Ad Hoc UFPD Campus Advisory Committee Meeting Minutes

Date: July 12, 2011  Time: 2:30 PM to 3:43 PM (1 hour 13 minutes)

Facilitated by: Chief Linda J. Stump, Director, University of Florida Police Department
               UFPD Campus Advisory Committee Member

Location: University of Florida Police Department,
          UFPD Training Classroom

Members Present: Linda J. Stump
                 Scott Nygren
                 Cathy Martyniak
                 Severin Walstad
                 Christina Bonarrigo

Other Attendees: Kim Czaplewski
                 Brad Barber
                 Greg Streukens
                 Janine Sikes

                 Darren Baxley
                 Mitchal J. Welsh
                 Nathan Crabbe
                 Tracy Massimillo

Old Business
Chief Linda Stump began the meeting at 2:30 PM. She asked the committee members present to approve and initial the meeting minutes from April 25, 2011. A quorum was met with the arrival of Mr. Nygren and the minutes were approved and will be posted.

Chief Stump advised there had recently been some in-service training sessions that incorporated active shooter hostage scenarios. Christina Bonarrigo attended one and stated that it had been a good experience for her. She was able to see the officers as just “regular people” and it was amazing to her that the officers knew immediately what to do when the scenario began. Chief Stump told her that the officers have to know the minute they walk into a situation how to handle it. This is accomplished through training scenarios. Miss Bonarrigo encouraged the other members present to attend upcoming trainings and training scenarios.

Cathy Martyniak also attended, and commented that it was helpful for her to experience the training as well. She had the added benefit of someone there to tell her what was actually happening when an officer took cover behind a pole. Chief Stump said they try to keep the scenarios as real as possible, and with their equipment on, the officers lose facial recognition. He did state that the training was impressive to watch. The officers weren’t given time to discuss what needed to happen, they just reacted utilizing skills and good judgment of whether to employ “X” or “Y” strategy.

Lt. Mitchal Welsh explained how officers are to approach, the rules, and formation, but they do have to go from zero to one thousand in a matter of seconds. The Chief asked if there were any other questions before they moved on. Severin Walstad asked if an officer failed, what would happen to him/her? Lt. Welsh advised that they would repeat the training in a remedial training mode. He explained that an officer is responsible for every round of ammunition they fire, so if they for example, shoot a civilian in the training exercise they have to repeat the scenario. Welsh advised that no officers failed the last training after being asked by Mr. Walstad. Chief Stump advised training scenarios are designed to simulate actual situations, and when in a crisis situation an officer typically has rushed to get on scene.
The officer is typically out of breath, and they’ve had a huge dump of adrenaline. Each officer also has their shot preference comfort zone. Welsh added that in training they try to simulate the scenarios with a heightened sense of tension to make it more real, more serious. Scott Nygren encouraged Severin Walstad to attend training. He said they use their judgment sometimes and there’s no correct answer. Each Officer may have a different opinion, but the point is to be safe and effective. Chief added while staying within policy. Lt. Welsh advised the next trainings would be held in October.

**New Business**

Severin Walstad asked about programs the police department does prior to students getting in trouble. Deputy Chief Baxley listed a few of the programs. Preview, SCOPE, UPD’s Community Services Division does a large number of tabling events like the Safety Fair, Bicycle Registrations, First Year Florida, etc. Officers working in the field do a lot of point of contact work as well.

Severin brought up students that get in trouble after being taken to the hospital. The University’s Amnesty Program was discussed. The University is taking a proactive response. Short of a criminal violation, both UPD and Judicial Affairs try to take an educational approach. Janine Sikes advised that the Dean of Students office would be rolling out information in the fall. Baxley thought with two students on the committee they might be able to provide good feedback on the best approach to use to reach the students. Chief Stump agreed and asked the students to represent and give their advice on such areas as emergency notifications, texting, tweeting or Facebook, etc.

Scott Nygren had a question regarding thefts on campus and perception or rumors that officers may be perceived as blaming the victim, or viewing the student as the source of the problem. The feedback he gets is negative, but he’s not sure how to capture that information. Chief Stump suggested the Citizen Surveys are overwhelmingly positive, although limited.

Deputy Chief Baxley said there was a lot of information on UFPD’s website including safety tips but getting the students to be aware it remains to be an issue. Scott Nygren agreed they are all excellent, but what about the students that don’t read the signs? He wants to do something to bring them in the loop. Chief Stump recommended doing some criminal analysis on the hot spots for thefts on campus and figure out how to better reach those people, and have those conversations. Advised UPD has more of a police presence at those locations. Baxley advised that approach was used at REC centers and it did not go over well. He was advised people’s perception may be to think something was wrong.

Chief Stump turned the floor over to Deputy Chief Baxley who, as a member of the Behavioral Consultation Team, presented a Power Point presentation. Each member will receive the presentation via email along with the minutes.

Some of the highlights of the presentation are:

- Provide a “Culture of Care”
- Open Up Communications
- Gather Information
- Access Possible Threat Situation
- Respond with the Approach Best Suited (Level 1-4)
Baxley concluded his presentation. The best approach is to get people to talk about their concerns regarding a family member or friend and take steps to prevent an incident before it occurs. Scott Nygren was concerned regarding the issue of confidentiality, specific to the examples in the presentation. It was explained that the examples used were public record. Also, that the BCT conversations were very mindful of rules of privacy and confidentiality.

Cathy Martyniak gave an example that occurred in her area of supervision. Chief Stump advised if it becomes an issue of imminent danger, the game changes. At that point the supervisor becomes responsible for the safety of her employee and has to utilize the appropriate channels. Baxley advised that it is best to contact Human Resources (HR) or UPD to make sure that we are aware of the situation. He advised it’s a fine line – the need to know, respect and the right to privacy. He gave an example of a sexual battery, and his obligation to report it.

Christina Bonarrigo, one of the students present, asked if it was possible to notify the students or sororities by list serve if a Sexual Predator is located in close proximity to the campus. This is not normally used according to Baxley, and in the past they have printed fliers and gone door to door at the sororities. Christina supported the idea of list serves, and said it would be a proactive way to create a caring culture. Baxley advised there has been some push-back on that in the past, but we can look into working with sororities and counselors and see what the best way to make the students more aware. Baxley showed Christina UFPD’s website and how easy it was to access the information. She was unaware that that type of information was available. Mr. Nygren said we wanted to make sure we create a culture of safety and learning, not one of fear.

Christina recommended some other possible approaches: tabling at the Reitz Union Colonnade and Facebook ads. Chief Stump advised UFPD was there several times each semester with Victim Services and CSD.

Mr. Nygren asked about the BCT program and how it is covered 24/7. It’s covered via Blackberry according to Baxley. Baxley confirmed they were building in personnel redundancy now. Mr. Nygren advised that he appreciates all the hard work, and their pioneering efforts. Baxley stated that the avenue to report is crucial. Although people are reluctant to involve outsiders, that’s when bad things happen. Chief Stump advised that we want these people to get the care resources and help they need.

The meeting adjourned at 3:43 PM and next meeting will be announced in the fall.

Submitted by: Tracy Massimillo for Kelly Jackson, Office Assistant to the Chief, UFPD

Unanimously approved by all committee members present on September 23, 2011:
  Linda J. Stump
  Scott Nygren
  Benjamin Meyers
  Harold D. Jackson
  Mary Ann Ferguson
  Cathy Martyniak
  Severin Walstad
  Christina Bonarrigo