a large research institution located in the heart of Belfast. QUB has both a contiguous campus and property around the university and off-campus municipal area. QUB is the largest institution of higher education in Northern Ireland, with more than 23,000 students and more than 4,000 academic and administrative staff.

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***Protecting the community and the university is a task that does not change based on where your university is located.***

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My objectives for the visit were pretty straightforward. I was interested in seeing:

1. How technology was used to keep the campus safe and make operations for the security department more efficient
2. How QUB and the Northern Ireland police managed sexual assaults
3. How the Northern Ireland police supported the QUB Security Department

4. Court and judicial operations

5. The overall operations of the QUB Security Department and how they keep the university safe.

My visit to Queen's, as it is called, began with a tour of the campus. It is a beautiful, mid-size, urban campus with, as mentioned earlier, both a contiguous campus and off-campus properties, buildings, and student housing. There are no fences or controls keeping non-affiliates from walking onto the campus. The campus has both historic and modern buildings and has been adding buildings regularly for the past five years.

The Security Department occupies a small footprint on the ground level of an administrative building, smaller than most police or security departments in the United States. The center of the department is the Control Room. What the department may lack in physical size it makes up in technology. The CCTV and alarm and access control systems would rival any U.S.-based higher education police or

security department. The Control Room operates 24 hours a day with the help of automated systems. All security officers wear body cameras that are turned into the Control Room at the end of the shift; then the video is downloaded and processed. Considering most university police departments do not use body cameras, Queen's is far ahead in this aspect.

I was impressed by the long tenures of the security staff at Queen's. In

*Continued on page 41*

Continued from page 40

the United States, campus security departments tend to have a fairly high turnover rate. At Queen's, this was the opposite case. They have a very low turnover rate, and officers stayed on for multiple years, spanning decades. This is enviable and increases the knowledge of campus and institutional memory and benefits interactions with the community.

During business and early evening hours, the Security Department is very present on campus. They staff a number of static posts and have security officers who are mobile on the campus. Staffing changes during the late evening and overnight hours, when a contract security force manages security for the campus with the exception of a Queen's supervisor and the Control Room staff. This is an unusual arrangement, but seems to fit the needs of Queen's. I let my hosts know that this

type of arrangement, although common in Northern Ireland and Ireland, would not work well with the model of campus policing in the United States for a number of reasons. The main drawback is that many of our police officers have arrest powers, and the consistency of

*An important part of my visit revolved around how QUSD and the PSNI deal with issues around sexual assault.*

enforcement and response are essential in maintaining order.

One constant, though, is the support of the Police Service of Northern Ireland (PSNI). QUB security officers are not armed with either lethal or less-lethal weapons and do not have the power of arrest. The Queen's University Security Department requires the support of the PSNI for any issues that involve criminal

activity. The ubiquitous presence of the PSNI on and near campus provides a layer of support for the QUSD. From my observations, it is obvious that the PSNI officers and the Queen's University Security Department leadership have true mutual respect and a close working relationship.

A highlight of the first day was a tour of Belfast with police officers from the Police Service of Northern Ireland. The PSNI is the only fully armed police service in Great Britain. The tour was given in an unmarked armored police vehicle. Although the Troubles, or major unrest in Northern Ireland, ended almost two decades ago, some unrest remains, and there are still vestiges of resentment toward the police, especially in West Belfast. Armored police sedans are still a necessity. One of the officers, who grew up in West Belfast, helped to provide some history

Continued on page 42

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IACLEA

*Continued from page 41*

and context to the turmoil of late 20th century Northern Ireland.

An important part of my visit revolved around how QUSD and the PSNI deal with issues around sexual assault. Nothing resembling Title IX exists in Northern Ireland. But the extent of cooperation between the QUSD and PSNI in the area of sexual assault was nothing short of remarkable. The Detective Sergeant who manages the sexual assault cases in the area that encompasses Queen's University Belfast maintains a regular and professional relationship with QUSD leadership.

The sexual assault investigation process is proactive, logical, and timely, beginning with first contact with the victim through the investigation and eventual prosecution. The initial responding police officer completes a comprehensive logbook that contains all of the information that the sexual assault detective will need to begin the investigation.

One of the greatest assets to both the PSNI and the sexual assault victim is a facility called The Rowan, a purpose-built facility that provides the victim a place to be interviewed and provided with medical care, a forensic examination with evidence collection, as well as follow-up support and treatment. The facility is located on hospital grounds, but is discreetly positioned and masked by landscaping. The PSNI has the ability to record interviews in purpose-built, comfortable interview rooms that contain state-of-the-art recording equipment. The victim, while waiting for the exam and interview, is placed in a private pod complete with a private garden where they can step out for fresh air and a short break.

In the United States these types of facilities are normally located in hospitals, many times as an afterthought. Although the programs in the United States, including the Sexual Assault Nurse Examiner (SANE) are effective, The Rowan encapsulates everything that the sexual assault survivor, police, and the Forensic Medical Officer (FMO) need to successfully conduct the necessary procedures for sexual assault cases.

I had an opportunity to visit the Laganside Courts complex, which contains a multitude of services to include the Crown Courts and Magistrate Courts. It was interesting to watch how the cases were handled in both courts. It was similar in many ways to U.S. courts—with the exception of the wigs and robes that the barristers, solicitors, and judges wear.

Another very unique feature of the courts was the assistance provided to witnesses and victims. Victim Services Northern Ireland (VSNI) provides for numerous needs, to include transportation for victims and witnesses to and from court, if needed, a place to sit before and during trial that is comfortable and has tea and coffee, courtroom

familiarization, and supportive staff who work with the victim or witness to meet all of their needs. The VSNI volunteers I met at the Laganside Courts were incredibly empathetic and supportive of their charges. This is unlike any model that I know of in the United States.

QUSD and the PSNI Security Branch, which among many things provide counterterrorism security and infrastructure advice, have formed a unique partnership in the area of security infrastructure. When QUSD is in the planning stages of a new building construction project, they look to the

PSNI Security Branch for support in the design of the security infrastructure to include alarms, access control, and CCTV. This has been especially helpful

when critical infrastructure such as Bio Safety Level 2 and 3 labs are being designed and built. The PSNI Security Branch official provides the security specifications to the architect and then follows up on the project to ensure that all security criteria have been met. In the United States this responsibility is usually left to an entity at the university that may or may not be in the police or public safety department.

Another great opportunity provided to me was attending the AUCSO (Association of University Chief Security Officers) regional meeting in Dublin, Ireland. The conversations and business of the meeting sounded very familiar. Issues involving training and legislation were among many topics discussed that were similar in nature to the Consortium of



*Jay Gruber and the PSNI Officers who work closely with Queen's Security Department*

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*The relationship that I have with the Security Department at Queen's University will last a lifetime.*

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*Continued on page 52*



# Protest on Steroids: Republican National Convention 2016 – Cleveland, Ohio

By Gary D. Lewis, Jr., Chief of Police, Cleveland State University



Gary D. Lewis, Jr

## Situational Overview

The 2016 Republican National Convention (RNC) took place July 18–21, 2016, at the Quicken Loans Arena in downtown Cleveland, with more than 50,000 visitors, including delegates, alternate delegates, and media representatives. This was the first time the city of Cleveland had hosted the event since 1936. Cleveland State University (CSU) is in the heart of downtown, with more than 85 acres, 40-plus buildings, nearly 18,000 students, and 1,518 employees. Nearly 4,000 law enforcement officers from around the country answered the call to keep the peace, and CSU fed and housed 700 of them during the RNC, 24/7.

## Pre-Planning

The Cleveland State University Police Department (CSUPD) worked hard to prepare for the RNC by using internal and external partnerships with an emphasis on gathering and sharing information for stakeholders. For example, CSUPD officers designed tabletop exercises specifically to test and challenge CSU senior leadership on anticipated scenarios, such as mass protests, arrests, etc. Additionally, our Emergency Management Office implemented continued oversight of potential post-recovery efforts with Continuity of Operations Plans (COOP). The creation and implementation of Incident Action Plans (IAP) also proved to be beneficial to keep senior leadership informed.

Similar to other colleges and universities, the Expressive Activity Policy was created to promote free exchange of ideas in a safe way on our campus. The purpose of the policy is to promote the free exchange of ideas as well as the safe and efficient operation of CSU.

The policy underwent the review

and approval process of the CSU Board of Trustees and was rolled out via email communications. There were no limitations as to the assembly of students gathering, nor any negative reaction to the policy.

We partnered with both the city and county emergency management agencies, in conjunction with staffing the Cleveland Emergency Operations Center (EOC) while monitoring the Knowledge Center / WebEOC during the RNC. (The Knowledge Center or WebEOC is a tool to share information in real time and a national model for providing updates to stakeholders during a critical incident.)

As part of our planning, we received 50 800-MHz mobile and portable radios, which were a direct link to the Greater Cleveland Radio Network and Ohio's



Protesters during RNC, Cleveland, Ohio

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Multi-Agency Radio Communication System (M.A.R.C.S.). The radio communications network provided CSU personnel with the ability to monitor and communicate with outside agencies that operate on the 800-MHz system. Previously, CSU had been on a 400-MHz radio frequency, which prohibited direct communication with nearby departments.

Supervisors participated in the Field Force Operations training, a three-day training course provided by the Federal Emergency Management Agency on topics including mass-arrest procedures, team tactics, demonstrator tactics, crowd dynamics and mob behavior, use of riot control agents and less-lethal munitions, and the employment of personal protective equipment.

Another planning dynamic consisted of the CSU K-9 and handler participating in the Multi-Jurisdiction Improvised Explosive Device Security Planning—a program designed to assist with collectively identifying roles, responsibilities, capability gaps, and how to optimize limited resources within a multi-jurisdictional planning area.

CSUPD received a significant number of inquiries that focused around the university's operations in conjunction with the city of Cleveland's pre-planning efforts. Many streets in the downtown area were closed or blocked in some areas close to the host site. This would prove evident the weeks leading up to the RNC event. Cleveland State University is mainly a commuter school, situated in downtown Cleveland.

The timing of announcements about the planning exercises created challenges for the university's senior leadership in deciding if classes should be held on campus; city officials

routinely shared information that traffic patterns downtown would be greatly impacted along with a citywide parking ban. The CSUPD met routinely with student groups/advisors, faculty, and deans to share our own plans and the city's operational plans during the RNC. We worked with the CSU Marketing Office to craft messaging that was shared on the university Website each

which protest groups planned small and/or large-scale events on campus. It is important to note that one, in particular, generated national attention from our partners at the FBI, and we worked closely with federal officers to minimize the group's effort.

Another item was the Knowledge Center, which was located in the city of Cleveland's Emergency Operation Center. The goal of the EOC was to provide real-time information to all agencies monitoring the web-based site. However, the information was not being updated and shared by each individual agency on a regular basis. With a large-scale event such as the RNC, the need to share information in a timely manner is critical for outside agencies so senior leaders have what they need for daily briefings, deployments, and planning efforts.



*Officers patrol amidst protesters*

week that included the final decision about moving classes off campus.

### **Post Lessons Learned**

Communication with external agencies proved to be a critical component in the success of our operations during the

### **Conclusion**

The Republican National Convention proved to be an exciting time for the city of Cleveland; it directly impacted Cleveland State University's emergency-management efforts in a positive manner. Law enforcement agencies that are scheduled to host multi-day events require a significant amount of pre-planning, funding, resources, partnerships, and routine communication among all stakeholders.

Finally, although our officers were not directly responsible for response within the "red zone" specific to the venue, CSU hosted a significant number of events on campus sponsored by RNC delegates. This was a once-in-a-career opportunity for the men and women of



*CSU Officers*

RNC. This included but was not limited to monitoring social media. We quickly realized by monitoring social media

our department—a pleasure and an honor to serve and protect all those who participated. 🍷



# Concealed Carry on Campus—Research Can Inform the National Debate

By Marjorie Sanfilippo, Professor and Associate Dean of Faculty at Eckerd College, St. Petersburg, Fla.

The right to bear arms is guaranteed by the Second Amendment to the U.S. Constitution, yet its meaning and impact is still heavily debated in states and statehouses nationwide.

The U.S. Supreme Court (*Washington, D.C. vs. Heller*, 2008) has affirmed that it is an individual’s right to keep in their homes firearms for self-protection. *McDonald vs. Chicago* (2010) extended this finding to the states, incorporating the Second Amendment under the Fourteenth Amendment, and ensuring that states and municipalities could not impose regulatory laws that prohibit gun ownership. The *Heller* decision also defined handguns as “arms,” and struck down the provisions of the Federal Firearms Regulations Act of 1975 that required gun-owners in the District of Columbia to keep their firearms unloaded and locked. However, *Heller* also asserted that the right to bear arms is not without limits, and reinforced the stipulations of the 1968 Gun Control Act that such limits may extend to the prohibition of

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*Today’s debate largely centers around “concealed carry” and refers to an individual’s right to bear arms on their person, so long as the guns are hidden from view.*

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carrying a concealed weapon and of certain individuals—such as felons and people with mental illnesses—to own a gun. Also, the finding upheld the laws prohibiting gun carrying in “sensitive” areas, such as schools and government buildings.

Today’s debate largely centers around “concealed carry” and refers to an individual’s right to bear arms on their person, so long as the guns are hidden from view. By 2014, all 50 states had signed into law legislation permitting concealed carry, with varying degrees of regulation. Most states require a permit; 11 others do not. About half of the states require some safety training, but only six require live-fire training (Mascia, 2017). In 44 states, individuals may also “open carry,” and in 28 of these states, the allowance is considered “non-restrictive” (no license required).

The right to carry a concealed weapon is also not without limits, but only one limit applies to all states: concealed carry is not permitted in federal government buildings. Other venues in which concealed carry is not permitted vary by state: schools, churches, hospitals, bars, and political venues are some of the places in which firearms are commonly restricted. In some states, businesses and private entities can post signs declaring their site as a “gun-free zone,” and individuals caught carrying in these places may be arrested for trespass, lose their license to conceal carry, or pay a fine.

There is disagreement among individuals about the effectiveness of “gun-free zones,” places in which guns are not permitted, on reducing gun violence. Some argue that “gun-free zones” are inviting to non-law abiding individuals, who will not disarm and instead will feel secure in knowing

that they will not face armed opposition. Current research, on the other hand, suggests that most gun-related crimes are situated in places

that have meaning to the individual and not chosen because they are “gun-free zones.” In an analysis of mass shootings (defined as four or more deaths) from January 2009 to July 2015 by Everytown.org, the majority (70%) took place in the home (domestic violence), and only 13% took place in “gun-free zones.” (Analysis of mass shootings, 2016).

Recently, however, states have begun to reduce the limitations on concealed carry, and laws have removed restrictions from carrying in bars (e.g., Tennessee, Arizona, Georgia, and Virginia), churches (only two states explicitly prohibit; most leave the decision up to the individual church), airports (most states allow concealed carry in “non-sensitive” areas such as baggage claim), and most contentiously, schools.

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The right of individuals to be able to carry a concealed weapon on a college or university campus was first addressed in 1824, when Thomas Jefferson and James Madison attended a board meeting at the University of Virginia, during which the following statement was made: “No student shall, within the precincts of the University, introduce, keep or use any spirituous or vinous liquors, keep or use weapons or arms of any kind ...” (Li, 2016).

Before legislative efforts were made at the state level, individual schools began to allow students to carry a concealed weapon on campus, first at Blue Ridge Community College in Weyers Cave, Virginia (2003; later rescinded) and then, in the same year, Colorado State University (CSU) in Fort Collins. In 2004, Utah became the first state to legalize campus carry, and in 2009, three students sued the Colorado University Board of Regents, arguing that the CSU ban on handguns violated their right under Colorado state law to carry concealed. Initially dismissed, the suit was later won on appeal, and in 2010, Colorado became the second state to allow concealed carry on public campuses.

Before 2007, concealed carry on college campuses was a relatively minor issue and garnered only a local or statewide audience. Then, on April 16, 2007, 23-year-old Seung-Hui

Cho, a student at Virginia Polytechnic Institute and State University, shot and killed 32 of his classmates and faculty members and wounded 17 others before taking his own life. The shooting was the deadliest shooting rampage by an individual gunman (surpassed only recently by the Orlando Pulse nightclub shooter) and sparked a debate between gun-control advocates and opponents. Advocates argued that easy accessibility to guns and lax gun laws made it possible for Cho, a mentally unstable individual, to purchase the weapons he used in the massacre. Opponents argued that the university’s ban on handguns made it impossible for faculty and students to defend themselves. After the shooting, a group of students came together to form the national organization Students for Concealed Carry on Campus (shortened to Students for Concealed Carry).

Despite strong support from the National Rifle Association (NRA) and other pro-gun organizations, individuals and groups advocating for concealed carry on college campuses comprise a vocal minority. For example, Students for Concealed Carry, the key organization of “college students, professors, college employees, parents of college students,

and concerned citizens” numbers 43,000 (according to their website: <http://concealedcampus.org/about/>), a relatively small number given the millions of individuals that comprise these groups.

On the other hand, 428 colleges, universities, community colleges, and technical schools in 43 states have joined the Campaign to Keep Guns off Campus. A survey of 1,789 students at two universities, one in southeastern Texas and another in Washington state, revealed that three times as many students felt “not at all” comfortable at the prospect of guns on campus than felt “very comfortable” with the idea (Cavanaugh, Bouffard, Wells, & Nobles, 2012). Interestingly, their feelings regarding guns in the off-campus community were more evenly split, suggesting that the college campus is a unique environment, one in which the majority of students do not believe guns have a place. A similar study of 1649 students at 15 public mid-western universities revealed that 78% were not supportive of guns on campus (Thompson et al., 2013). Even on a campus in Northern Colorado that permits concealed carry, the majority of students surveyed

said that more guns on campus would likely have more negative than positive consequences, including increases in accidental discharges and completed suicides (Sanfilippo & Weed, 2017).

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*Knowing that students may be legally carrying a firearm will also increase the job complexity for faculty and administrators, who have frequent interactions with distressed students, and for campus police, who will need to discern in a crisis situation who the “good guy with a gun” is.*

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Faculty feel similarly: 94% of 791 faculty at 15 universities in five states in the Great Lakes region said that they would not support concealed carry, the overwhelming majority reporting that they feel safe on their campuses (Thompson, Price, Drake, & Teeple, 2013).

Several other state and national organizations have issued position statements in opposition to the movement, including: (1) the National Behavioral Intervention Team Association (NaBITA position statement), (2) a number of national student affairs associations (ACUHO), and (3) the Association of Title IX Administrators. These and other organizations argue that allowing concealed carry on college campuses is highly unlikely to prevent or mitigate mass shootings. Instead, they argue, more guns on campus will increase the risk of suicide and intentional and unintentional shootings by young people who are often stressed, depressed, anxious, and/or intoxicated. Knowing that students may be legally carrying a firearm will also increase the job complexity for faculty and administrators, who have frequent interactions with distressed students, and for campus police, who will need to

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discern in a crisis situation who the “good guy with a gun” is. At one point, the International Association of Campus Law Enforcement Administrators (IACLEA) had a position statement opposed to concealed carry (Sprague, 2008), but currently, the organization does not have a position on the issue.

In the 2015 legislative session, 16 states introduced bills to allow concealed carry on college campuses; all failed except for Texas, where the right to conceal carry became law in August 2016, on the anniversary of the first mass shooting on a college campus (when, in 1966, Charles Whitman shot 43 people from the UT tower, killing 13 of them). In 2016, 19 states introduced bills; all failed except for Tennessee (where only full-time staff can conceal carry) and Georgia. The bill in Georgia was vetoed by the governor, Nathan Deal, who quoted Thomas Jefferson’s and James Madison’s 1874 statement. One year later, though, at the end of the 2017 legislative session, Deal signed similar legislation, allowing concealed carry on public campuses. Georgia and Arkansas became the next two states passing such legislation in 2017.

According to a report by Johns Hopkins University and the National Conference of State Legislatures, as of May 2017, 16 states currently ban students and the public from carrying a concealed weapon on college and university campuses (with the exception of Tennessee, where “certain faculty members may carry weapons on campus”; Webster, Donohue, Klarevas, Crifasi, Vernick, Jernigan, et al., 2015). Twenty-four states allow their colleges and universities to make individual choices about campus concealed carry. In the remaining ten states, institutions of higher education must comply with state laws allowing concealed carry on campus. Of those states, institutions in Colorado, Idaho, Mississippi, and Utah may not prohibit concealed carry anywhere on campus, whereas in Arkansas, Georgia, Kansas, Oregon, Texas, and Wisconsin, certain restrictions are considered lawful.

In 2016, I testified before one of the Senate subcommittees considering the bill that would allow concealed carry on college campuses in Florida. During my testimony, one of the senators asked if there had been incidents of firearm-related suicides, homicides, and accidental discharges on the campuses in states where concealed carry had long been permitted. The question prompted a survey (“Concealed Carry on College Campuses”) of university chiefs of police in four

states, two that permit concealed carry (Utah and Colorado) and two comparable states that do not (Wyoming and New Mexico). With the assistance of IACLEA, surveys were completed by chiefs of police (or their designees) in schools throughout Colorado (10 responses), Utah (3 responses), Wyoming (2 responses), and New Mexico (1 response). Only three schools, all in Colorado (where concealed carry is permitted), reported any incidents; these included brandishing, accidental discharge, and suicide (Sanfilippo & Weed, 2017).

The limitations of the current survey are clear—a small sample and limited response rate. Additional data, difficult to obtain, are necessary to explore the impact of allowing concealed carry on college campus populations. Nonetheless, the data obtained by a recent study out of Johns Hopkins suggest that campus shootings, though far less common, occur in circumstances similar to off-campus shootings. From January 2013 through June 2016, researchers identified only 85 incidents of shootings or undesirable discharges of firearms on college campuses in the United States. Only two of these 85 incidents (2.4%) involved a “rampage” shooter. The most common incidents were interpersonal disputes that escalated into gun

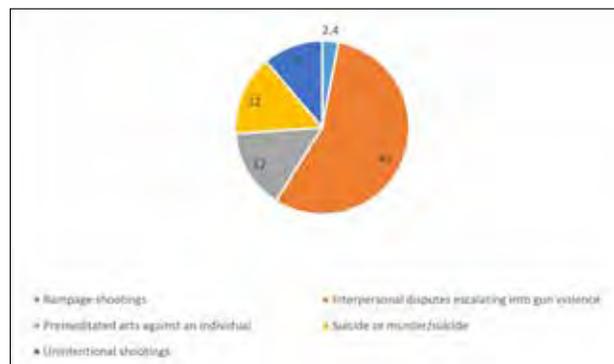


Figure 1: Types of Shootings on College Campuses, January 2013-June 2016 (John Hopkins analysis of Everytown.org data)

violence (45%), premeditated acts of violence against an individual (12%), suicides or murder/suicides (12%), and unintentional shootings or discharges (9%). See Figure 1.

College campuses are, compared to the surrounding communities, fairly safe spaces for students to live, learn, and interact. According to a recent analysis (Everytown for Gun Safety, 2015), from January 2005 to July 2015, there were 133 mass shooting incidents; only five (4%) took place in schools, including primary, secondary, and college campuses. Moreover, according to a 2014 analysis by the U.S. Department of Justice, sexual assaults are 1.2 times more common among 18 to 24-year-old non-students than among the same-age college student cohort (Sinovich & Langton, 2014). All other forms of violence—assault and robbery—were also much higher among non-students. Suicide presents a different picture, however. More than 1,000 college students commit suicide each year; another 20% seriously consider it (Emory University, nd; Reetz, Bershada, LeViness, & Whitlock, 2017). In comparison to the same age non-student population, the rate among females is the same, but the rate for male students is 12-33% lower than the same age non-student male population (Schwartz, 2013).

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According to the National Center for College Counseling Directors, the method of suicide by students varies: in the most recent survey, 27% committed suicide by firearm. By comparison, 45% of suicides among individuals 18 to 24 in the general population were committed by firearm from 2010-2015 ([https://www.cdc.gov/injury/wisqars/fatal\\_injury\\_reports.html](https://www.cdc.gov/injury/wisqars/fatal_injury_reports.html)). Is it access to a firearm that makes the difference, as Schwartz (2013) concluded? A recent survey (Sanfilippo & Weed, 2017) of Directors of College Counseling Centers at colleges and universities across the United States revealed that on the campuses allowing concealed carry, 42.9% reported student suicides involving firearms; on those campuses not permitting concealed carry, the rate was only 13.3%. Attempted suicide rates by firearm were 42.9% compared to 6.7%. See Figure 2

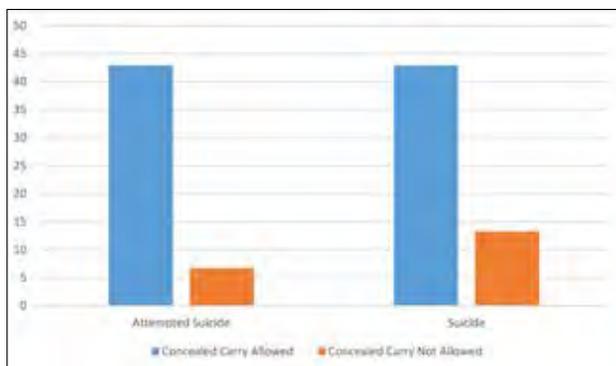


Figure 2: Suicide and Attempted Suicide by Firearm on Campuses with an without Concealed Carry (Sanfilippo & Weed, 2017)

The issue of allowing concealed carry on college campuses is a contentious one, with liberties and safety at odds with one another. The data suggest, however, that the risks of allowing guns on campus outweigh any potential benefits. 🍌

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# Town vs. Gown: From Conflict to Collaboration

By Paul Dean, Chief of Police, University of New Hampshire, and Dave Kurz, Chief of Police, Durham (NH) Police Department

Successful police chiefs quickly understand the nuances of their community and how that equates to delivering police services – or they may find themselves the ex-chief! Every community is unique, and how that uniqueness is converted to policing services by police department management often determines the success of the agency. Combine these existing challenges with two police agencies operating within one community and the environment becomes even more complicated. This is the routine status for a university or college police agency and their host community department!



Paul Dean



Dave Kurz

issues, particularly underage drinking. This experimentation with alcohol dominates the social scene in Durham, creating significant challenges for the public safety entities that both have significant on-campus and off-campus student housing complexes.

Against this backdrop, the relationship between the two agencies has not always been seamless.

While both police agencies are very similar in composition with approximately 20 sworn police officers, all of whom must be certified by the New Hampshire Police Standards and Training Council, the atmosphere was occasionally toxic and counterproductive to mutual success. Complicating these conditions were political discussions, exclusively from the town, that there should be discussion regarding consolidating the two agencies with town oversight. Trying to stay out of the political crosshairs often dominated both chiefs' time and detracted from the true mission of providing professional police services to our mutual constituents.

The combination of a smaller rural community and the demographics of a university student population present unique policing demands for both the University of New Hampshire Police Department (UNHPD) as well as the Durham Police Department (DPD). For the community department, it requires balancing the expectations of permanent residents with the annual, temporary influx of young people from September through May. With 3,200 incoming freshman realizing independence from their parents and/or guardians for the first time, they socialize with classmates and challenge the boundaries of legal

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*The accreditation process has enriched the services of both agencies and provided a number of policy enhancements pertaining to unusual occurrences, such as celebratory riots, contacting foreign consular representatives regarding students attending UNH on visas, as well as preparing for presidential visits.*

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Everyone recognized that things needed to change, and through numerous coffees, lunches, and other conversations, by 2016 these apprehensions were a distant memory as the

two chiefs work diligently to have a candid and routine dialogue, formal Memoranda of Understanding (MOU), and recognition that if one agency succeeds, both do!

From this foundation of mutual respect and trust arose a number of realities that while the missions of the two agencies may deviate in subtleties such as Clery, Title IX,

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and FERPA, which are all foreign to Durham's chief, these were critically important policies to the university police chief. Additional discoveries of mutual challenges created increased opportunities to cooperate where appropriate, such as:

- The development and implementation of a comprehensive MOU that provided authority for both police agencies operating within the community. This was one of the most significant steps that served to eliminate potential conflicts before they arose and established expectations for all police operations.
- Joint bicycle patrols in the downtown Durham business area, the site of many off-campus student rentals. Coupled with several alcohol establishments and those selling food late into the night, the community was expressing its unhappiness with disruptive students. The visibility of agency personnel patrolling together is a subtle but important attribute to the students, community, and staff from both agencies.
- Letters to the parents of all persons arrested by either department, who are under the age of 21, are sent within days of the arrest. The DPD started this initiative with the realization that smaller agencies routinely create relationships with the parents when they live within the community. With an intelligent, diverse, and mobile student population, and a strong desire to eliminate recidivism, notifying parents of an arrest allows them to be engaged early on and has reaped positive benefits. The UNHPD joined the initiative, creating the consistency desired from two police departments functioning in the same community.
- DPD provides weekly arrest logs to the UNH administration. They, in turn, require that the dean of each college in which the arrested student is enrolled have a face-to-face meeting about the arrest.
- "Weekend Walkers" is a program created by the university whereby UNH administration members, wearing highly visible jackets, traverse the downtown area, interacting with students, ensuring they are safe, and offering guidance when their behavior is questionable.
- Both agencies are CALEA accredited, with the UNHPD also having received accredited status with IACLEA. The accreditation process has enriched the services of both agencies and provided a number of policy

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*Police, highly visible but without riot gear, were instructed to interact in a positive, friendly, and tempered manner. When the New England teams won, there was euphoria and excitement but no takeover of streets and no destruction of property.*

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enhancements pertaining to unusual occurrences, such as celebratory riots, contacting foreign consular representatives regarding students attending UNH on visas, as well as preparing for presidential visits. The process has ensured that both agencies are operating from the same procedures and respond similarly.

- UNH and Durham police routinely co-host trainings, not only for their staff but they also invite area agencies to the training. With modern classroom space, the UNH police take advantage of academic year breaks and schedule training in the empty classrooms. These opportunities serve to enhance both agencies' capacity to deliver services to their mutual community.
- UNH and Durham police routinely collaborate on state and federal grants to maximize chances to obtain funds for joint patrols, equipment, and training.
- UNH and Durham police routinely collaborate on major special event management. UNH has the largest outdoor football stadium and the second largest indoor arena in the state. As a first-in-the-nation presidential primary state, the community is ground zero for high profile political visits from sitting presidents to nationally televised candidate debates. Additionally, with the success of New England professional sports, celebratory activities have become the norm. When 2004 arrived, professional sports were on the mind of many living in the region. In February 2017, the New England Patriots won the Super Bowl and after a tremendously exciting American League Championship and World Series, the ultimate Red Sox victory that was 80 years in the making sent the community into an extremely tense and anxious period, hopeful that the tide of disruptive behavior had turned. Student leaders in bright yellow shirts walked the downtown with university officials. Police, highly visible but without riot gear, were instructed to interact in a positive, friendly, and tempered manner. When the New England teams won, there was euphoria and excitement but no takeover of streets and no destruction of property. There was a collective sigh of relief from the entire Durham/UNH community, as there was no need for arrests and the hope of responsible celebrations was seen as a real possibility for the future.
- Both agencies have learned to take advantage of the resources that a large university has to offer that many may consider to be "out of the box." When the Durham

police chief was challenged by his Town Council regarding the expense of his strategy whereby every student was physically arrested, he turned to UNH sociologist Dr. Donna Perkins for assistance. The chief's premise was that if a physical arrest were made in front of a group of students, their observing the arrest would deter them from engaging in the behavior. Ultimately the research project proved the hypothesis correct and the study was published in IACP's *Police Chief* magazine.

[http://www.policechiefmagazine.org/magazine/index.cfm?fuseaction=display&article\\_id=3978&issue\\_id=122015](http://www.policechiefmagazine.org/magazine/index.cfm?fuseaction=display&article_id=3978&issue_id=122015)

- Another opportunity emerged when the Durham Town Council asked their police chief the reason for trading in police vehicles and when the optimum time for doing so occurred. Again, while a university environment can,

on occasion, challenge both agencies, opportunities exist where there are students seeking real-life experiences and police departments that require research but lack financial resources. Seizing this opportunity, a Quantitative Decision Making class was engaged to conduct a project on that question. In the aftermath, the

Town Council received solid guidance on vehicle purchases and when to sell, at no cost to the town.

Additionally, the

police department was able to interact with students in a positive atmosphere.

On a daily basis the UNH and Durham Police Departments coordinate efforts or intersect on a host of topics. Both CEOs have embraced the concept of collaboration, recognizing that each organization succeeds together. However, the key to our success remains good communication, solid respect, and trust as well as a community that supports of our law enforcement professionals. 🍷

*The key to our success remains good communication, solid respect, and trust as well as a community that is supports of our law enforcement professionals.*



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*Continued from page 42*

Universities of the Washington Metropolitan Area meetings that I normally attend.

The afternoon speaker was a member of the Garda (Ireland's National Police Service). The topic was response to an active shooter/active aggressor threat at a university or college in Ireland. It is important to note that throughout Ireland and the United Kingdom campus security department personnel are not armed. And, with the exception of Northern Ireland, most police officers are not armed with firearms. There is total dependence on Regional Support Units (RSU) or Emergency Response Units (ESU) who will respond with an array of firearms and less-lethal weapons.

Although the college and university security departments are well versed in responding to a variety of emergency situations, response to an active shooter/active aggressor event is something for which they have not planned. There was debate as to whether the colleges or universities should focus efforts on this type of scenario, due to its being unlikely, or to continue to focus on a general all-hazards approach to emergency situations. The Garda ESU representative speaking at the meeting was well versed in the active shooter programs and protocols that exist in the United States and was very interested in seeing how these could be adopted in Ireland. I was able to provide a good deal of information and context on how U.S. programs work and our mindset in adopting these programs based on the increased threat environment that the U.S. universities face from this type of crime.

Another interesting and informative part of the trip was meeting with a couple of the vendors that QUSD uses to support its operations. QUSD uses a cash-handling service for all of their cash pick-up and drop-off needs. The systems, trucks, and facilities are all state

of the art and use security technology to the highest level that I have seen for an armored car service. Their support from the PSNI is at all levels of their service, a far cry from the way these services work in the United States.

I was also able to meet with one of the automation vendors that provides products and support for keys and other police/security equipment. As I mentioned earlier, the university security departments in Northern Ireland and Ireland leverage an array of security technologies in their departments that rival most U.S.-based university police and security departments.

One of the final highlights of the trip was a tour of the Crumlin Road Jail. The jail, which functioned from 1845 to 1996, was where many of the republicans and loyalists during the time of the Troubles were housed. In looking at Northern Ireland today, it is difficult to believe that the Troubles ended with the Good Friday Agreement in 1998. My trip to Queen's University Belfast would not have been possible 20 years ago, as my personal safety would have been in question.

The trip was a huge success in no small part due to the preparation, openness, and hospitality of Richard, the leadership of the security department, and the overall university leadership. In the relatively small world of higher education policing and security, having the ability to see how this type of work is performed in a totally different environment provides unique insight and perspective. The similarities of our universities and the work that we perform far outweighed any differences that we had. Protecting the community and the university is a task that does not change based on where your university is located.

The relationship that I have with the Security Department at Queen's University will last a lifetime. 🍷

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# IACLEA Accreditation

## Selected Success Stories



### California State University-Northridge – Accredited since May 2008

*“IACLEA Accreditation is a blueprint for best practices in campus public safety.”*

- Anne P. Glavin, Chief of Police



### Wake Forest University – Accredited since May 2008

*“When your department has met all of the requirements of the IACLEA Accreditation standards, it will earn you the respect of local law enforcement agencies. It is beneficial to the university to be able to state that it has an accredited public safety department.”*

- Regina Lawson, Chief of Police



### Anne Arundel Community College – Accredited since September 2008

*“Upon earning accreditation, the department was affected in ways that were both expected and unexpected. The process gave the college community and surrounding residential community confidence in the public safety team. It also limited the department’s liability and risk exposure because of demonstrating an adherence to a recognized set of standards for campus security.”*

- Gary Lyle, Director



### Western University – Accredited since May 2009

*“Accreditation brings with it the confidence that standards are being followed in support of a safe campus, and there is consistency when dealing with a wide range of responsibilities.”*

- Elgin Austen, Director



### Georgia State University – Accredited since January 2010

*“Accreditation promotes positive growth, builds morale which leads to work efficiency. It also allows us to operate on common ground with surrounding agencies to increase the quality of services to the citizens of our community.”*

- Connie B. Sampson, Chief of Police



### Johnson & Wales University – Accredited since April 2011

*“The process of accreditation ensures that the campus safety and security function has the best opportunity to continuously sustain its important mission for our faculty, staff, and students.”*

- Michael P. Quinn, Executive Director



### University of Wisconsin-Madison – Accredited since June 2012

*“Being accredited ensures that we comply with national best practices. Our operations have actually changed little because we had robust procedures in place. The difficulty was we couldn’t ‘prove it’ so that it would on its face not be challenged. Now we can show — we are among one of the best agencies in the country.”*

- Sue Riseling, Chief of Police

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