

POLICING QUESTIONS FOR FACULTY SENATE ON JULY 21, 2020

General

1. What are the main priorities for the MSUPD? How do they align with our goals as a public institution of higher learning? And how do the budget allocations and purchases made reflect and further these priorities?
2. Where are all the campus offices for the MSU Police? Why is there one [auxiliary police office] in the library?
3. Does the MSUPD meet regularly with community liaisons of color? I feel that they should.
4. Do the officers feel part of the university community? Do they feel connected to the students and faculty?
5. Can we please decouple policing and education? My experiences with the police at MSU have mostly been great and very kind to the student. In all but one case, I could see them working on educating and practicing restorative justice (within the realms of what they are able and allowed to do). One time though, MSUPD used one of our SFSB Hearing Boards to arrest a student. The only reason MSUPD was able to arrest the student was that they knew where he was because of the hearing. This mixture of policing and educational processes should not have happened.
6. I strongly believe that DPS can quit driving around in massive SUVs with front grates that look like they are going to run over crowds. Small approachable vehicles would go a long way. These large SUV send the wrong message, they are wasteful in terms of fuel, they are essentially empty, and very expensive. What is the point of a vehicle that can chase down someone, when it's not safe to the public?
7. We also have MSU faculty experts on measurement of stereotypical thinking about race as well as what has been called 'unconscious bias' and it is possible that these faculty experts might be engaged in training and evaluation of MSU police candidate-applicants and police already employed by MSU: <https://psycnet.apa.org/record/1997-03015-002>

Police Cooperation with Other Law Enforcement Agencies

1. Did MSU PD "assist" the Lansing Police with tear gas that was used on protestors in the BLM protest a couple of month ago? If so, why? And, how does this action align with MSU police priorities and with our institutional values?
2. Can you pass along a question about MSUPD's involvement at the protests at the Capitol? Although President Stanley has affirmed MSU's commitment to diversity and fighting racism, MSUPD sent armored vehicles to East Lansing and the Capitol, and used teargas against those protesting for Black Lives Matter and against police brutality. How does this violence against protestors square with MSU's commitment to diversity, equity, and inclusion?
3. What arrangements does MSU PD have with LPD and ELPD?
4. What are MSU Police's policies regarding cooperation with ICE in reference to the recent rule change on international students? What makes them eligible to stay in the US? Will/how far will MSU Police cooperate with these operations, if it comes to that?
5. An operative phrase in this question is "on campus". One might think that there is a definition with specific boundaries in East Lansing that can be applied here, but the truth is that Michigan State University has unique standing in this regard. As a land grant

institution with medical students on 7 campuses extending from Southfield to the upper peninsula, the state literally IS the campus. We have medical students in every clinic and hospital willing to accept us, and our commitment to advancing equity and safety in these communities is reflected in the [mission of the College](#). So, when we use the words “on campus”, we’re either referring to the entire state, or we’re being obtuse.

MSU has the power and the responsibility to call mayors and sheriffs across the state to the table on the issue of policing. The college of human medicine (with a epi & biostat department chair who researches the multi-generational downstream effects of internalized discrimination, with a center for health equity solutions, and with awakened leadership who have publicly pledged “[we see you, we hear you, we stand with you](#)”) is well positioned to make this happen.

The issue is hot, so we can stop taking the temperature. No more photo ops. No more town halls. It is time to dig in and do the advocacy that proves we’re worthy of being entrusted with the education of the entire state. MSU must use its leverage to invite mayors and sheriffs across the state to the zoom screen, and press for answers and action around the [eight evidence based policing policies](#) that, when enacted, have proven to save lives.

Budget and Budget Reallocation

1. It is my understanding that parking revenue goes to the police department. Why does it not go to the general fund? And now that they do not have a parking income, will we (Academics) have to cover their financial losses?
2. Will the police budget be cut to the same (or greater) amount than academic units? What are the priorities and values that will inform such cuts?
3. What pay cuts are the MSU PD taking to help MSU meet its fiscal challenges?
4. Given the fewer students, faculty, and staff on campus for the next academic year, can the MSU PD force be reduced accordingly to save money and help MSU meet its projects shortfall?
5. The other day, I checked, and it turns out we have (if I counted correctly) 59 therapists/social workers/ psychiatrists at CAPS, 5 counselors at EAP, 22 staff members at the RCPD, which means 86 people supporting the disability and mental wellness needs of the people on campus. We also have 80 state-certified police officers. Can we have more counselors and no (or at least less) police?
6. “According to the 2019/20 budget (<https://opb.msu.edu/functions/budget/documents/2019-20Budgets.pdf>), the police were allocated \$7,081,282. Of that, \$1,861,307 went to supplies and equipment. In comparison, OIII’s total budget was \$1,018,890. OCAT’s budget was \$726,848. Other resources like CAPS are woefully underfunded. If the university is in such a tight place financially, I think this is an optimal time to do some reprioritization of where we spend our money and what we value investing in, how we create a safe environment, and how we respond to those with needs.”
7. “I have been examining the equipment purchases of the MSU police and the budget line-item for equipment purchases and other services has increased by over 200% since the 2005-06 fiscal year. In fact, in the last 15 years, there has only been a decrease in that budget item once.”

“I’d like to see a push for re-allocating funding (or, you know, defunding) from the police budget to some other departments across campus.”

8. According to the MSU Office of Planning & Budgets, between academic years 09-10 and 19-20 the MSU police budget increased by 46%. During that same period, MSU’s “total instructional & departmental” budget increased by 39%. Given that premium in funding, is current MSU policing more equitable than 10 years ago?

Military/Militarized Equipment

1. Has the MSU Police Department received any equipment from the Defense Logistics Agency 1033 Program? If so, what equipment has it received?
2. Why did MSU PD purchase the militarized equipment captured below? What is the justification for this? How do these purchases align with our goals as a public institution? “I also looked further into the militarized equipment that the MSU Police have and was able to find records regarding what was received from the 1033 Program (this is the program that allows law enforcement agencies to purchase surplus military equipment). The records I have accessed indicate the MSU Police received the following equipment (the transfers/purchases were made in 2013 and 2015)
 - Radio-controlled car (Equipment that was designed to detect IEDs in Iraq)
 - Rifle Conversion Kits (Equipment used for military war games)
 - Infrared Strobe/Transmitters (Equipment used to prevent friendly fire or for NVG/low visibility marking)
 - Ballistic Blankets (Protective Equipment)I believe, with the exception of the ballistic blankets, these equipment purchases are highly suspect (total value for the equipment was \$22,246.11, I believe this was the purchase price but I’m not 100% certain).”
3. For what operational reason does MSU PD require the following items:
 - a. Armored personnel vehicles(s)
 - b. Tear gas
 - c. 22 military-grade rifle conversion kits
4. What is the rationale for the need for military-grade weapons (including an armored vehicle, which I saw deployed at the Richard Spencer protest, military-grade “rifle conversion kits”, etc.) for MSU police? Can MSU commit to demilitarizing its police department?
5. Can MSU police get rid of, or sell, the military equipment they have purchased?
6. Are there plans to access more material from the 1033 Program that provides access to military grade equipment? Future transfers should be submitted for review by a non-PD committee. Perhaps that committee exists already, but the police cannot be the only ones deciding what military equipment is used at MSU.
7. I’d be asking whether the MSU police are trained, tested, and periodically re-tested along the lines of the military approach.

Questions from attached letter (from James Madison College)

8. What was the annual cost for the fiscal year 2019 of maintaining the special response vehicle (armored car)?
9. Does the MSU Police Department have a “special response”/SWAT unit? If so, how many members are there?

10. What is the current inventory of assault rifles (fully or semi-automatic), sniper rifles, and sub-machines guns in the possession of the MSU Police Department?
11. Are MSU Police Patrol Cars equipped with these weapons during regular duties?
12. What is the training officers must undergo to be considered certified to use these weapons and maintain qualifications?
 - Many of my faculty members have observed that the law enforcement activities that occur on campus are much different than those that occur in a typical community. In particular, there is a lack of specific types of law enforcement activities that require militarized equipment (forced entry, felony-suspect apprehension, hostage rescue, etc.). More often, university police forces are presented with situations that require de-escalation and the non-lethal use of force. Many feel that the possession and use of militarized equipment in law enforcement capacities can engender an adversarial attitude in police officers towards the communities they patrol, which can negatively impact the civil liberties of the citizens whose neighborhoods they police.

Determination of Credible Complaints Received (see attached letter from JMC)

1. How does MSU PD ensure its officers are applying the law fairly? What oversight of their actions is in place?
2. Please provide an understanding of the process (from intake to determination of credibility) how complaints filed against MSU Police Officers are deemed credible?
 - There are some concerns that the committee's procedures to determine whether a complaint is credible or not are not transparent and seems to rest solely on the authority of chairperson of the committee. In addition, there are strong feelings that the committee should review all complaints and make a decision on their credibility with established procedures that are publicly available.

Use of Force (see attached letter from JMC)

Can you provide the number of the following incidents involving MSU Police Officers for the 2018-2019 academic year:

1. Number of complaints filed against MSU police officers for that year. Please include a description of the type of complaint filed (use of force, racial bias, etc.)
2. Number of filed complaints determined credible and current status of those complaints for that year.
 - Many of us feel that a university campus is a unique institution that operates on values rooted in factual analysis and transparency. Increasing transparency by making data on complaints filed against the MSU Police Department publicly available can enhance accountability mechanisms and increase trust in public safety authorities consistent with a community policing model.

Bias, Communities of Color and Reporting (see attached document with questions and comments from Academic Specialists)

1. I would also like to know how many hours of training MSUPD police must go through before they begin their rounds in and around campus. As we have learned with police brutality instances all across the country, many police officers have less training than a licensed aesthetician, which is alarming and unacceptable. As a former staff member

in the residence halls here at MSU, I witnessed firsthand a student of Color's fear as a result of police presence behind me when I had to respond with them to conduct a wellness check. Though police presence is part of wellness check protocol, I felt like I ended up subjecting a student through unnecessary psychological distress--doing more harm than good. I would like to know what, if any, changes are being put in place such that police officers do not have to be one of the first responders when a student is in mental health distress. I think it would also be important for MSUPD to ask themselves who are they serving to protect? What are they protecting? Why do people of Color--particularly Black folks--often end up being assumed as ones who do not belong to the community, and how can that be prevented?

2. Transparent reporting. Semester reporting and evaluation to identify bias practices and individuals who apply their work differently across race, gender, creed, etc. And the necessary responses to said persons.
3. I appreciate the intent to change and the public announcement, but I would like to see data that show prior use of choke holds, race/ethnicity of students that have had interactions with police, etc...And then after that a post-evaluation to understand if changes have been made. Statements are good, but we need to see change.
4. I would like to see the demographics of the traffic stops made by MSU PD as well as arrests and know how they line up with the MSU population.
5. I think there should be better bias training. Additionally, I think more work needs to happen with ELPD and LPD and MI state troopers to ensure that traffic stops are decreased. These stops became prevalent in the late 90s as a way to prevent crime by allowing a vehicle to be searched when stopped. However, a disproportionate number of BIPOC are stopped - and these situations can escalate quickly. Reducing these types of stops to ONLY areas of high crime is where the policy has positive results.
6. The MSUPD need to be involved in positive ways with all that happens in the University. Consider adding social work to assist with victim response, mental health issues and other outreach for other non criminal issues. All police need to be trauma informed and understand and embrace methods that do not include use of force. There should be no tolerance for anything else in our community.
7. MSU police should not be used as a response to BTAT unless the reports indicate the student is a danger to OTHERS. They should not be sent to offices or res halls to respond to suicidal ideation, or be sent to students homes for similar calls. Many universities have case managers who work with the Dean of Students office who handle this and do not just send the police.
8. I would like to see additional efforts on bystander intervention training for all MSU community members (MSUPD, students, faculty, and staff) and perhaps an exploration of restorative justice practices. These things would help add to a culture of collective accountability, conflict communication capacity, and de-escalation.
9. Continue to train and educate law enforcement personnel. Advocate for

community based policing practices where MSU police are in nonenforcement situations with the campus community. Change the scope of engagement to include more visible connections of community and campus service to the police.

Questions were drawn from emails received directly to Academic Governance; attached letter with Questions Regarding Determination of Credible Complaints Received, Questions regarding Use of Force, Questions Regarding Militarized Equipment; and attached document with questions and comments from Academic Specialists.