

# PROPOSED EVOLUTION OF THE ARMED PEACE OFFICER PROGRAM

University of Rochester  
Department of Public Safety

## OVERVIEW:

The Department of Public Safety (DPS) became an unarmed sworn Peace Officer agency University-wide in 2013. An enhancement in 2017 allowed 42 Peace Officers to be trained and equipped with firearms assigned to the Medical Center.

The first two phases of the Armed Peace Officer Program resulted in a seamless transition from unarmed posts to armed posts within the Medical Center. Armed officers are now able to engage any threat and answer any call for service in Strong Memorial Hospital and throughout the Medical Center Campus.

We believe the University has a responsibility to provide the same level of protection to all of the areas patrolled by DPS. Failing to provide armed officer coverage on River Campus and at the Eastman School of Music at best delays and at worst leaves unprotected large segments of our community.

The following information and supporting documentation address the current challenges faced as well as provides solutions necessary to afford greater protection and security for the entire University.

## IMPLEMENTATION BENCHMARKS:

*January 1, 2017*

- Chief Mark Fischer, Deputy Chief Gerald Pickering and Commander James Newell were armed.

*February 6, 2017*

- First armed officers deployed to the identified Medical Center posts.

*October 5, 2017*

- Authorization obtained for armed supervisors to respond to specific calls for service on all campuses when they are the closest available officer and the call involves a matter of life or health safety.

## WHAT HAS CHANGED?

- We have learned based on drills that it takes as long as 13 minutes and as little as 3 minutes, with an average of 6 minutes, for an armed response from the Medical Center to River Campus. While this is substantially better than what was experienced during our active shooter drill in January 2016, this is still concerningly slow. This delayed response to an active violence situation based on the national average of one person injured every 15 seconds and one killed every minute, is not an acceptable response given current officer capabilities.
- On December 17, 2017, DPS jurisdiction was expanded to encompass adjacent roadways and sidewalks. Officers are increasingly interacting with individuals not affiliated with the UR in these areas. The Rochester Police Department (RPD) has an expectation that an armed DPS officer be assigned to these incidents, which are often jointly investigated. With our current staffing model, armed officers are not able to respond in a timely fashion to these types of incidents when they occur adjacent to the River or Eastman Campuses.
- In addition to the 56 sworn AAU peer institutions, the Rochester Institute of Technology (RIT) deployed armed coverage on their campus in Fall of 2017. RIT officers are not sworn under NYS law, while University of Rochester DPS officers are sworn and therefore require 595 hours of training to become certified Peace Officers under NYS Department of Criminal Justice Services (DCJS) guidelines, and additional 96 hours of training once selected to become armed.

- DPS has provided Officers with additional training in Fair and Impartial Policing, Integrated Approach to De-Escalation and Minimizing Use of Force, Racial Diversity Training for Campus Police & Public Safety Officers, Crisis Intervention Team Training, and Culture Vision.
- In order to give diversity and inclusion the highest priority Chief Fischer promoted Joseph Reed to Captain and made him a member of the senior leadership team. He and Captain Cynthia Coates report directly to the Chief on matters of diversity and inclusion. Together they have made significant changes to the recruitment process and have begun an internal mentoring program. This mentoring program is part of a University sponsored Inclusive Climate Leadership Fellowship program.
- There have been increasing requests for metal detecting by artists and performers appearing at on campus events here and nationally. Metal detecting by unarmed officers leaves those officers and our community defenseless if the person refuses to surrender the weapon or decides to use it.

## BENCHMARKING:

- DPS is the only sworn agency out of the 56 Association of American Universities (AAU) peer institutions that does not provide armed coverage for all campuses, making UR a solitary outlier. *Note: There are only four (4) AAU institutions that are non-sworn and unarmed.*
- In New York State, all four-year SUNY schools have sworn and armed officers at all campuses.
- All other private NY universities with Peace Officer status have armed officers on their campuses. ([See Appendix A](#))

## CURRENT ISSUES/CHALLENGES:

- **DELAYED ARMED DPS RESPONSE:** We have seen no appreciable difference in criminal activity in either the River or Eastman Campuses. However, the average DPS response time from the Medical Center to River Campus is 6 minutes, which is more than triple the time when compared to an armed officer already assigned to the campus. In an active shooter situation, statistics indicate an injury happens every 15 seconds and a death every minute. ([See Appendix B](#))
- **THE EASTMAN COMMUNITY:** For the Eastman Campus, there is a complete reliance on the Rochester Police Department for incidents involving a weapon.
- **EVENT MANAGEMENT:** The most highly trained officers are armed yet unable to work the River and Eastman Campuses. They cannot work high-profile events such as Commencement, Meliora Weekend, and Dandelion Day, or events on either campus where there is potential for an elevated threat of disruption or violence. Student Events have requested metal detection screening at some performances. An armed officer should be at this type of screening in the event a weapon is discovered.
- **SUPERVISORY LIMITATIONS:** Armed supervisors may respond to campus for a very limited number of cases. These supervisors are unable to attend meetings, interact with students, staff, or faculty, and are not capable of developing the relationships that support their supervisory role.
- **KNOWLEDGE RETENTION:** Previously, the DPS deployment model required officers to work and have knowledge of all areas of the University. Armed officers cannot work on the River or Eastman Campuses and have shown a loss of geographic knowledge of these areas. It is critical for officers to maintain current knowledge of all campuses in the event of an active violence incident.

The delay of only a few seconds can cost lives. We depend upon DPS officers knowing our campus and responding quickly. No outside law enforcement agency has this familiarity.

### SAFETY CONCERNS:

- RPD does not know our students, our culture, or our campuses, nor do they have the extensive “local” knowledge of the community in the way that DPS does.
- Outside law enforcement agencies responding to campus require a DPS escort to locate and access the active scene. Unarmed DPS officers cannot assist once on scene and in fact must retreat to a safe area.
- DPS officers will respond more quickly, are able to work in concert with DPS dispatchers as they view the emergent event on camera, and be updated in real time as it unfolds.

### MASS CASUALTY EVENTS (NATIONALLY):

- The number of fatalities have been increasing due to the shooters taking time to practice and plan their attacks, as evidenced by the Pulse Night Club massacre in Orlando and the Route 91 Harvest Festival shooting in Las Vegas.
- YTD 2018, the U.S. already has the highest number of victims impacted by school shootings in the past five years. 25% of mass killings occur on campuses and 25% occur in medical environments. ([See Appendix C](#))

### DPS RECOMMENDATION:

DPS officers are better trained than any area law enforcement agency and understand our University community and culture. These officers should be the first responders to every call for service, and especially those involving deadly weapons where a rapid armed response is needed for life preservation. This proposed plan addresses our current challenges and logically evolves our Peace Officer program into its next stage.

The following will provide the Department of Public Safety with adequate resources and continue with the DPS mission to best secure and protect the entire University community.

- Allow armed supervisors unrestricted access to all campuses.
- Establish one armed vehicle assigned officer on River Campus, one armed vehicle assigned officer covering the UR Properties located on the west side of the river, and one armed officer assigned on the Eastman Campus to increase campus safety by decreasing armed officer response times to calls involving weapons. Additional armed members will be selected from the experienced Peace Officer group to meet the established FTE demand.

# APPENDICES

## APPENDIX A (BENCHMARKING):

**ASSOCIATION OF AMERICAN (AAU) UNIVERSITIES:**

The AAU represents universities that are on the leading edge of innovation, scholarship, and solutions that contribute to scientific progress, economic development, **security**, and well-being. (www.aau.edu)



Of the 56 U.S. sworn agencies that are members of the AAU, the University of Rochester **is the only one not providing protection on all of its campuses with armed public safety officers.**

**AAU ARMED UNIVERSITIES (SWORN)**

Boston University	Rutgers	University of Maryland, College Park
Brandeis University	Stanford University	University of Michigan
Brown University	Stony Brook University-NY	University of Minnesota, Twin Cities
Carnegie Mellon University	Texas A&M University	University of Missouri-Columbia
Case Western Reserve University	Tulane University	University of Nebraska-Lincoln
Cornell University	The University of Arizona	The University of NC at Chapel Hill
Duke University	University at Buffalo-NY	University of Oregon
Emory University	University of California, Berkeley	University of Pennsylvania
Harvard University	University of California, Davis	University of Pittsburgh
Indiana University	University of California, Irvine	University of Rochester*
Iowa State University	University of California, Los Angeles	University of Southern California
Massachusetts Inst. of Technology	University of California, San Diego	The University of Texas at Austin
Michigan State University	University of California, Santa Barbara	University of Virginia
Northwestern University	The University of Chicago	University of Washington
The Ohio State University	University of Colorado at Boulder	The University of Wisconsin-Madison
The Pennsylvania State University	University of Florida	Vanderbilt University
Princeton University	University of Ill. Urbana-Champaign	Washington University in St. Louis
Purdue University	The University of Iowa	Yale University
Rice University	The University of Kansas	

*\*UR is the only university in this group that geographically restricts armed coverage.*

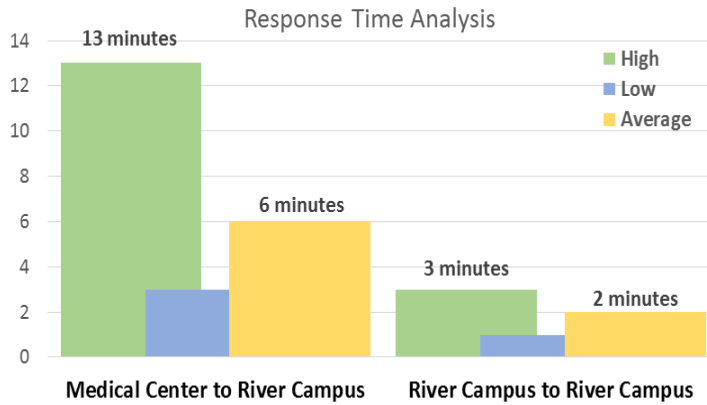
**AAU UNARMED UNIVERSITIES (NON-SWORN)**

Columbia University  
 New York University  
 California Institute of Technology (NASA JPL campus is protected by armed Federal Officers)  
 The Johns Hopkins University (deploys off-duty sworn armed Baltimore Police Officers)

APPENDIX B (RESPONSE TIME ANALYSIS):

Response times were acquired from multiple locations during different times of day to display the results. The average response time for DPS from Medical Center to River Campus is **more than triple**, when compared to an officer already assigned to the campus.

Location Start/Stop	High	Low	Average
Medical Center Post to River Campus	13 min	3 min	6 minutes
River Campus Post to River Campus	3 min	1 min	2 minutes

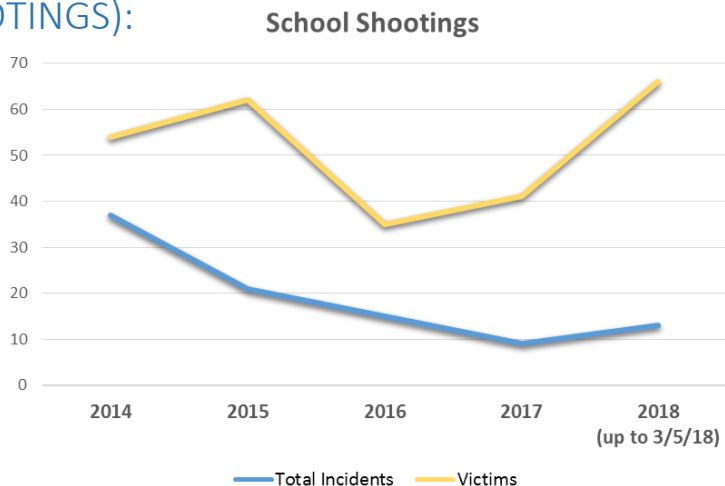


**In an active shooter situation, statistics indicate an injury happens every 15 seconds and a death every minute.**

APPENDIX C (SCHOOL SHOOTINGS):

	Total Incidents	Victims
2014	37	54
2015	21	62
2016	15	35
2017	9	41
2018 (up to 3/5/18)	13	↑ 66

Victims are identified as wounded or casualties of the incident.



	Incidents by School Type				
	2014	2015	2016	2017	2018 (up to 3/5/18)
Primary/Secondary	21	11	14	7	11
Post-Secondary	16	10	1	2	2

**Prior to 2018, the number of school shootings are trending downward, but the number of victims are increasing as active shooters now typically plan and practice their attacks.**

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