

Campus Safety

CONFERENCE 2019

Making Campuses Safer — TOGETHER

Transitioning from a Security Department to a Police Department: The Evolution of Unarmed Security to a POST- Recognized Campus Police Department

Lisa Cox: Assistant Professor of Business
Cesar Gracia: Dean of Campus Safety
Operations

Lincoln Memorial University



CampusSafetyConference.com

Housekeeping

- Cellphones on vibrate or silent
- Access to the presentation
- Q&A Session at end
- Evaluations
- Social Media



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About the Presenter

Cesar Gracia

- 27 years L.E. Experience
- K.P.D., T.B.I., WSCC RLETA, LMU Dean of Campus Safety Operations
- Use of Force Expert (Federal Courts, State of Tennessee, and Commonwealth of VA)
- Force Science Institute Certified (Biomechanics of Force Encounters)
- FLETC Certified Use of Force Instructor
- FBI-Law Enforcement Executive Development Graduate
- FLETC and POST certified DT Instructor
- FLETC and POST certified Firearms Instructor
- NRA and POST Certified Patrol Rifle Instructor
- GRACIE and POST certified Ground Defense Instructor

About the Presenter

Lisa Blair-Cox

- 17 Years of Service at Lincoln Memorial University
- Currently, Assistant Professor of Business
- Prior role as VP for Administration: Campus Safety and Security, Risk/Insurance, Human Resources & Payroll, Physical Plant & Property, Health & Safety.
- Final stretch of completing a DBA with an emphasis in HRM
- Passionate about Campus Safety

History

Founded February 12, 1897, as a living memorial to Abraham Lincoln.

Location

Harrogate, Tennessee, where Tennessee, Kentucky, and Virginia merge at the Cumberland Gap, approximately 55 miles north of Knoxville, Tennessee.

Campus

Beautiful, historic, 1,000-acre wooded campus with 43 academic-administrative, 16-residential buildings, a community park and business rentals.

Enrollment (Fall 2017, on- and off-campus)

4,770 (1,919 undergraduates; 2,851 graduate and professional students) Medical, Law, and Veterinary School



About this Session

Session Takeaways

- How to begin the process
- Understanding who the stakeholders are on your campus
- Changing the perception of Campus Police
- Policies and procedures
- How to avoid common pitfalls when transitioning from a security to a police department
- Advantages of having police officers on campus in comparison to security officers
- How to successfully implement and utilize both police and security officers

Laying the Groundwork

- **Evaluating Need**
 - Know Your Campus Crime Statistics, and Area Law Enforcement Capabilities
- **Understand Surrounding Cities/Counties**
 - Demographics, Crime Statistics
- **Investigate State Laws**
 - Private vs Public Institutions
- **Perform a Cost Analysis**
- **Understand Insurances**
- **Memorandum of Understanding/Mutual Aid Agreement**
 - What does it mean for your endeavor?

Political Environment

Understanding Who the Local Stakeholders Are

- Ask yourself and your constituents
- Do you have a relationship with local officials such as Mayor, Commissioners, Police Departments, Sheriff's Office
 - If not create relationships through luncheons and conversations

Consider the Costs Associated

You will need financial backing/support

- Conduct a salary study of surrounding agencies
- Consider the cost of training
- Consider the cost of equipment
- Consider recurring costs, additional required training, equipment upkeep and upgrades, etc.
- Clery Act, State Crime Data, and Title IX training
- Other special considerations

Legislature

Know the Law

- Some states might have very stringent laws pertaining to campus police departments
- Senate Bill 2166
- Local legislative bodies were contacted and the support of state representative changed Senate Bill 2166 to support the creation of this police force. A memorandum of understanding was crafted between County attorney and LMU legal, a resolution was supported and presented to the county commissioners. After the resolution passed through the county commission it was evident that LMU had the support of the County.

Finding the Balance

- Clearly defining the role of each department: Police, Security, and Dispatch
- Establishing the Lines of Authority
- Establishing Teamwork Environment
- Recognizing the Importance of all three



Other Options

- You can transition a portion of the department.
- For example, some schools initially chose to only include their command staff as police officers.
- The rest of the guards can be transitioned at a later date.

Transition Period

Things to remember during the transition

- Patience is the key
- Continue to support campus security and recognize the importance of their role
- Communicate (share your idea with others on campus)
- Finally, celebrate the transition

Community

A Shift in Community Culture

- Spread the News
- Host Training Events for Local Law Enforcement
- Recognize Them by Including them in Campus Events
- Attend Local Emergency Management Meetings

Campus

A Shift in Campus Culture

- Being Present on Campus
- Participating in Campus Events
- Interacting with Students, Faculty, Staff, and Community
- Sell your product to the community

Safety and Security Upgrades

- 24 Hour Dispatch Coverage with Camera Monitoring
- Emergency Alert Siren
- Emergency Call Boxes (throughout campus)
- Panic Buttons (for key offices)
- LiveSafe Emergency Alert App, or other Emergency Apps
- Enhanced Camera Coverage
- Faculty, Staff, and Student Training

Knoxville
NEWS SENTINEL
KnoxNews.com

PART OF THE USA TODAY NETWORK

Headlines

June 19, 2012

Headlines

JUNE 19, 2012



Lincoln Memorial University Establishes Own Police Force

- Citing a more than doubling of its student body this past decade, Lincoln Memorial University established its own police force Monday and signed a memorandum of understanding with Claiborne County and the Claiborne County Sheriff's Department.
- "The creation of an LMU police force is a necessary and essential step as this institution continues on its trajectory of rapid growth," LMU President B. James Dawson said during a news conference on the university's campus. "Our people are our greatest resource, and it is vital that we take every possible measure to protect them." The force will employ six officers who will be deputized with the authority to carry a weapon and make arrests.

Knoxville
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Accomplishments

- 2017: The Lincoln Memorial University (LMU) Police, Security and Dispatch department was named to the [Safe Campus Top 25](#). The list was published by Safe Campus, a national organization dedicated to improving the safety of U.S. colleges and universities. LMU was ranked No. 24 for a wide range of efforts aimed at improving the safety and well-being of students and employees on its Harrogate, Tennessee, main campus and 10 extended learning sites, which stretch from Corbin, Kentucky, to Tampa, Florida.
- 2018: The Lincoln Memorial University (LMU) Police, Security and Dispatch department was named to the Safe Campus Top 25, moving up to No. 15. The list was published by Safe Campus, a national organization dedicated to improving the safety of U.S. colleges and universities. LMU earned its first ranking a year ago when it was ranked No. 24. The University has been recognized for a wide range of efforts aimed at improving the safety and well-being of students and employees on its Harrogate, Tennessee, main campus and 10 extended learning sites, which stretch from Corbin, Kentucky, to Tampa, Florida.
- 2019: Lincoln Memorial University was named the safest campus in the country by the National Council for Home Safety and Security.
- Spotlight on Campus: Safety Director of the Year Finalist Cesar Gracia

LMU NAMED SAFEST COLLEGE IN AMERICA

- **Harrogate, Tennessee, April 16, 2019**—Lincoln Memorial University (LMU) tops Alarm.org and the National Council for Home Safety and Security's 2019 Safest Colleges in America list.
- The organization looked at a number of factors in publishing their ranking of the top 100 safest colleges in America including data and crime statistics reported to the FBI, crime in surrounding areas and security measures instituted by schools.
- The report credited LMU for a broad range of measures to ensure campus safety including patrols, lock checks, after hours escort services, camera monitoring and dispatching for both emergency and non-emergency situations.

Things to Remember

It's a marathon, not a sprint

- Set your goals, and pursue them
- Identify key stakeholders and obtain their support
- Do not accept status quo
- Once the department is established, provide the necessary support to assist with their success
- A campus police department is crucial for the safety of the campus community as a whole

Reminders

- Access to the presentation
- Evaluations
- Social Media



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