



Plan to assess and improve campus safety (Crookston plan)

Supporting MPact 2025 Commitment 5 Action Item 5.4

Report Background (Systemwide)

The safety and security of students, faculty, staff, and visitors is one of the University of Minnesota's top priorities. This plan lays a foundation for transforming the campus community's culture, policies, and practices to foster a safer climate on and near campus.

The safety plan is part of MPact 2025, the University's Systemwide Strategic Plan, and meets Commitment 5, Fiscal Stewardship Action Item 5.4 to "assess and improve campus safety protocols and organizational structure." This plan provides an overview of the programs, policies, protocols, and plans to assess and improve campus safety over the next five years.

The plan development process included review and incorporation of materials and efforts, and engagement with key stakeholders, including:

- Existing safety plans from the Department of Public Safety and University Health and Safety
- Current broader efforts led by the Office for Equity and Diversity, MSafe Implementation Committee, Senate Safety Committee, Student Affairs, etc.
- Incorporation of other campus safety initiatives
- Students and student governance groups
- Local business and residential communities

The following plan is specific to the Crookston campus, but does include all of the elements of the system-wide plan as well.

Public safety enhancements on Crookston campus

- Department name change from Security Services to Public Safety
- Visible foot patrols in addition to vehicle patrols
- Collaboration with Twin Cities for calls and dispatching services
- All Public Safety Officers are trained in trauma-informed practices
- Coordination and fluid emergency coverage with local law enforcement partners
- Escort services, vehicle lockouts, and jump starts

- Building security enhancements: replacing cameras, changing residence halls to Ucard door access

Addition of alternative services

- Wellness Care Manager (for students of concern) also supervises Public Safety for seamless integration of services
- Continue to invest in training for Public Safety staff (i.e. bias and de-escalation training)
- Send public safety communications
- Participate in meetings with MSafe, the Safety Committee, and campus groups

Health and safety

- Providing COVID mitigation services across campus and ongoing pandemic planning, such as: free masks, isolation rooms in case of emergency, indoor air purifiers, ongoing covid leave time
- Participation in President's Initiative on Student Mental Health
- Assessing lab and research safety protocols in regards to service animals
- Clery preparedness exercises
- Contracted with Alluma for psychiatric nurse practitioner on campus every other week for medication management and for students for whom counseling is not enough
- Added a Wellness Care Manager
- Contracted with Polk County Public Health to provide sexual health services and sexual health education
- Contracted with a sports psychologist to work with Athletics teams

Systemwide safety goals

These goals provide the backbone of the plan, with objectives rolling up to each goal, but tailored to meet campus needs.

1. Support a culture of safety
2. Create effective, inclusive, transparent lines of communication that promote safety as a key value across our system
3. Develop and implement robust planning and preparedness tools
4. Continually improve upon effective response systems and strategies
5. Innovate and expand upon environmental, mental, and physical wellbeing safety systems and networks to holistically support our campus communities

How Crookston will use this plan

The plan is intended to serve as a road map to help coordinate and more effectively promote safety and security across our system, improve communication and outreach, and reinforce planning and response readiness.

Plan implementation timeline (year 1)

- Jan/Feb. 2022 - Begin review of systemwide safety goals and campus-specific plan development process with Senior Leaders, obtain approval
- Spring 2022 - Each campus, with some facilitation by UHS and DPS, will form a cross functional team to reflect on previous planning efforts, current threats/concerns, and develop a campus specific list of objectives for each safety goal
- May - July 2022 – Use campus specific plan elements in the development of the safety communications campaign
- July - Aug 2022 - Campus specific plans will be available, updates will be ongoing
- Aug. 2022 – Launch safety communications campaign
- Jan. 2023 – Evaluate and update plans; report progress

Sample campus specific plan (Crookston Campus)

Below are draft actions that illustrate how a campus specific safety plan would be populated, using the Twin Cities campus as an example. The (S) notation indicates the objective could be applicable system-wide.

#	<i>Actions</i> (S) indicates a systemwide objective	Due Date
1.	Support a culture of safety	
1.1	<i>In coordination with University Relations, build and implement a robust public safety communications campaign Metrics: Staff and support campaign (S)</i>	2022-23
1.2	<i>In collaboration with the Office Student Affairs and first year programs, provide student focused safety training and workshops (winter car kits, what to do during extreme weather, etc.) Metrics: Classes taken, participation rates</i>	On-going
1.3	<i>Promote pedestrian, bike, and vehicle safety on campuses Metrics: Events and marketing material (S)</i>	On-going
1.4	<i>Improve upon and promote methods to report crime, security concerns and safety incidents (office cell, online forms (including anonymous options), bias incident reporting, reporting to mandatory reporters, EOAA) Metrics: Campus specific, surveys and responder feedback</i>	On-going
1.5	<i>Increase awareness of safe practices as it relates to current campus crime and safety trends. Evidence of implementation: TBD</i>	On-going

2. Create effective, inclusive, transparent lines of communication that promote safety as a key value across our system		
2.1	<i>Recruit and hire an Equity and Diversity Officer to ensure efforts are inclusive and support a campus climate of respect. Metrics: (S), policy creation, recruitment efforts</i>	2022-23
2.2	<i>Expand opportunities for community feedback Metrics: surveys, newsletters, Safety forums Metrics (S): University Senate engagement, UR team activities</i>	On-going
2.3	<i>Collaborate with Residential Life to increase students' feelings of safety on campus in the residence halls. Metric: Improved safety scores on Residential Life Surveys</i>	On-going
3. Develop and implement robust planning and preparedness tools		
3.1	<i>Launch system-wide Building Emergency training Metric: Launch training (S) - Completed</i>	9/30/22
3.2	<i>Host and participate in tabletop or full-scale training exercises annually. Metric: (S), # of completed annual exercises</i>	Annual
3.3	<i>Update each Campus's Emergency Operations Plan to reflect current threats, organizational preferences and structure Metric: (S), Plan completion dates</i>	Annual
3.4	<i>Ensure disaster recovery plans are developed and maintained for critical systems. Metric: (S), Plans in place for defined critical systems</i>	Annual
3.5	<i>Support and coordinate Threat Assessment Program process to meet current risk profile Metric: (S): Annual review and update</i>	Annual

4. Continually improve upon effective response systems and strategies		
4.1	<i>Ensure modernization and replacement of technology that supports campus and life safety (S) Metrics: (S), Develop a sustainable life cycle strategy</i>	On-going
4.2	<i>Improve upon Campus Medical response needs Metrics: (S) Medical response training and equipment plan implementation</i>	On-going
4.3	<i>Working with campus partners, ensure support networks are prepared for an emergency (Mass Casualty teams, mental health, disaster recovery, victim support, etc.)</i>	On-going

	<i>Metrics: Update all relevant plans</i>	
4.4	<i>Improve upon Pandemic response via evaluation of COVID protocols (S) Metrics: (S), Develop COVID After-Action report, implement lessons learned</i>	On-going
4.5	<i>Practice and improve upon Disaster Recovery protocols, specifically as they relate to data and system recovery. Metrics: (S) Post-mortem, after action reviews when protocols are applied to live events</i>	On-going
5. Innovate and expand upon environmental, mental and physical wellbeing safety systems and networks to holistically support our campus community.		
5.1	<i>Remove and/or limit environmental hazards throughout campus communities. (S) Metrics: MPCA compliance report card</i>	On-going
5.2	<i>Expand student access to mental health support and provide more support for those suffering a mental health crisis. Metrics: Improved tracking of Care Team reporting and improved retention of students referred</i>	On-going
5.3	<i>Improve Occupational Safety initiatives through training and outreach to reduce workplace injuries (S) Metrics: Reduce number of injuries, OSHA Workplace Injury Log</i>	On-going
5.4	<i>Monitor safety data and trends to proactively address concerns through prevention methods like training and consultation. Metrics: Apply targeted risk management strategies based upon safety trends through safety dashboard development (S)</i>	On-going
5.5	<i>Work closely with PRISMH to ensure integration of safety systems and networks for outcomes of the student mental health initiative. Metrics/Evidence: Distributed unit safety initiatives synch with coordinated PRISMH principles</i>	On-going
5.6	<i>Expand services, training, etc. to prevent sexual misconduct. Metrics: Launch updated training modules, completion rate (S)</i>	On-going