UAB Police and Public Safety Strategic Plan

University of Alabama at Birmingham
Police and Public Safety Department
Strategic Plan 2018-2020
Introduction

Professionally, effectively, and caringly—this is how the men and women of the UAB Police and Public Safety Department seek to serve the UAB community. Our philosophy of community policing integrates crime prevention, problem resolution and community involvement in an unprecedented manner, allowing us to provide the support and service deserved by students, employees and UAB guests. Accredited by the Commission on Accreditation for Law Enforcement Agencies and the International Association for Campus Law Enforcement Administrators, the UAB Police and Public Safety Department has earned a reputation for excellence.

The University of Alabama at Birmingham is committed to providing a safe and secure environment for all students, faculty, staff, patients and visitors. Located in the city of Birmingham, UAB is part of a greater urban community. Within campus boundaries, there is a mixture of public and private property. Our campus boundaries are I-65; 10th, 11th, 12th, Avenues South; 22nd Street South and 2nd Avenue South. Overall, the campus consists of approximately 636 acres and 216 academic, residential and recreational buildings, which translates into nearly 16 million square feet of functional building space.

A city within a city, UAB has over 21,000 students and more than 23,000 employees. Campus residence halls can accommodate over 2,500 students. There are also numerous visitors who come to campus. During special events, the number of visitors can exceed 50,000.

UAB Facilities maintain university buildings and grounds with a concern for safety and security. Its staff regularly inspects the campus, evaluates lighting and makes repairs affecting safety and security hazards such as broken windows and locks. The UAB Police and Public Safety Department and other departments assist UAB Facilities by reporting potential safety and security hazards.

No campus is isolated from crime; however, UAB has taken responsibility to employ a variety of security measures to protect the campus community. All persons who come to campus are expected to obey all laws and institutions and department rules related to the use of each facility.
**Mission Statement**

To provide high-quality, accessible service to the University of Alabama at Birmingham community that helps foster safety and security on campus by being responsive to the changing needs of our customers.

**Vision Statement**

The University of Alabama at Birmingham Police and Public Safety Department will be the vanguard of safety for our University community by doing anything for anybody at any time.

**Code of Ethics**

As a law enforcement officer, our duty is to serve the community; to safeguard lives and property; to protect the innocent against deception, the weak against oppression and intimidation and the peaceful against violence or disorder; and to respect the constitutional rights of all to liberty, equality and pursuit of happiness.

We will keep our private lives unsullied as an example to all and will behave in a manner which does not bring discredit to us or the agency. We will maintain courageous calm in the face of danger, scorn or ridicule; develop self-restraint; and be constantly mindful of the welfare of others. Honest in thought and deed in our personal and official life, we will be exemplary in obeying the law and the regulations of our department. Whatever we see or hear of a confidential nature or that is confided to us in an official capacity will be kept ever secret unless revelation is necessary in the performance of our duties.

We will never act officiously or permit personal feelings, prejudices, political beliefs, aspirations, animosities or friendships to influence our decisions. With no compromise for crime and with relentless prosecution of criminals, we will enforce the law courteously and appropriately without fear or favor, malice or ill will, never employing unnecessary force and never accepting gratuities.

We recognize the badge of our office as a symbol of public faith, and we accept it as a public trust to be held as long as we are true to the ethics of the police service. We will never engage in acts of bribery nor will we condone such acts by other police officers. We will cooperate with all legally authorized agencies and their representatives in the pursuit of justice.

We know that we alone are responsible for our own standard of professional performance and will take every opportunity to enhance and improve our level of knowledge and competence.

We will constantly strive to achieve these objectives and ideals, dedicating ourselves before God to our chosen profession. - Law Enforcement
Responsibilities

Primarily responsible for protecting the life and property of people on the UAB campus, officers patrol the campus 24-hours/7 days per week and provide a full range of public safety services to include: investigating criminal incidents and traffic accidents, providing first response to emergencies, enforcing local, state and federal laws, in addition to enforcing University policies, completing criminal and traffic reports and conducting crime awareness and prevention programs.

When a criminal act is reported, the Department will investigate the incident and make every reasonable effort to identify the offenders. Depending on the wishes of the victim, nature of the offense and the evidence gathered, the case may be presented for prosecution in the criminal courts of Alabama.

If a member of the UAB community is identified as an offender in an incident, the UAB Police and Public Safety Department will notify the appropriate University administrator so that administrative disciplinary action may be taken. Training Officers are professionally trained and certified in accordance with the Alabama Peace Officer's Standards and Training Council and attend continuing in-service training programs to further their skills.
Central Goal: Continuously maximize resources and follow safety precautions that will assist in reducing crime and keeping the UAB community secure.

Audience:

- Current and Prospective:
  - Students/Parents
  - Community
  - Faculty
  - Patients
  - Staff
- Board of Trustees
- Government (state, city, county)
- Regulators
- Tax payers
- UAB Visitors

Objective 1: Reduce crime by 5 percent in calendar year

Strategies and Tactics:

- Maintain high visibility patrols to deter, reduce and prevent crime.
- Respond to calls for service and suspicious criminal acts in a timely manner.
- Educate the campus community on crime prevention strategies.
  - Offer safety and security courses
  - Perform risk management analysis assessments and vulnerability studies, utilizing crime prevention techniques through environmental design
  - Continue to increase participation in the Campus Watch program in order to further support our crime prevention efforts

Objective 2: Maintain a case clearance rate greater than or equal to the national average in calendar year

Strategies and Tactics:

- Proactively follow-up all leads, suspects and witnesses in a timely manner.
- Track crime patterns and trends and respond to areas of concern in a timely manner.
- Utilize all the necessary investigative tools at our disposal to assist in preventing and solving crime.

Note: Last year, the UAB Criminal Investigations Division maintained a case clearance rate greater than or equal to the national average for property crimes and below the national average for violent crimes.
Objective 3: Purchase technology equipment to increase efficiency, proficiency and effectiveness

Strategies and Tactics:

- Continued replacement of our portable radios for integrated functionality with new software
- Performed “beta tests” of body-worn cameras and distributed them to UAB officers.
- To continue to acquire closed-circuit television cameras and officer resources that will further enhance the Department.

Objective 4: Maintain high professional standards through employee development and training opportunities

Strategies and Tactics:

- Continue to accumulate CEU training hours during upcoming months by identifying safety, crime prevention and awareness training in line with accreditation requirements.
- Total number of CEU Training for last year was 10250:
  - Police (9071 hours)
  - Security (918.5 hours)
  - Communications (144.5 hours)
  - Administrative Staff (116.5 hours)
- Research other professional development training for individuals communicating with the campus community or the public.
- Maintaining a quality workforce at the UABPD through diligent vetting, recruiting, hiring and promoting of qualified and diverse candidates.

Objective 5: Reduce departmental “At-Fault” motor vehicle accidents by 50 percent to help sustain viable police resources

Strategies and Tactics:

- Focus on reducing incidents that are caused by inattention to detail.
- Utilize skills learned and trained for operating police vehicles.
- Personnel involved in “At-Fault” accidents are required to attend Remedial Driver Training to further develop skills for operating police or security vehicles; progress is monitored through PEWS Disciplinary Steps.
Objective 6: Create and implement Emergency Management Crisis Communication Plan

Strategies and Tactics:

- Created plan that specifies what to do in the event of active threats to campus such as an active shooter, bomb threat, etc.
- Continue bi-annual testing for B-alert including tabletop exercises and a “live drill” that incorporates the hospital and university entities.

Objective 7: Create and enforce campus lockdown procedures

Strategies and Tactics:

- Assist in implementation of lockdown procedures targeting each building on campus to be completed by June 30, 2019.
- Most buildings will be open to anyone with a legitimate purpose 7:30 a.m. - 5:30 p.m. Monday - Friday and accessible by the UAB ONE Card after work hours and during weekends.
- Some buildings will require key card access at all times.
- A 24/7 lockdown went into effect on Sept. 1 for Shelby Research Building and will go into effect on Oct. 1 for the Lister Hill and Mervyn Sterne libraries, the Collat School of Business, School of Nursing and the Shelby Research Building.
- Additional rollouts will occur in the coming months up until completion in June 2019.

Objective 8: Update UAB Police and Public Safety website to maintain the most current information available regarding safety awareness programs, partnerships, crime alerts and news

Strategies and Tactics:

- Follow step-by-step procedure to relay information in the time of a campus crime alert that will be placed on the website expeditiously.
  - Ensure that this information is visible for at least 60 days in accordance with the law.
- Complete a website audit each week, in addition to the updates listed above for possible enhancements or to rectify any oversights.
- Maintain a “safety hub” page that will reflect all campus and hospital safety resources in one area for students, faculty, staff, patients and visitors.
Objective 9: Gather and analyze data on policing effectiveness and recommend improvements to implement any modifications deemed necessary

Strategies and Tactics:

- Continue to build upon Citizen Safety surveys conducted at least every 2 years - in accordance with CALEA Accreditation standards - that will be used as a platform for organizational learning, to ask specific questions about the quality of policing in the community and to measure how policing in that community affects public trust.
- The aforementioned survey will also address a broad section of the community, victims and others who had recent contact with the police.
- The survey is made available to all students, faculty and staff through a provided web link.

Objective 10: Continue to draft, edit and deliver quality employee messaging through available media including print and digital components

Strategies and Tactics:

- Continue to push content and updates pertaining to events, accreditation rules and departmental updates through brochures, flyers, web content and email dissemination.
- This includes the continued expansion of our internal UAB Police and Public Safety quarterly newsletter.
- Update Police Recruitment and Campus Watch materials to be disseminated during Safety Week Campaigns, campus displays and orientations.
- Work with the University Relations team to funnel media relations calls, social media content and press releases.
- Create and maintain Healthy Lifestyle and Pedestrian Safety “News and Media” page that lives on our website.

Objective 11: Create safety hub that lives on the UAB Police and Public Safety website for easier access to campus safety resources

Strategies and Tactics:

- Work with University Relations to create and maintain a “Safety Hub” page that includes promotion of the Rave Guardian App, Help Phones, Blazer Express and emergency communications tools, along with helpful tips to stay safe.
- Continue to highlight and update new information about all Safety and Security Programs on our UAB Police and Public Safety main website that will springboard from the “safety hub” page. These include:
- **Campus Watch**: This program encourages the community to take an active role in the fight against crime and is open to all in the UAB community.

- **Police Advisory Council**: Volunteers from the community listen to the needs of the people and present those concerns to the Chief.

- **Drug and Alcohol Abuse**: This program is designed to educate our students on the causes and effects of drugs and alcohol abuse.

- **Pedestrian Safety Campaign**: Encourages safe habits and adherence to traffic policies.

- **Get Mugged Campaign**: This program is designed to teach the UAB community about the importance of securing their valuables and not leaving items unattended in the workplace/classroom setting while at UAB.

- **Domestic Violence Seminar**: Teaches the signs and symptoms of domestic abuse and how to overcome it.

- **Workplace Violence Seminar**: Learn the different methods to identify and curtail workplace violence. Reviews the laws, employee rights and the procedures to take when faced with this type of situation.

- **Rape Aggression Defense**: Program that teaches UAB female students and employees how to become aware of potential aggressors and how to protect oneself from existing aggressors.

- **A.L.I.C.E. Violent Intruder/Active Shooter Response**: This program teaches response options during a violent intruder and/or active shooter event.