

- Deborah: Thank you, President Stanley. So the first order of business is to call the Faculty Senate to order and an approval of the agenda for July 21st. Is there a motion to approve the agenda?
- Speaker 1: So moved.
- Deborah: Is there a second? Thank you, Stephanie. All in favor, either raise your hand on the screen or are there any additions to the agenda at this point? Okay. I think we have a okay. We will proceed with the agenda. So the first item of new business is discussion of remote meetings for Fall semester. This is remote meetings for the Faculty Senate and it would probably also be for university council. I don't expect this to be a long discussion item. Right now we're in a position where we don't really know what's happening with rooms and with the availability of rooms. And clearly it would be quite difficult to have the Faculty Senate meet someplace where we could all be six feet apart. We would have to go to Breslin Center or something like that, which would be a little bit odd. So, is there somebody who can make that as a motion and then we can get a second? Okay. Seeing Chris Scales or anyone can just-
- Andrew Connor: I'll second.
- Deborah: Andrew Connor.
- Andrew Connor: Second.
- Deborah: Okay.
- Andrew Connor: Move it or second it, whatever you need.
- Deborah: Okay. Is there a discussion? Seeing no hands for discussion. Can you use the raise hand? Oh, I'm sorry. This is an action item. So, on your email that you were just using for university council, there's also a place where you can vote for Faculty Senate. So if you can vote for Faculty Senate on that email.
- Greg Kerner: Now everybody just hang on. I actually have to start it and make it open for folks. You probably can tell that it's not open right now. I'm working hard behind the scenes here. So just hang on just a second.
- Deborah: Okay. Just let us know.
- Greg Kerner: Okay. Voting should be open now.
- Deborah: Okay.
- Andrew Connor: Just to be clear, the motion is making all Faculty Senate meetings remote for the Fall semester, is that right?

Deborah: Correct.

Speaker 2: I'm sorry, where do I find this link?

Deborah: The email that you had for the university council voting, it's the same email. It's just lower on the email. There's a place where it says voting for Faculty Senate.

Greg Kerner: The link is provided through Poll Everywhere. You may identify it that way too. And the URL is customized to my name. So, Greg Kerner, and then there are some numbers after that. Results are rolling in right now.

Deborah: It was an email from July 17th.

Greg Kerner: Do have a timer running on this one as well. There's 45 seconds left.

Deborah: All right. Thank you.

Greg Kerner: 15 seconds remain. The voting is closed. I know everyone's on the edge of their seats for this one. You'll be surprised at the results here.

Deborah: This may be one of the very few times where we have a unanimous vote. Congratulations. Thank you, Greg.

Greg Kerner: You're welcome.

Deborah: Okay. The next agenda item is 1.2, the office of the vice president for research and innovation involvement in tenure promotion and research integrity process. And presenting that will be acting provost, Thomas Jeitschko and Douglas Gage will be PRI, assistant VP, and executive director for MSU BioEconomy Network.

Thomas Jeitschk...: Thank you very much. You're clearly putting up with the second best here. Well, or maybe even third best when it comes to me, but Doug will also weigh in. I also want to mention, I believe that Jim Pivarnik might be here as well because there had been some questions about the relationship between the research integrity officers' position in office and role and the vice president for research. Let me give you a little bit of a historical background on the questions that were raised, and then I'll actually try to address specifically the questions that were posed to us. As a matter of background, there appears to, at least in recent times, but maybe always been a little bit of a misunderstanding surrounding the role of the vice president for research in the tenure and promotion process. In that I've oftentimes heard a claim that this is a person who has decision authority in this space. That's not actually the case. At that level, at the university level, at the provost level, it's the provost alone who actually makes these decisions.

And the provost, historically, the tenure promotion process would be overseen through what we call academic human resources. And that's a little bit different

from most universities. Most of our peers actually have a university level promotion and tenure committee. And MSU does not have that. So the process would be seen by the associate provost and assistant vice president for academic human resources. And that person would be advisory to the provost, would lay out what the issues were. And about sometime during the period when Lou Anna Simon was provost, she added in to that last stage that she wanted advice from not only the associate provost for academic human resources, but also one of the vice president for research to review the tenure decision and together discuss them and make a recommendation to the provost. Twice since then, both under Kim Wilcox and under June Hewitt as provost, they had proposed again the university level tenure review committee to the UFCT. And in both instances, the university committee on faculty tenure declined to institute any such committee or process.

So it stayed in that position with one difference, Hewitt actually also wanted to have faculty input, if not through the official channels, she wanted a different channel for faculty input. And actually drew a process in which there was selected from distinguished faculty across campus who would also play a role in this advisory committee. I know that Gary Hopkins did for instance serve in that role previously. With that sort of a little bit of a historical background from the provost perspective, maybe one other issue here, actually that they would not ... The only instances where this was at all advisory were with tenured decisions were potentially complicated. All decisions where there was a negative recommendation, the provost would have sought some input from the associate provost for academic human resources and the vice president for research. If there was a disagreement or a consistency in the recommendation across the parties, or amongst the distinguished faculty group, those would also be instances where the provost might actually call on someone.

And any other instance where the associate provost for Academic Human Resources or the vice president felt that there was a need for something to be discussed, maybe in added circumstance or something that they wanted to make the provost aware of. And I've heard from Terry Curry who described sort of this process to me. And he said in a normal year where there'd be about 150 to 180 promotion and tenure cases, the provost would then have discussions with Terry Curry and Ian Gray, and later Steve Hsu with about 25 to 30 of those cases. For the specific questions that had been posed to me, one of them was to ask about what is the interface between the office of the vice president for research and innovation in the tenure and promotion committees. There the answer is, there's none. So there is no connection between them.

The Office of Vice President for Research Innovation is not involved in the process and does not actually interact with any of the committees. They review the materials that are brought forth for the committee in their role when the provost asks for advice, or assessment, or perspective. And again, as I described, the question here was when did the process of the OVPRI review of tenure and promotion decision start? This started about 30 years ago under Lou Ann Simon

who at the time wanted to have a little bit more input. And the rationale, so no one from that time when those decisions were made are around anymore. So it's not entirely clear. The suspicion is there that it might have had something to do with a stronger focus on research and scholarship, or shifting it towards that. Perhaps, maybe also, on grant activity. It's not clear what Lou Anna Simon's motivation was. And I think different provosts at different times will have valued it with different dimensions and different viewpoints.

So there was a question about a report including numbers of cases and stuff like that. That analysis in principle is possible to be done, but it would be time-consuming and it would not be able to be delivered readily. So if this is something that's very important to the Faculty Senate, then I would ask academic HR to prepare it. But given that perhaps the perception of the role of this office in the past might be different, I'd like to hold off until I hear that again, given the amount of workload that, in these unusual circumstances, that office has right now. So there was a question also, what about when there was contentious issues and stuff like that?

So here the same thing, we can get data on demographics of the background so those things are potentially possible also, but that's a larger research undertaking. One of the other questions was, what is the OVPRI's role in the tenure and promotion process? Was it made clear to faculty through their colleges? And the answer to that is a little bit tricky in the sense that through the provost's office and through the associate provost of Academic Human Resources, there's a lot of opportunity where the tenure process and how it was played out was made aware. So, including noting the role of the vice president for research was made clear at new faculty orientation. So anybody who starts here new in the faculty, a new administrator orientation for anybody who has any administrative role, including associate deans and department chairs, and in some cases, associate department chairs would be exposed to that role and how that was done. As well as in many workshops, for instance, the one on how to thrive in the tenure system workshops, that series of workshops, and many other presentations.

What's known at the individual college level, we don't know because that's individual, that's up to the colleges what they disseminate in the tenure process to different people. So university-wide, there is some direction there. There was another question about possible changes in the role to the promotion and tenure process with respect to the Office of Vice President and Research Innovation. I'm not going to speculate about that, but I do want to emphasize that the faculty handbook empowers the provost to make recommendations to the president and the board of trustees about reappointment, promotion, and tenure. And it'll be provost Woodruff's decision on how, and from whom she will take advice in reviewing those recommendations. So whether she would like to carry on seeking advice from distinguished faculty, from the Vice President for Research and Innovation, or from the associate provost in Academic Human Resources will entirely be up to her. And I think it's perhaps something that she

might want to review when she starts here and look at the process and see what she feels is important for her, for sources to better evaluate that.

So I hope you found that informative and responsive to your questions. Again, some data could be worked up. It would take some time, and unless there is a sense of an urgent need for this, I would ask to perhaps defer as I know that the relevant people who would be able to assemble that information are, as all of us, very, very heavily involved in reopening and trying to make sure that we get through that okay. I'm happy to answer any questions. And I know that Doug perhaps also offer a little bit perspective from inside the VPRI's office.

Doug: So I don't have much to add to your summary. That was handled by the two vice presidents I've worked under, Steve Hsu and Ian Gray. It's a confidential process, so not involving other members of the office in review of particular cases.

Deborah: Thank you. James Pivarnik is here if you wanted to have him say something, or if you wish to say something.

Thomas Jeitschk...: Let me reiterate, perhaps, if I may real quick, the questions that were shared with us, and then Jim can lend a little bit of perspective. The main questions here centered around how the Research Integrity Office interfaces with the Office of the Vice President for Research and Innovation. And especially in the process, the concern was, or the interest was in the process of how exactly this interface takes place in the context of reviewing allegations of research misconduct. And the other issue was about his interaction specifically with Steve Hsu and how he work with those things. And I understand that perhaps these questions are ill articulated given the actual circumstances. And I hope Jim, you can shed some light on that.

James Pivarnik: Sure. Thanks, Thomas. Appreciate being here. First of all, if you are interested in our procedures, you can't sleep some night. They're 38 pages. They're on our [reo.msu.edu](http://reo.msu.edu) page. You'll get through about page three and be sleeping well. But that's where they are. And it's my job as research integrity officer to apply those procedures. I don't do anything else. I have very little role in deciding things. There are a couple of places, but mostly not. The VP has a pretty significant role in the process in that, I'll say he because it's only been he, I've worked with Doug Gage now, and then Steve Hsu, and then also Ian Gray, I've been in the job for 13 years. And whenever there is a report given by an inquiry panel or an investigative committee, this must be approved by the VPRI. It is possible that it's not approved, that there could be suggestions. There could be discussion. There could be, send it back and have them maybe think about this or whatever. I can tell you that in the 13 years that's happened a maximum of once.

And I can't even remember when that was. There's been some discussion, but to my knowledge, my remembrance, there's never been a situation where for either VP, three now, that the committees were asked to redo something.

There's two other places where the VP would have a role. If there is a finding of research misconduct, at the end of the day that is a non-appealable finding. Once we're done the person either decided not to appeal or they appealed and it was upheld. Then the VP along with the provost and the responsible administrator, which is usually a dean or an associate dean in a particular individual's college, they are the ones who decide on the discipline. I don't get involved in that at all.

So that's one of the other places where the VP would be involved. And then the last one would be, we pick a responsible administrator, as I said, somebody higher in the particular department or college than where the person being accused is located. And this person helps choose people for the panels. We don't have a standing committee and I hope we have the right people on, we pick and choose. And I think, compared to some of my colleagues, I like the way we do it. It's a pain and I feel like a used car salesman sometimes. And I've sold my soul and mowed a lot of lawns to get people to help us, but I think it works because we get the right people. But it is possible that a complainant or respondent might challenge this decision and say, "Wait a minute, that person is biased. And this is why."

I can tell you, and again, in the 13 years that I've been doing this, that has never happened. And that is because I think I have conversations with these potential panel and committee members beforehand. And if there is any bias, once they figure out who's involved, they kind of take care of it themselves so it doesn't come up. So those are really the three areas where the VP would be involved with individual cases. But if anybody had any other questions, Thomas, or any of you, however you want to do it, I don't know how your rules are here.

Deborah: It looks to me like Abigail Bennett has had her hand raised for quite some time.

James Pivarnik: Okay, I'm sorry.

Deborah: And I just wondered if she had a question. Or if it was simply raised and not lowered.

James Pivarnik: It's an old raise.

Abigail Bennett: Yep. Sorry about that. It was simply raised and not lowered. I apologize.

Deborah: Okay. No problem. Other questions or comments?

Anna Pegler-Gor...: I guess, sorry.

Deborah: Yeah, [Anna 00:00:21:41].

Anna Pegler-Gor...: I wasn't sure how I should raise my hand. Sorry. I guess one thing just to comment to provide context is that these questions came out from some of the

individuals who were involved in organizing the ladder for the removal of Stephen Hsu, who were concerned about the sort of claim that there were no instances of bias and sort of wondering if that was entirely the case. So the data that people were looking for, which I accept, would be absolutely fine to put off until another date, was to see whether there was any impact of Stephen Hsu being in this office and involved in this process and sort of in terms of ... We also know that the number of, for example, of black faculty has declined.

So when did that decline happen? Were there any impacts or any issues in that way? Another issue actually, there were two other issues that came up. The second one was that some faculty were aware and were told that their case did not leave the college. But in fact, there had been interaction with the Office of Vice President of Research while Stephen Hsu was in that office. And these were ... Or I shouldn't say, I know certainly of one case, a black faculty member. And there was sort of interactions between his office and the college level committee, I don't know, perhaps informally. That's not clear to me, but that was one of the issues that people had addressed. So I think there is this question of while the process was meant to work in this way, did it always work in that way?

And we're an institution, obviously there's some informal issues, but that would be extremely concerning. And I think for those faculty as well, it's a real issue. I suppose there's a possibility you could bring a grievance, but that's a difficult situation. But people did hear from reliable sources that this had happened. And those people express concern to them that there was involvement outside of the way it was meant to work. And then the third question that was brought up to me was this issue about the fact that there haven't been any situations in which the research integrity decisions have ever been overturned. And you could look at that as a positive, but you could also look at that and say, "Well, should there be other channels of review if sort of ..." I guess the one ... There is an answer to the question, because someone did say, "Was this the case prior to Hsu's tenure that, that decision had never been overturned?" And it sounds from what you're saying, that in fact as research integrity officer, that is the case.

That there never has been any overturning of those decisions. But that does raise the question, and this was brought up to me, these aren't coming from me, I'm just kind of sharing these that other people had raised, is whether the university should consider other channels for potential appeal, because it does potentially raise questions about the independence of the review process of the research integrity decisions. So that was, I guess, the remaining questions. The numbers would be, I think, helpful. Understandably, at a later point. There is some evidence that the system didn't always work the way it was intended to and people's cases were, or at least one in one case for sure and maybe others, there was involvement at the college level. And then, also the issue about the research integrity kind of independence between those two offices and whether there needs to be an additional sort of process.

James Pivarnik: Okay. I'll try to handle that. The first one I don't think it was a question really for me. The second one-

Anna Pegler-Gor...: Yes. No, that's right. That was general in response to Thomas'-

James Pivarnik: Okay. And the second one, at no time should there be. If there was interference with a case, one of my cases at the college level, I have never heard of that happening. Never. So, that would be news to me.

Anna Pegler-Gor...: And I'm sorry. That was a question for Thomas as well. I'm sorry. I did not clarify the three different ones. Thomas have mentioned how the process was meant to work on reappointment, promotion, and tenure.

James Pivarnik: Sure. And the third question you asked, a couple of things. As far as overturning a decision that is not the job of the VP, that is the job of the president. So, the VP has no say in an appeal. So, in the amount and the time I've been here, there have been a few appeals, not all, but there have been a few appeals. And to this point, everyone has been upheld. And remember, or maybe you don't know obviously, or you probably don't know, your average person wouldn't care that much about what we do on a day-to-day basis. But, decision on whether somebody is guilty of misconduct lies with the investigative committee. The investigative committee are three individuals who are knowledgeable in the area.

Sometimes from the individual's department, sometimes not. Sometimes these are very esoteric cases, sometimes they're not. But those people were vetted by me. They were also, if a complainant, or in this case, I think to your question, a respondent had an issue with the person going in, they'd [endorse] it. So, at least on the front-end, they said, "Yes, these people are fine to review my case." But if there is a finding of misconduct, which sometimes there are, and there is an appeal, it goes to the president. It does not go to the vice president for research. But to your point, there has never been an overturning of one. But it's the president, it's not the vice president.

Anna Pegler-Gor...: Okay.

Deborah: Thank you.

Thomas Jeitschk...: So in response to your first two items, I'm happy to look at the data. If you will take a look at your request or I'll send it back and make sure that that's exactly the articulation that you're hoping for. You mentioned having lost black faculty and that's obviously a very large concern. And a lot of that is also, I know, tied to attrition elsewhere, not in the process of tenure or promotion, but there's probably also some, in that context, I think there's also issues of general climate that can speak to this probably. The other issue that you raised would not be known to the provost office and probably also not known to the staff of the



VPRI's office, because as Doug said, they were not involved in that. The vice president for research would not actually share anything about the process.

So if a particular college reached out to the VPRI seeking perspective input or whatever, that is potentially troubling, but it's not something that the provost office would be able to speak to or that Doug would be able to speak to. But it is something that I would encourage people in the specific college, if you're aware of it, to take a look at and see whether whatever the tenure committee or the dean of that college, whoever that might've been in that process, what involvement that was and whether they were adhering to their own rules or not.

Deborah: Okay. Yeah. Thank you. Any other discussion on this? I am not seeing any hands. Okay. Let's move on to the next 1.3, which is DEI brainstorming. And this is dr. Jennifer Johnson, vice chairperson.

Jennifer Johnso...: Fantastic. Thank you. So the background behind this item is that we've been having a lot of discussions about advancing diversity, equity, and inclusion. And we've heard really poignantly from a lot of our colleagues about just how deeply these issues affect them, right? And affect all of us. So, our last Faculty Senate meeting ... Well, actually over the past several we've passed several statements about DEI, which I think are important. But a lot of what we've also heard is that statements are good and action is better. So, when we sent out the email about questions about policing, we also sent out to the faculty senators, requests for brainstorming ideas for advancing DEI here at the university. And these are collated.

And in your attachments, if you look at the first attachment, I think of the attachment A, it says, "Faculty input on DEI," or something like that. It's a little bit of a misnomer because that's actually the faculty and academic specialists. And I went through it all. This is good. There were at least 86 different people who responded. There may have been more because sometimes we got a bullet pointed list from a college, which probably represented more people. And I went through them yesterday and sort of copied and pasted them into categories and themes. I'll go over what some of these were. I think the way I've thought this would go when I did it was that there would be a couple of clear suggestions and then we could endorse them as a Faculty Senate. And I maybe didn't anticipate quite the richness and complexity of the responses that we got.

So, I will review briefly. And then the question is, how do we best move some or all of these forward? For a Faculty Senate who's deeply concerned with DEI, what can we do? And I have some thoughts about that. But just to briefly summarize these suggestions, they came down in categories and what's interesting is, probably 34 of these 129 suggestions are actually thinks the faculty have some or complete control over. So some of these things are curriculum things. Some of these things are other things that we could just do, right? The first general category was about hiring practices and making sure that

our pools, that we actively reach out to minority candidates that were advertising in the right places, that search committees are educated about bias, that the process is fair. The second set of suggestions starts at the bottom of page one, it's about leadership.

And it's everything from the vice president, the chief diversity officer. In there was another one of having maybe sort of AVP diversity. AVPs that represent other minoritized communities, a variety of suggestions there. The third category was around incentives and evaluations and what do we value? And there were some interesting suggestions here, a variety of things. So for example, improving positions of professors of practice, improving and embracing, maybe some nontraditional career trajectories. Financial rewards for departments whenever an underrepresented minority faculty member's tenured or promoted to try to create incentives to really mentor folks and invest in them. Making advancing DEI count toward evaluation and tenure, et cetera. There was a comment about strategic planning. There were some comments. This next category is policy. There's a category I called, "Mentor support and celebrate." Next category, addressing-

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Jennifer Johnso...:

Next category, addressing problems and preventing bullying, category of compensation, economic reform and financial justice. So, here's one, for example, like I said, I went through and highlighted one faculty could do. Faculty could just do this one. Number 56 says in terms of financial justice, there should be a cost limit per course in terms of the books or course materials, for example, \$150 to \$200. And students shouldn't be spending \$500 per class for books they rarely use. We could debate that, pros or cons, but that is something that is within the faculty's control.

Representation, there were some things that are aimed at us, honestly, making sure academic specialists are represented on all the university committees, demystifying the process of how faculty senators and other governance representatives are chosen. This category of applying our scholarship to people in places that are diverse, a lot around accountability and metrics, that goes with the above. There was the suggestion to publish the university data around the wage gaps for gender and racial and ethnic minorities, and have clear accountability for closing the gaps.

There was a lot around training and professional development. And that was really interesting because that was a mix of, "Let's mandate training," to, "We would really like resources to advance our own understanding of these issues and things that we could send our people to." So it was everything from mandated to, "Here's what I'd really like to know more." Students and trainees, making it actionable. 112 is completely overhaul systemic processes, et cetera, et cetera. Talking and listening, having better communication. And my guess is 122 exists, for example, a list of readily available resources that we can use as a

team. I'm sure that must exist somewhere. But I have to admit, I wouldn't know quite where to send them. And then the unions. And then actually two people suggested that we didn't need any more efforts in this area.

So, I collated all of these... But like I said, they were so much richer than I expected that what I guess I was hoping to bring to this group to get feedback on, or what do we do, right? Because the idea is that as faculty, we have some ownership over a lot of the star things we can do. So I have some thoughts about what we can do, and they're not mutually exclusive, but I'd love thoughts about what do we do with all of these ideas.

So, there is a page of COVID related comments that I didn't even include that I can send to the reopening task force. Obviously we can send a copy of these comments to the DEI task force. There's some informal DEI conversations between some of the faculty senators and common other groups. We could bring this as fodder for those conversations. We could make a Faculty Senate subgroup to figure out if they're the things we want to move forward on as a Faculty Senate. We could choose some to bring the Faculty Senate to vote on, maybe, the top five that we think are the most important and put the way to the Faculty Senate behind them and pass them on as recommendations. We could choose ones that are actionable by the faculty and just do them. We could make a faculty senator pledge that says that the faculty senators optionally we'll do, whatever, 20 suggestion it is we have control over.

So, given this wide variety of potential actions we could take as a Faculty Senate who cares about these issues, what makes sense as the next step? Because honestly I'm both thrilled and surprised at the breadth of different ideas. And so it's not like a simple one, two, three, about how do we move forward.

Deborah: Comments. Discussion.

I'm not seeing any hands. I think one of the things that is maybe a little bit overwhelming for everyone is the amount of information that's contained in this document. I mean, that's my reaction to it. And I'm wondering if it's not a good idea to realize that the Faculty Senate up in the university community is obviously very interested and invested in this topic and that perhaps people should be given a little bit of time to digest the information before acting on something immediately.

Jennifer Johnso...: Yeah, I think that makes sense. And I could, and council, make a very pair down document. But in interest of transparency, I wanted to categorize what we were given.

Deborah: Actually, I think, I very much appreciate that with this document and the policing document and the policing questions and also the things that we sent to the task force. I think it's very important to the Faculty Senate to see how much interest there is. And it's not just important for the Faculty Senate, but it's

also very important for the administration to recognize how much interest there is, and how many people are contributing to this, and how important-

Jennifer Johnso...: Yeah, and then also I want to give a shout out to the academic specialists. They had a lot of ideas and they really were very responsive to this request. So that was also exciting.

Speaker 4: Just this idea. I just want to comment on the very first one, the Hiring Policy. Each college has Faculty Excellence Advocates that is appointed from the Office of the Provost. And one of the major role or the main role that the Faculty Excellence Advocate from each of the college's play is regard the best practices for hiring faculty. And they had to make sure that they train people against implicit bias and how to have an expanded pool before they choose who they hire into college. So that very first one, actually can be one of those rules that can be directed with the Faculty Excellence Advocate in each of the colleges.

Jennifer Johnso...: Right. And these are 130 ideas from at least 86 people. So some of these, we may already be doing, some of these may be great ideas, some of these may not be good ideas.

And I think it's just what is our next step. And I like a lot of these... We're having conversations, other things, like we did for the OCR report. I think that that is potentially good next step.

I guess I'm struggling with how to deal with the complexity of the comments and also not wanting them to just sit in committee for interminably. I will, at the very least, send them to the DEI Committee. Do we want it to have a month to digest them and discuss it again the next time we meet? The only thing about that is I'm not sure this body is meeting again, unless we meet an August, it'll be a new set of folks in September.

Deborah: So I think that there are a couple of issues here. One is that I think many of the things that are on the list... Not many of them, but there are things on the list that are already being done. The concern is that people don't know that they are being done. And that is a concern, that if people do not know they're being done, then people do not understand what the university is doing. So I have a communication issue.

So it seemed to me that if this went to the DEI committee, or if it went to some place, and I don't know what that place would be, where someone could look through the list and answer some of these questions as to what is being done and what is not being done. And I think that's probably the first step. So that can be communicated back to the Faculty Senate, but this is, as you said, it's a Faculty Excellence Advocate. That's an important thing that people need to know. People also need to know many other things that are happening that they don't know about. And that's a concern.

Jennifer Johnso...: Yeah. So I'm seeing a lot of comments to have a longer meeting on this. And I agree, [Deborah 00:09:11], I think a lot of these are things that people don't know that we have, but that is really useful information for the powers that be, because if people don't know we have them, it's a communication issue.

I think in a perfect world, this list doesn't need consideration, calling, etc. I like the idea of having a bigger meeting or maybe a group of folks, who are really interested in this, that we could hand this to and say, "Here, try to make some sense of this and find out what we move forward on. We're talking to [inaudible] and whatnot."

I don't know, Anna, do you think if we put this into those conversations and say, "Here's a bunch of thoughts. What do you guys think? Does that make sense?" Or would that hijack those conversations?

Anna: No, I think we could definitely have that as part of our conversation. Yeah.

Jennifer Johnso...: Okay, great. Right. So, Juliet, said in here, there's a special meeting with some Faculty Center Steering Committee and members of the [FFAA] Forum and a number of other groups, happening next week, just for transparency. So we could put it in that conversation. And like I said, I'll send it to DEI. Just some of these are things that we can do. We don't have to send them to somebody else to do. So, for example, ensuring that there are diverse scholars represented in our classes. And there are other things as faculty we can't just do.

David Ableton said, does it make sense to dedicate the August meeting to this topic and have an depth conversation and pass ideas onto the new senate in the fall?

Deborah: Right now we do not have an August meeting, but we could certainly send out and... I think it's a question of sort of setting a timeline for when the information will be available so that it can then come back to the Faculty Senate as more complete information. I mean, there's a lot of things on that list, and I think that there needs to be a consideration for what we can find out from, and how we find out what is already being done, who we contact.

I would say Pualette Granberry Russell, but she's not here anymore. And I know maybe the new person is somebody that would be a good idea. Maybe [Wanda Lipscomb 00:00:46:37] is a person that would be able to help with this.

Jennifer Johnso...: I think we can do some of this ourselves, honestly. I think among us, we know some of these things that are happening. So I think that we could do that pretty quickly. I don't really want to volunteer to do it, but I know that I could even do that relatively quickly if we want to have a conversation in August and we can also bring this to our informal meeting next week and just say, "Hey, which of these are good ideas? Which of these are bad ideas? And which of these are already happening?"

- Deborah: So, I think maybe what we do right now is tentatively assume that there will be... Tentatively assume, sounds very iffy, but there'll be a meeting in August that would be devoted to this.
- Jennifer Johnso...: Okay. All right. So what I will do is I will send them to the DEI task force, because I think it's useful environmental scanning for them. You guys already have them, well, bring them to that informal meeting and then possibly have a meeting in August. And I actually think it says a lot that as a Faculty Senate, we're willing to meet in August before we are all released from Faculty Senate to address this. I think it says a lot about how we value it. So...
- Deborah: Yeah. Okay. Thank you very much. Oh, yes.
- Jennifer Johnso...: Just one question. Oh, yeah. Go ahead.
- Deborah: Sorry. Meagan Abel.
- Meagan Abel: Oh, excuse me. I just wanted to raise, in terms of action items... I'm Meagan Abel. I'm the representative from the Council of Graduate Students, excess tissue on this body. Just want to raise that one initiative that council brought forward pre-COVID times was a resolution to... Several other universities, our peer institutions, are adding DEI statements as part of the tenure and promotion process and as annual reviews. And UCFT and UCFA, where we're reviewing that proposal pre-COVID.
- And then, so I just wanted to bring that up and encourage and hope that those two committees will be able to take that back up again hopefully after we're all maybe get into a better rhythm. But just wanted to bring that up as something that was relevant to this group. And hopefully we'll get back on track.
- Deborah: Thank you, [Jane Manel 00:00:49:05]. Oh, you are muted. Jane, you are muted.
- Jane: No, I'm not. Okay, great. I think it's imperative to have the meeting in August, not just for this though, because we have what 20 committees that are dealing with the reopening, and we have heard nothing. We have had no reports back and before we start in the fall. It would certainly be nice to have a wrap up or the knowledge of what all these committees have come forth with and share with us in August so that we know what will be expected and what paths have been set that we know going forward. I know I would appreciate that. So, thank you.
- Deborah: My understanding is that the committees right now are preparing reports that go to the task force, but I'm not a hundred percent sure what the exact timeline is for them. I believe it's actually relatively soon. So we would hopefully have some information, and hopefully President Stanley would be able to present that, or Dr. Beauchamp.

[Angelina.]

Angelina: There's so much to talk about this, and I know we want to get to policing too. And I think the good idea is to have the meeting in the fall but also in August, and to... we make a commitment as a Senate to have DEI concerns at the center here.

I don't know exactly what the point of the survey is, but lots of the issues from the survey, and I really appreciate all the work that Jennifer has done, can be pushed to particular committees too. When we talk about, again, RPT, it's UCFT, but there other committees that we can identify, they ask them for information and say, "We need you to please to make that as a commitment to what you're going to do next." So, I mean, that will require some sorting through what particular committees are dealing in off this information, what particular committees are dealing with what, let's push there, right?

But it's too much to talk about all of these now, and even make the plan moving forward. So, the August meeting is critical. And also the steering committee can identify some committees they think that we can already push things to as the steering committee, right? So... Okay.

Deborah: Good. Okay. [crosstalk 00:16:36].

Angelina: Thank you. Thomas, let's go.

Thomas Jeitschk...: Thanks. I just wanted to make sure that there's not a misconception. The subcommittees on the reopen are working now and they are feeding their findings and exchanging their findings. And those are enacted into policy, and that's what's on the website right now, the recommendations and policies that are on the website.

I do not think, at least, it's not my impression or my understanding that the individual subcommittees will draw up a written report or anything along those lines that will then be distributed. I think these are ongoing activities, where they take input from stakeholders across campus and feed them across. A lot of our decisions really are... So there's 22 sub committees, but the decisions are all very interactive. When you're thinking about the question of, "Do we have undergraduates in labs?" That's a question both for instruction. It's a question for how people are on campus. It's a question of how labs operate.

So I just wanted to make sure that there isn't an expectation that there will be a 20 volumes, one from each subcommittee coming out with recommendations and analysis.

Deborah: So I know that the subcommittee that I'm on actually is writing a report. So, that's where I'm coming from. But could you just give us the website so that

people who wanted to look and see what subcommittees are doing? That would be very helpful

Thomas Jeitschk...: Once I found that I'll paste it into the chat. Is that okay?

Deborah: That's perfect. Thank you so much

Anna Pegler-Gordon.

Anna Pegler-Gor...: Yeah. I joined the steering committee. I think there was one subcommittee that reported, I can't remember... Maybe, I think, it was on testing, or just at least said that they will not coming up with a written report, but I definitely believe that there were other subcommittees that were issuing written reports. And it is one of the values of the task force, obviously, is transparency.

And I did specifically ask Vice-President Beauchamp about making those reports public. I checked today... I know that some of them he mentioned had already issued reports, but I did look to that. I didn't find any reports. It's simply just the names of the members, the subcommittee members.

But I think it is absolutely critical that when there are reports that they be posted publicly, not just the sort of final policies, but the actual process to get to those policies.

Deborah: So the website is <https://msu.edu/TogetherWeWill>. And it's in the chat, for anyone who would like to look at it.

Anything else? Jane Manel, again. Yes. Oh, you forgot to lower your hand. Okay. No problem.

All right. Are we ready to move on to Policing? So, Policing, this is Captain Doug Monette, Assistant Chief of Police. I guess he's now the Chief of Police. And this is an information item and attachments C, D, and E, the policing questions, the letter to Chief Roudebush from James Madison and the policing comments from academic specialists. And as Jennifer said a shout out to the academic specialists, they really answer the call when it comes to having comments and suggestions. So, Chief Monette.

Monette: Good afternoon. Thank you for having us. I'd like to mention my name is Doug Monette, and I am the interim chief here at MSU Police Department. And I want to thank President Stanley for this opportunity. As mentioned, Chief Roudebush gone off on medical leave. And with that being said, I am replacing her currently.

Part of what I want to say is we have an outstanding leadership team here at MSU Police Department. And with that being said, assisting me with the presentation is Captain Matt Merony and Captain Chris Rozman. And we'll take



some different questions as we go through this process. And the presentation today will include a summary of our services and the answers to the questions that we received.

Some of the questions that we received are questions on themes. And so our responses about these themes will answer multiple questions. And obviously if we did not answer your question, I'm available to have any kind of discussion, as well as Captain Merony or Captain Rozman, to get the answers to these some of the things that you are curious about. Sorry about that.

Speaker 3: And with your permission, I'm going to share my screen here.

Deborah: Yep. Oh God.

Speaker 5: What's going on?

Monette: Can everybody see that?

Chris Rozman: Or we get on the screen sharing?

Deborah: Yes.

Monette: Okay.

Jennifer Johnso...: Yes.

Monette: So, as we move on to the first slide, the overview of the department. Currently, we have 78 police officers. We are authorized for 86. We have 31 full time civilians and 400+ support staff that worked for Michigan State University Police Department. Our officers are certified to the State of Michigan in a non-sworn, including civilian personnel support staff. And a lot of them are student employees.

Officers are responsible for the police response in campus 24 hours a day, seven days a week. But they also can assist neighboring law enforcement agencies, such as East Lansing Police Department, Meridian Township, Lansing Police, and Ingham County Sheriff's department.

The Management Services Bureau consists of civilian staff that assists with providing services and managing the business side of the operations of the MSU Police Department. This includes the parking operation as well as our 24/7 desk operation, access control, the alarm systems and the university traffic engineer.

Recruiting and Hiring. We often attend recruiting fairs to reach out to prospective applicants. We also recruit through student groups on campus and as well as other universities.

Sponsorship. Through the Police Academy, that is something that we have done in the past. And what that means is that we hire someone and employ them during the academy and pay for their academy expenses. While they're attending the academy, they get 700 hours of training.

Prior to bringing them on, we conduct a thorough background investigation, and then send them through the academy. Some of the things that we feel are very important about hires is that we feel that all of our officers have a bachelor's degree at a minimum, because we truly value professionalism.

All of our officers are certified through MCOLES, which is a Michigan Commission on Law Enforcement Standards. Going through the process, they must complete an application, go through an oral board, as well as complete a vigorous background investigation and possess good physical condition, as well as psychological and examination, which they will go through.

After they go through the police academy, they then enter our field training program, which is 670 hours of training. And every officer in our department gets, at a minimum, 50 hours of ongoing training yearly.

One of the things that's very unique to our department is that we do require that all of our officers have a four year degree, and we are one of two agencies in the State of Michigan that requires this.

Community Policing. Community Policing is the backbone of our police department. And that's something that we are going to really focus moving forward with the continuum of getting to know our community members, the students, staff, faculty, and visitors. Community Policing is a proactive-based philosophy of policing that strives to strengthen relationships, engage with community partners and developing strategies to reduce crime.

We currently have eight community team policing leaders. Of the eight leaders, six are assigned to the campus neighborhoods, one is assigned to the faculty and staff, and one is assigned to the family, youth outreach.

There are seven community police offices across campus. Feel free to stop by and talk to one of the officers while they're there. They can always provide some type of assistance or resources.

Here's a copy of the map of where the different Community Policing offices are. One of the things that I mentioned before that we have a specific team dedicated to family, youth and outreach, and one of that community police officers, also a certified car seat technician.

The Inclusion and Anti-Bias Unit. We believe that we are the first university to start this Inclusion and Anti-Bias Unit. And the supervisor of this unit is learning the Florene McGlothian-Taylor, who is a sergeant within our organization. She is

also one of the leaders in our Community Policing. And the Inclusion and Anti-Bias Unit was created to address issues associated with bias, and it was created to increase trust with the university. And part of the things that we really emphasize in these communications is to listen to the concerns and find positive methods to solve some of these issues and create some strategies to help our community.

Yeah, the Inclusion And Anti-Bias Unit has four pillars that we, that provides guidance and values to the unit. Those four pillars of inclusion are education, community outreach, bias incident response, and consultation.

Now, recently we have been contacted by multiple universities asking us how we got started, what the program is and many of the different services. Part of the things we do through our Inclusion and Anti-Bias Unit, we also put on many programming. We put out a yearly program talk, focusing on strengthening relationships with the Kellogg Center. And we invite community members as well as campus members and particularly law enforcement, to get involved, to get to know their community and get a better understanding the way that they can be perceived and a better understand of bias.

Matt Merony:

I'm going to take over this next slide here. Again, my name is Matt Merony. I'm a captain with the department and Patrol Division or the Uniform Division is what I'm in charge of. It's the largest staffed area within the police operations made up of the road patrol. They're the ones that are most visible. You're going to see them out there in their vehicles. They'll be sometimes on bikes, on foot, really getting out of the car when the weather is conducive to it.

We respond to all the calls for service on or near the campus. And we proactively focused on current criminal trends or safety-related issues throughout the community.

Again, one of the more visible patrol units that we have, and one that's a great service to our Community Policing program, is our Canine Unit. They provide search, detection and protective services. When we have dignitaries visit here... Now the COVID-19, we haven't had that, but dignitaries do like to visit MSU. And usually when they do come, the secret service provides the bomb detection for it.

Our unit has such a good reputation with the secret service that they trust us in our dogs to do the sweeps for these dignitaries. So that's one of the reasons they don't have to come and do that. We also have three specialty dogs that are called Vapor Wake dogs. These aren't what your traditional police dog that you would look like... be it a shepherd or Belgian Malinois. If you look at the picture to the right, the yellow lab, our Vapor Wake dogs are what they call the floppy-eared dogs, that are more presentable, easier to be around. But they have a unique ability that they can detect body-worn explosives, in large venues, such

as the stadium or events at the Breslin Center. You've probably seen them around at both those events, if you've ever gone to those games.

We are fortunate here. We are able to staff a canine on every shift day and night. We work 12 hour shifts. 6:00 AM to 6:00 PM, and 6:00 PM to 6:00 AM. We will have at least one canine on, on every one of those shifts. And we're often called to assist other neighboring agencies' calls for service with this unit that we have in the Patrol Division.

We get numerous demonstrations for the dogs to come into the school classrooms and provide some community outreach, as well as doing the demonstrations and show off what the dogs can do.

Chris Rozman: Thanks, man. Hi everybody. My name is Chris Rozman. I've been a police officer at MSU for 19 years, and I'm currently a captain and I oversee our Investigative Division. Our Investigative Division is comprised of detectives and civilian staff with an area of responsibilities, such as investigations, behavioral threat assessment, digital forensics, cyber crime, communicating with the courts and the prosecutor's office, evidenced through management, case management, and providing dignitary support among other things.

Our detectives who are assigned follow up investigations, contact complainants, and interview witnesses, gather evidence and have a lot of additional training on top of our normal patrol officers for their investigative assignments. The police records unit is also part of the Investigative Division and they are responsible for processing all police reports, including reports, traffic crash reports, and citations.

So we're very proud of our Special Victims Unit. We were one of the first universities in the country to dedicate specific personnel to this very topic.

I was actually one of the founding members with Andrea Munford and it's something that is near and dear to my heart. The Special Victims Unit investigates incidents of sexual assault, relationship violence, stalking harassment, child abuse, elder abuse, and investigates missing persons. Our officers that are assigned to the Special Victims Unit have received specialized training in trauma-informed interviewing, including the neurobiology of trauma and forensic experiential trauma informed interviewing.

As part of our SVU, the MSU police department actually maintains memorandums of understanding with all of our local police agencies to show law enforcement's commitment to victims of relationship violence and sexual assault crimes. And this is actually done as part of our mutual-aid agreements with the county, so other agencies outside of campus share reports with our department anytime a student, faculty or staff member is the victim or survivor of a crime that occurs off campus. So we can lend special resources and make sure that they're connected to resources at the university as well.

We're also pretty proud of our Behavioral Threat Assessment Unit. It currently consists of three dedicated detectives and a case manager. These officers respond to reports of students or employees or others on campus who have engaged in behavior indicating a possible threat of harm to themselves or others. These officers also serve on the University's Behavioral Threat Assessment Team. They receive very specialized training in crisis intervention. They're also some of our negotiators, and-

PART 2 OF 4 ENDS [01:10:04]

Chris Rozman: They also are some of our negotiators and are very well-versed in threat assessment and mental health issues. They work collaboratively with our university partners, most importantly, the counseling and psychiatric services. And we are always engaged in ongoing conversation on how we can better respond jointly with our university partners as it relates to the important topic of mental health and illness.

Another unit that provides a valuable service behind the scenes is our Digital Forensics and Cyber Crime Unit. This unit and the specialized detectives conduct digital forensic investigations involving examinations of computers, mobile devices, digital media servers, networks, and internet service providers.

Devices and digital media can be used as a tool to commit a crime, and we've seen a significant increase in cyber-enabled crime. We also extend this service that we offer to our area law enforcement partners to better serve the community, including students and MSU affiliates that reside off campus.

This is the unit that actually discovered the digital images of child pornography in the Larry Nassar case that helped us to secure his federal conviction, so we're pretty proud of that.

We also are very fortunate to have a crime and intelligence analyst at our department. Our crime analyst helps to monitor and analyze crime trends on campus and is trained in predictive crime analysis and also acts as a liaison with our state and federal fusion centers to share information, which is ever so important. She also helps to disseminate the bulletins and crime alerts that we push out to our staff members that are part of our emergency action team program and our buildings on campus.

Monette: Emergency Management Division. Currently, with the COVID crisis that we're all part of, and we're in this all together. Our emergency manager, Dave Oslund, has been coordinating the university's COVID response as part of the MSU emergency operations center has been doing a fantastic job. We're very proud of Dave and his team as they work through this and keeping people informed of some of the different things that are going on.

Our emergency management team works across the department lines to coordinate the efforts, to make sure all the resources and the personnel involved have the things that they can do to try to work through some of these different crises. Part of that is making sure that preparing our first responders to respond to these type of crises, the universities and departments; local, state, and federal government. An example of one of the events that we responded to was the tornado years ago in Williamston, where the incident command and emergency management was implemented and resources were sent out to that community as well.

In 2017, MSU became the fifth higher education institution in the nation to become accredited in the emergency management planning, and that's something that we're very proud of. Retired Assistant Chief Penny Fischer led the charge on that. MSU has also become the second entity in the state, being in the state of Michigan, to receive accreditation for emergency management accreditation program in the state of Michigan.

Fire Marshal Unit. Members of our fire marshal unit are also certified fire inspectors and arson investigators. They are responsible for all the aspects of fire safety for MSU properties at both on-campus and off-campus facilities, except for the suppression of active fires, which is the responsibility of the East Lansing Fire Department.

MSU follows the codes developed by the National Fire Protection Association, NFPA, and the unit coordinates with the state bureau of fire services. BFS regulates new construction and buildings containing classroom and the residence hall.

Special Events. The MSU Police Department is involved in the coordination of events by assisting with planning for any special event on campus that involves resources from the MSU Police Department. These things could be Final Four basketball, football, dignitary guests, things of that nature, some of the different political debates we've had over the years. As our special events work quite often, it's not just the police department, but it's the logistics and working together with other university partners that we can pull this off from a law enforcement level, as well as civilian level.

Chris Rozman:

The next few slides that we're going to go over are what we call our department's snapshot, and we're looking at calendar year 2019. We've been trying to do a really good job the last couple of years of tracking our activity, our metrics, everything that we do in-house to really show and emphasize the value that we add to the MSU community.

I'm going to go through these by bureau and divisions just real quick. The first slide is the Management Services Bureau that handles all parking services, permits, and parking enforcement, as well as our access control and alarm

system on campus. And there's just some numbers on the screen on the number of cardholders that we manage with access privileges and so forth.

The next slide here is a crime snapshot. This is an overview of the types of crimes and incidents that we respond to on campus. These are obviously included in our federal Clery numbers, but we've broken them down here in a bit more detail than the federal Clery requirement just to give you an idea of the number and the type of reports that we take and follow up, investigate, and see through to prosecution.

The next slide is our Administrative Services Division. Currently our inclusion and anti-bias unit is part of this division. I would like to point out that our inclusion and anti-bias unit works very closely with OIE on any violations of MSU's anti-discrimination policy, as well as being involved in numerous community outreach efforts, both on campus and in the MSU community. And those community engagement numbers on here are specific to our inclusion and anti-bias unit.

The next slide is our Emergency Management Division. They've obviously been very busy lately dealing with the current public health crisis, but they're also involved with many disaster preparedness exercises throughout the year, and they coordinate the deployment and response of our mobile command vehicle, which is a great tool that we have. Our mobile command vehicle is utilized for many events on campus, and it's also available to other agencies through our mutual aid agreements.

Examples of this would be the Common Ground Music Festival, regional disaster response such as the tornado in Williamston, and so forth.

This is our Investigative Division, which includes our detective bureau and a lot of our specialized investigative units. As you can see, our Behavioral Threat Assessment Unit and our Special Victims Unit are very busy. We've added additional detectives over the years, and recently we added a dedicated civilian case manager to help deconflict and coordinate our cases with other university partners and stakeholders, specifically OIE, REHS, and CAPS. So you'll see a lot of the mandatory notification numbers on there for SVU and for mental health-related matters as well.

Our Special Events Division, that unit stays busy as well. Here are some of their numbers. You'll notice on here we've increased our use of magnetometers and metal detectors at special events at large venues following best practice for infrastructure protection and security. So that's the one number that jumps out on here, and it illustrates the number of events that we have to staff every year in addition to our normal patrol duties.

Here's our uniform division snapshot, which is our patrol division, the most visible division of our department. As you can see, our department responded

to almost 10,000 calls for service last year. Those are all calls where somebody called our central dispatch to request an officer or report some type of incident. So they're us responding to something, not necessarily a proactive action on our part, just to give you an idea of the number of calls that we respond to per year.

We're also very proud of the community outreach that we do within our patrol division. As you can see, patrol officers attended over 200 specialized programs last year. A lot of those were programs that we hosted, and a lot of them were programs that we were invited to. That's an overview of our patrol division. I'm going to turn this part over to Doug again.

Monette:

This is where we're going to get into the submitted questions portion of our presentation. And the first one was the general submission. What are the main priorities for MSU PD? Safety and security for all on campus. We try to create a safe environment for students, faculty, staff, and visitors to learn, live, work, and enjoy the beautiful ambiance around campus. We work to enhance the quality of life on campus by building relationships, strengthening stewardship, and working collaboratively with our diverse community to reduce crime. And this is through community policing. We do enforce laws, preserve peace, and provide a safe environment for all to enjoy.

MSU has always made safety of our students, faculty, staff, and visitors a priority, and ensuring a safe environment of campus for all, align specifically with our mission statement. This is reinforced by our police mission statement as well. We are part of the MSU community and the MSU family, and many of our officers do many different things here on campus with their family, as well as live locally. Safety, like I said earlier, safety and security for the students, faculty, staff, and the visitors, is paramount and is something we take very seriously.

One of the questions was where are the different community policing offices on campus? We have one office in the MSU library; we have one office in Spartan Village; we have one in Brody Hall; we have one in the MSU Union; we have one in Wilson Hall; we have one in Holmes Hall; and we have one in the Shaw Ramp.

We feel it's very important for us to have these community policing officers, because we strive to have a close interaction with the MSU community, the student, the faculty, and staff, to build that relationship and mutual trust.

There's a lot of times that our officers will be working out of those offices on different projects that could include investigations as well as presentations, or just having a conversation with someone that stopped by.

Does the MSU police department meet regularly with community liaisons of color? I feel that they should. Yes, we do. We do this through a couple of different ways. We do this through our community policing initiative and the department's inclusion anti-bias unit. Officers often attend events and meetings



hosted by many different students, faculty, and staff, and encourage conversation.

We talk about the different services that we provide. We listen to the concerns and try to provide information to work through some of these concerns that they may have with some positive strategies. We attend weekly meetings with our campus partners and stakeholders, which includes REHS facilities and various other members of the campus community trying to work together, as we try to improve the campus environment.

The purpose of these meetings to increase trust of the university community by listening to their concerns and finding positive methods to solve the issues through communication strategies and training.

One of the things that we participate in, which is a five-county organization, is the Advocates and Leaders for Police and Community Trust. It's ALPAC. Sergeant Florene McGothian-Taylor and myself have been part of this monthly meeting process where we talk about some of the different concerns that community members may have, reference policing issues, governmental issues, and for them looking for resources.

There have been multiple officers from our department have presented and attend these meetings as well. That would include Chief Roudebush, Captain [inaudible 00:13:42], Captain Merony, various members of the leadership of our police department. What's so nice about the ALPAC is that we meet monthly with community leaders as well as other law enforcement partners. So East Lansing is there, Meridian Township, Ingham County, [inaudible] County, Eaton County, and we talk about some of the concerns that our community members have, and we try to create some strategies or positive ways we can work through things.

It also gives them as well as a chance to know someone face-to-face from the police department, as well as us in the community, so if there is an issue, we can reach out to them because we know them. It's much easier to give someone a call that we know than working through the channel, especially at a police department sometimes.

Do the officers feel part of the university community, and do they feel connected to the students and faculty? Yes, many of our officers are actually alumni of MSU and the officers have been in the student's shoes and they understand the rewards and the challenges of being a college student. They understand that it's a marathon, not a sprint, to get through college.

Many of our officers have also obtained advanced degrees, and our officers are proud to be part of the MSU community and find many ways to interact on duty as well as off duty, to connect and contribute ideas for the campus environment. Throughout the year, we attend variety of campus events,

resource fairs, and programs hosted by students, faculty, and staff. There's a lot of times in the free time of the officers and the leadership here at the organization, they attend a lot of different activities on campus, that would be games, concert, plays, exhibits, and meetings, sometimes when they're not being paid for, just because it's the right thing to do.

One of the questions is can we please decouple policing and education? All of our police officers are trained and understand on the FERPA requirements and the student's rights and the generally educational efforts of the criminal actions, and enforce it, do need to remain separate. There are, however, situations when safety of an individual student or the safety of the MSU community could be threatened, must take enforcement action while respecting all the applicant laws to bring incident from the safe conclusion.

We are always willing to discuss different ways to talk about specific situations with any of our campus partners, if they have any kind of concerns. A good example of this would be with our Behavioral Threat Assessment Unit or Behavioral Threat Assessment Team when they're involved with a student referring through some concerning behavior that could... Whether they hurt themselves, potential threat of hurting themselves or others.

Chris Rozman:

I'm going to jump in here and talk a little bit about police cooperation with other agencies, because there was a couple of questions on that. I'll start by talking about the MSU police officers that we do have assigned full time to multi-jurisdictional teams, or even part time.

Some of these teams, just to walk through them, are the Ingham Regional Special Response Team, the Ingham Regional Crash Investigation Team. We actually have highly trained officers here at MSU that respond countywide to any serious injury accident, in specifically fatal accidents, but anytime there's a threat to a life, and one of our lieutenants actually runs that county-wide Regional Crash Investigation Team that provides a resource to the entire area and involves some MSU resources.

We have an officer assigned to the MSU Fugitive Team. We have an officer assigned to the Violent Crime Initiative, which is a violent crime initiative program in the city of Lansing that works collaboratively on a day-to-day basis to try to decrease violent crime in the capital area.

We also have officers assigned to the FBI Joint Terrorism Task Force and the FBI Cyber Task Force, and we see a significant benefit to that recently in the last month or two. We've actually had a web takeover and a ransomware attack on our MSU IT network. Our FBI Cyber Task Force officer was able to deploy resources [inaudible] sites to work that jointly with the MSU IT security team, who is fantastic, but we have a relationship there where we can respond to any of those cyber crime incidents.

Talking a little bit about mutual aid requests, just because it came up a lot in the questions, the MSU police department, we do maintain a cooperative mutual aid agreement with all the police agencies in Ingham County. It's something that we do participate in, and we do receive mutual aid from other agencies as well as provide mutual aid to other agencies.

Specific examples of when we receive mutual aid involves large special events, football games, concerts, dignitary events, presidential visits. There's no way that we could handle those type of events with our police officers, even though we have around 80 officers. They're way too big, and we need the partnership of our regional and our local partners.

As part of that, there's day-to-day mutual aid that occurs quite regularly. And this includes our canines assisting other agencies, search for missing kids, to track people. Our officers assist with accidents all the time on the highway in different areas of the county when different agencies are tied up. And this is something that happens every day back and forth.

Part of our mutual aid agreements also involve the MSU police partnering with our local agencies on sexual assault investigations that involve students living off campus. That's done through mutual aid agreement. And that's what gives us the authority to assist them with a incident involving a person affiliated with the university that didn't necessarily occur in our policing jurisdiction. So that's just a little bit more about mutual aid.

Moving on to the next slide here. What arrangements does MSU police have with the Lansing Police Department and the East Lansing Police Department? We do work closely with all of our local law enforcement partners to provide a safe and secure environment not only on campus, but in the entire Lansing area. We're part of a regional dispatch system. It's an Ingham County 911 center, so we are actually dispatched out of the same dispatch center as the City of East Lansing and the City of Lansing.

We're on the same computer system, the same radio system, and we have a lot of daily integration that aids response across jurisdictions for major incidents. That's something that's very unique to our area that you don't always see in other parts of the state.

The other question that we received are regarding MSU's policy, MSU police policy on cooperating with ICE, reference to some rule changes. The answer on that, and we have a bunch of talking points on this that are actually on the university's website, but we operate on the premise that it's a responsibility of the federal government to enforce federal immigration law, not local police departments. We never have. We always have had that stance, that has not changed. We do not have any authority to enforce federal law.

We do point out in some of our talking points that there are some obligations for us to make consulate notification when we arrest certain people. So there are times where we make an inquiry whether somebody is a US citizen or not, and that has nothing to do with an ICE notification, but it has to do with our obligation under state and federal law to notify that person's consulate that they were arrested in the United States. And that's the only reason that we ever ask that question, and it's to share that information with their consulate, for their benefit, under the consulate notification law that's been in place since 1963. I'll turn this question over to Captain Matt Merony.

Matt Merony:

Hello, I'm taking this question because we did receive a request for assistance on May 31st. What we did, we did have a small contingent of officers that responded to this mutual aid request from Lansing Police Department. We sent one of our line supervisors with them who happens to be our lead CDU, which is Civil Disorder Unit instructor. When they go there, they're operating under the command and control of the Lansing Police Department, because they were the agency that was in charge.

Our officers were just responding to help to fill in where they were needed. The event unexpectedly turned into a riot with multiple vehicles being overturned, one being set on fire, and multiple businesses looted, including a bank. Officers were taking projectiles to include bricks, and some of the members of the crowd exhibited very violent behavior. The Lansing Police Department did declare the event unlawful assembly, and they authorized use of chemical munitions.

One of the bigger questions that we've had is, does MSU have tear gas in its inventory? Tear gas is normally what's called CS gas, and our department does not have any CS gas in our inventory, and we haven't had CS gas in our inventory for over five years. We do have crowd control munitions, but they are what's called OC, and that stands for oleoresin capsicum, and that is the same stuff that is in defensive repellent, less lethal option that we have on our belts every day.

It's the same stuff that can be bought commercially at [inaudible] that people have on their key chains. It would just have it in different forms and it can be in higher volumes than that, but it's not tear gas. It's an OC powder, or it's an OC spray that we use.

In addition to the request for some of our officers, the Lansing Police Department did request activation of the Ingham Regional Special Response Team, of which we do have officers on, and I will get into that a little bit later. That was an additional question. And they did include the BearCat, our rescue vehicle did go with them on that. And again, there were some additional questions on the vehicle that I will address later. It's just a little bit further down the presentation here.

Chris Rozman: Hey, Matt, the one other thing that I'll add there is since we've received a lot of questions on this, we did proactively review all of the body camera video of that small contingent of officers that we sent to Lansing. We reviewed every minute of every body camera video of theirs to make sure that even though they were operating under the commanding control the Lansing Police Department for decision-making, that their actions fell in line with our MSU police policies and procedure and all state laws. So we did proactively do that, and we were satisfied that our officers did follow policy and procedure and state laws as they assisted the Lansing Police Department. I just wanted to add that in there as well.

Monette: The next part would be the many questions reference to budget. There was a question, it's my understanding that parking revenue goes to the police department. That is correct. Why does it not go to the general fund? And now that they do not have parking income, will we academics have to recover their financial losses? The parking system is on a revolving account that is 100% self-supportive. No funds are allocated to or from the general account for parking.

Revenue generated from parking violations is consigned to safety projects, including Greenlight phones. Revenue generated for parking sales, including permits, meters, and events, is used to maintain the operating system. These expenses include a \$4.2 million debt service. On bond funding, we have in parking Ramps 1, Ramp 5, Ramp 6, and Ramp 7; 1.5 million [inaudible] a bus service. Total costs is roughly about \$3 million a year; parking lot and ramp maintenance, including cracked ceiling, [inaudible] ceiling, cleaning and trash removal, mowing, and actually snowplowing is quite expensive for us to get through the different lots and the ramps.

The replacement costs when pavement reaches the end of life, for example, lot 62 is about a million dollars to rebuild. Again, the parking system does not provide funding. I'm sorry. The parking system does provide some funding for additional police officers beyond the allocations from the general fund.

Will the police department or the police budget be cut the same way or greater amount than academic units? What are the priorities and the values that will inform such cuts? Our department received notification at [inaudible] to 20 from the president's office, that general fund units, which includes the police department, will sustain a reduction of at least 3% in addition to a 1% annual reinvestment fund.

The priorities and the values that inform such cuts are determined by the department and include not filling position vacancies which have occurred in the third and fourth quarter of 2020.

Some of the different projects that were postponed was a special event two-way radio system corresponding with the new radio system that we are in the works of purchasing, replacement of dual purpose explosive canine, which

approximately is about \$15,000. We have continued and still are continuing the hiring freeze for new personnel. As I mentioned earlier, while we are authorized for 86 people, we are down to 78. We have also delayed special [inaudible] parking payment technology upgrades at approximately \$30,000, and we have delayed the redesign of lot 62.

Why has the equipment purchases and the other services increased by over 200% since the 2005 and 2006 fiscal year? In fact, in the last 15 years, there have only been a decrease in the budget item once. Please explain. After the events at Virginia Tech in 2007, the police department has purchased improved firearms and body armor. After the events of Ferguson, Missouri, department has also purchased and continues to maintain their digital dashboard cameras and individual body cameras for each officer.

We are one of the first departments in the state to provide a body camera for every officer in the state of Michigan. This was at a significant cost, and this is a continued cost because of the space of the videos that they take up as well as improvements to the video system. We're into a second generation of body cameras because of the things that work best for our officers, and there's an additional cost to that.

A department has also been appointed to maintain the emergency mass notification system, which is known as the MSU Alert, which is a subscription service through a third party. One of the things that we continuously do is we try to upgrade our system, and that includes the MSU [inaudible] system, to provide the best service for our officers, as well as our community and the people that are associated with the MSU campus.

Matt Merony:

I'm going to take over the next section here for submitted questions on the militarized equipment in reference to the 1033 program. I am the department point of contact for the program, so that's why I'm answering questions here. Has the MSU police department received any equipment from the Defense Logistics Agency 1033 Program? Yes, we have. Most of the equipment that we have received is assigned as regional assets and is assigned to the Ingham Regional Special [inaudible] Response Team.

We do have a ballistic blanket. We do have an unmanned vehicle, and that is a small robot. It's a manned portable robot. If you saw the Lansing State Journal a couple days ago, our equipment was featured on there where they had pictures of it that everybody could see. We do use infrared transmitters that are assigned to Ingham County, Ingham Regional Special Response Team, and that's in case of like a night operation where there could be a helicopter up and we need to know where the officers are at. They can put, it looks like a little ice cube attached to a 9-volt battery, they pull that marker out and it can be seen with night vision gear.

We also have some rifle conversion kits, and they're used for scenario-based training with live actors. This is also a regional training asset shared with other agencies. These convert a regular patrol rifle into a training weapon that cannot fire. It's totally incapable of firing live rounds. The rounds that it fires, they have a little plastic tip on them that comes out like a bullet would, that's filled with a marking substance, which is actually just soap. It's a colored soap, so that it can wash off easily. Those are the ones that are active and tracked with the 1033 program that MSU police department possesses.

Why did we purchase the militarized equipment captured below? We didn't purchase any of the equipment. It's a re-utilization program. The only cost that we incurred was shipping costs to get it here from whatever military depot that it was at, and sometimes that equipment was free. It depended on what depot it was coming from.

What's the justification? Justification for us was getting useful equipment that we needed without incurring any cost to the university. It can be used at scenarios that render aid to the community. Much of the equipment that we've got has been regional assets. We have obtained some medical supplies before, but those get used up and everything, but it's a program to help save the department and the university some-

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Matt Merony:

It's a program to help save the department and the university some money and be fiscally responsible. The other question, how did these purchases align with our goals as a public institution? Responsible stewardship of our budget and expenditures to get necessary resources without incurring the high costs during tough economic times, the equipment obtained also contribute to officer and community safety. You all know about budgets, you got to be creative in searching for other funding opportunities and sources to make the budget dollars we do get go farther. So our justification was, this is a responsible way to get the equipment, similar to many grants that are obtained in other fields. This equipment does improve the level of service that we give to our community on a daily basis. Next question, it says, the records I have access indicate the MSU police received the following equipment. The transfer purchases were made in 2013 and 2015. That is correct. The radio controlled car, equipment that was designed to detect IEDs in Iraq.

What that person is talking about would be the man portable robot that I just described in the previous slide and it's not designed to detect IEDs, that's not what that unit's for. It's a person portable robot, equipped with an arm that raises and lowers and has a camera that can swivel on it. It's attached to the special response team, and it's used for intelligence gathering, in high risk situations. The robot takes the place of having to send a human being into something that could put them at a high risk. The rifle conversion kits, equipment used for military war games. I know that the military does do use

them for, if you want to call them war games. They're mainly used for building clearing scenarios. The military uses another assist, a laser system, for the war games that I know, they don't use the simunition conversion kits for that. It's more of building clearing and safe building entries, we use them as training tools.

Like I said, they convert a live weapon to a training weapon that's incapable of firing live ammunition. When we're doing these deescalation techniques and things, we don't want to have a live weapon on us when we're dealing with somebody on a one on one situation. The ballistic blankets, they pretty much speak for themselves. They're used for several purposes in addition to providing protection from gunfire, they are again, man portable. They can be used to surround a person that's down to provide temporary cover while a medic works on them. They can be converted into a hasty stretcher, if you have to get a wounded person onto, you can lay him flat on the ballistic blanket and carry him out of there. And then again, the infrared strobe transmitters are just what they said, what I said before. They're military yes, they do use them to prevent friendly fire or for NVG, night vision goggles, and low visibility markings. That's the same thing that we use them for. Somebody said, I believe with the exception of the ballistic blankets, the equipment purchases are highly suspect.

Total value for the equipment was \$22,246 and 11 cents. I believe this was the purchase price, but I'm not 100% certain. Again, we didn't purchase any of the equipment, the government does assign a dollar value to this equipment that they paid for it when it was brand new. And the only costs incurred by the MSU PD were the minimal shipping costs. All right, we are going to get into some of the other stuff that I talked about when we talked about the Lancing assist. The armored personnel vehicles, okay, MSU only has one armored rescue vehicle. It's a BearCat that was not obtained through, from the 1033 program. People have called it a tank before, it's a vehicle that was designed to protect individuals and it's based on a Ford F 550 diesel truck. That's the frame for it. It's assigned to the Ingham Regional Special Response Team, it's a regional asset and its primary use is to provide ballistic protection for the team in high risk situations and as a rescue, evacuation vehicle, for our community in situations where active violence may be occurring.

So it's not only made for us, its ballistic protection, if there was an act of violence situation in a neighborhood and we needed to evacuate neighbors from there, we can pull the vehicle right up to the house, open the doors, get the people in all while providing ballistic protection and safety against gunfire. The BearCats been involved in many successful resolutions of high profile events, including, if folks will remember, the Flint Frandor Rite Aid shootings on double homicide, that vehicle was used to get negotiators close to the subjects, residents, in a safe manner. To deliver a phone and negotiate with the armed suspect who was barricaded in his house and was able to get him to come out and surrender to us without any further loss of life. Again, the next item up there is the tear gas. Again, MSU does not have any tear gas in our inventory,



and we have not had any in our inventory for some time, the only chemical agent that we do have is OC.

Besides the stuff that's on our belts, the other delivery methods are reserved for serious civil disorder situations where an illegal assembly has been declared and authorization from the chief of police has been granted, all right, these munitions are only deployed by trained and certified officers. Not every one of our officers is a trained and certified officer to deploy this equipment, so only the ones that have been trained are the ones that get to do it or are authorized to do it. And I talked about the 22 military grade rifle conversion kits, all they are are training tools. We don't take them out and shoot them at our officers for pleasure or anything, they're used for active shooter training and scenario based training. When we're doing that kind of stuff, we don't want to have any live weapons anywhere around. So these are the things that we use because they not fully replicate how it would be in an actual situation, but it's as close as we can get to doing it with live stuff.

Chris Rozman: And Matt, as we switch slides, I'll just add in there that using the actual weapons that we use with these simunitions is invaluable training resource for our officers. Because it allows them to confront a scenario that they don't know if deescalating is going to work, or if they're going to have to resort to another option. In a lot of those scenarios that we do involve them communicating to a live person. That's in a scenario where they're attempting to deescalate it and they don't know if it's going to be successful or they're going to have to use an alternative method to resolve the situation. So those are invaluable to allow us that face to face training and not staring at a target or a computer screen or something like that.

Monette: And Matt, the other thing that I would add is that it's important for us to be consistent with the tools that we use on a daily basis. And by being able to switch those things out, they're using tools that they have access to in their patrol cars for that training.

Matt Merony: That is correct. The semination weapons that we use are conversion kits that convert the weapons that we carry every day and use on a daily basis to firing them. It has a lot to do with muscle memory and being comfortable and confident that you can use the tools that you're carrying around on a daily basis. Question, can MSU get rid of, or sell the military equipment they have purchased? And we've done this before, when we've gotten stuff that we didn't want. This equipment would have to be turned back into the department of defense, it can not be sold. It's a tracked and assigned piece of equipment. If we were to give back all of the military equipment that we have had, it would include giving back tourniquets, CPR masks, and valuable life saving equipment that we've also obtained through this program. And then the next question, are there plans to access more material from the 1033 program that provides access to military grade equipment?

The last thing that we got from the 1033 program was some dog leashes, for our canine units. We don't have any other plans to obtain any more equipment through the government 1033 program. One thing MSU PD will not get are any military weapons from this program. There are options out there, and that is not something that we want as a department or we want on the campus. So we do not have any weapons obtained from 1033 program, nor will we ever. Had a question, what's the annual cost for the fiscal year 2019 of maintaining the special response vehicle, the armored car? Like I said, it's based on a F 550 Ford diesel platform. Our service garage does all the work on it. We don't have to send it off any place special to get work done. It's a little tighter for them to work on it because of the ballistic armor that it does have, but our service garage does all the safety checks on it, all the oil changes and all the maintenance on that vehicle.

Does the MSU police department have a special response/SWAT unit? At MSU PD we do not have our own SWAT team. Okay. We do participate in the Ingham Regional Special Response Team, in which is a collaborative effort between the Meridian Township Police Department, Ingham County Sheriff, East Lansing Police Department, and us, and every agency adds a unique asset to the unit. They bring in the views of their specific communities and it's all about collaboration working together. Because in major instances, all of our agencies respond, like to an active shooter, it wouldn't be just MSU police responding, it would be all the surrounding agencies. Take it a step further, is we do regionalized training, not just at the SWAT team level, but at the officer level where we do work with all these different agencies. So when something bad does go down, we can come together, know how each other's going to operate in the situation and work as a cohesive unit.

MSU PD currently has five members on the unit. Lieutenant John Martin of our department is currently the team commander, before him I was a team commander of IRS RT. All of these members had to apply and were selected in a competitive process, not just because of physical attributes, it's their mental attributes that they really need to have in a position such as this. It's a high stress situation, they have to be able to make split second decisions under pressure, most of the time, extreme pressure. They attend specialized training for the assignment as far as different schools go and it's an ongoing basis. They don't just get trained with their basic school and advanced school and then they're done. It's on a monthly basis and then once a week, they go to a week long training that's extremely intensive involving a lot of scenario based stuff. We also contribute to highly skilled crisis negotiators on this that also respond for the team. We're not the only ones that supply negotiators, but we have two that are specially trained for it. And they've gone on numerous call-outs.

And these negotiators don't just go on the, "SWAT call outs". They've been called for suicidal subjects, to help with people in a mental health crisis. So if a region, somebody out there needs that asset, they don't have to get the SWAT team going out to get these negotiators out there. They would call up dispatch

and say, listen, I need a crisis negotiator out here. Well, we can hold a perimeter for right now, but we'd like them to respond. So it's not just the SWAT team, it's different facets of it that can be used to enhance our response to not only MSU, but the entire surrounding community here. Okay. What is the current inventory of assault rifles, fully are semiautomatic, sniper rifles and sub machine guns in the possession of the MSU police department?

Okay. MSU PD currently has 49 AR-15 patrol rifles in its inventory. These are the same rifles that are commercially available to the public. We don't have any equipment on them that's not available to anybody at a gun store. We do have two designated marksman rifles assigned to the Ingham Regional Special Response Team. And we do not have any sub machine guns or automatic weapons in our inventory. Are MSU police patrol cars equipped with these weapons during regular duties? Yes, they are. MSU police department patrol vehicles, and most unmarked investigative division vehicles are equipped with the patrol rifle to enhance the way to respond to an active violence situation. The training the officers must undergo to be considered certified to use these weapons and maintain qualifications, all the officers must attend a basic Police Academy where they're taught the basics about the rifle. In addition, all MSU officers must shoot a qualification course annually with the rifle and participate in scheduled firearms training throughout the year. This is advanced training beyond what they get in the academy.

Basically, they get marksmanship in the academy, what they get taught here is how to employ the rifle on their duties. We've learned and reviewed from several school and university students across the country, including Virginia Tech and these rifles are invaluable tools. Some of these active shooters have worn body armor that render handgun rounds ineffective. If we did not have this tool, we could not effectively respond to a lot of active shooter situations. They're essential and they're practical because they ensure a more stable shooting platform for enhanced accuracy and you can engage a target at a greater distance. So you're increasing officer safety with that too. Our officers frequently train with these rifles and we make sure as a department that they understand what it can do, where it can be deployed and how to do it, in a safe manner.

Monette:

The next submission of questions determine of credible complaints. How does MSU PD ensure its officers are applying the law fairly? What oversight of their access is there in place? There's always an MSU Police Department supervisor on duty that is available to answer any questions that anyone would have reference the actions of our officers. The supervisors do monitor the performance of the officers to include reviewing in-car and body worn camera video, and improving the officer's reports and actions. Officers must abide by all policies and procedures as a condition of their employment. Another part of the question was please provide an understanding of the process from intake to determination of credibility, how complaints are filed against the MSU police officers are deemed credible. Again, all complaints are deemed credible. We will

look into every manner because we hold our officers to a high standard. A supervisor will be assigned to investigate the incident, we'll interview all the parties involved. Complaints can be received in person, by email, by letter, and through various organizations on campus, which would include the MSU police oversight committee.

As I said before, all complaints are deemed credible. A supervisor will investigate the incident and will interview all parties involved, any potential witnesses that there could be. They will also look at all body cameras, in car camera footage, they will look at the police reports, any other official documents, evidence as well as it looks at social media aspect of some different incidents. After the investigation, the supervisor will come up with a summary. The summary is reviewed by the division captain, the assistant chief for review, and then sent to the chief for final disposition. If the investigation came through the oversight committee, that information will be shared with the oversight committee and they can recommend to the chief any type of actions. One of the questions that we had in the next section was the use of force in incidents. We are currently in the process of making the use of force metrics available on our webpage to increase transparency.

And has found through research, that education and educated professionals, that police officers that hold a four year degree, studies have shown that those with a higher education apply force at a rate lower than officers with less education. As I mentioned before, all of our officers are required to have a four year degree. If you look at the use of force incidents by year 2018, we had 19, in 2019, we had, I'm sorry. Use of force incidents by year, in 2018 we had 19, in 2019 we had four. If you compare that to the arrests we had by year, we had in 2018, 1,122 arrests and in 2019, we had 881 arrests. Of all those arrests, we have zero excessive force complaints against any of our police officers. It should be known that all our officers must submit a report anytime they apply any type of force. Use of force is then reviewed by the patrol supervisor, the patrol commander, the assistant chief, and the chief of police.

In doing so all in car and body worn camera recordings are reviewed. And we do contribute this data to the national use of force data collection program, which is through the Federal government. Another question was, can you provide the number of complaints file against MSU police officers for that year? Please include the description and the type of the complaint filed. In 2018, we had three complaints filed. They were in the categories of abuse of authority, which was unfounded, policy violation, OPR-4 what's a vehicle inspection and operation. That complaint was substantiated. The third complaint was rule 10, which was conduct and that was unfounded. In 2019, we had three, policy violation of OPR-17, which is the social media policy, positive behavior rule, as well as the conduct rule that was substantiated. In 2019, we had another OPR policy number four violation, which is a vehicle inspection and operation that also was substantiated. And we had a third in 2019, which is a rule 10 of conduct, and that was unfounded.

Chris Rozman: So moving forward as we work to concluding our presentation, I'm going to talk a little bit about our future initiatives and strategies moving forward. Because we have learned a lot from past events and we are always in a position to apply that moving forward. So moving forward, the one thing that we are very fortunate to have is we actually have a social worker already on staff with our police department. We are currently engaged in ongoing conversation with our university partners and stakeholders, at how to effectively utilize that social worker in the course of our normal duties, be it from initial response to follow up and so forth. So that's something that we're very excited about moving forward on, and we'll release more information on that in the near future. We will continue to focus on honing our deescalation skills and hope to introduce additional scenario based training, where our officers can utilize these skills that they've learned and developed. Our social worker will be involved in these trainings as that person is both an instructor and facilitator of a lot of those topics.

We're also looking at, we have a community policing program, but we're looking at creating a community outreach unit to bring together everything that we do with the department that's community outreach related. From community policing, to inclusion anti bias, to different things, and put them under one umbrella to really bring together and enhance our outreach efforts to our community, to build a partnership and trust. And that's something that's more important than ever right now and we very much value that. We're looking at dedicating more resources to our inclusion in anti-biased unit and our community policing program as part of these community outreach efforts.

Matt Merony: I'm going to take this next slide here for lessons learned. We always are learning, we're not done learning, everything can be made better. We're going to take something, we'll take the criticisms we got, see what we can do to try and make it better. One of the things that we are now going to have resulting from the May 31st type incident is from now on, an MSU PD executive command officer is now going to be assigned in the command post anytime another agency request mutual aid assistance for a preplanned event to aid in the oversight of our MSU PD officers, such as what happened on May 31st. MSU PD officers now provide and discuss and know your rights document created by the ACLU anytime we go to speak with the organizers of the event. This document was developed by the ACLU, it's very informative and we have had very positive results by giving this information out. And we've also shared this document with other police agencies because we found that it's been so helpful.

Monette: And I'm going to take this slide which is transparency. And one of the things that we know that in law enforcement, we need to be more transparent in the different things that we have done. And we currently, we recently placed all of our policies and procedures on the website. We are enhancing that to make that a little bit easier, to try to provide transparency for our community, so people can try to understand some of the things that we're doing. Our webmaster is currently in the process of doing that. There are currently some

policies on there now. Our webmaster is also going to be placing a you support statistics on our page as well. And we're going to go back as far as we can as far as the statistical information. We also have recently looked at and revised how we collect our traffic stop data. And we have started to collect data and all our officer initiated contacts as well. That information will also be shared. We're also collaborating with a new student group that will help direct access to the chief police for continued student transparency about their concerns.

This is something that Chief Roudebush had started, and this is something that I am looking forward to following through on. Because we're in the people business, we are here to serve our community and the student voice is an important voice, as well as the faculty and staff. And one of the things that we need to know is what the concerns are. And that's something that we are very proud of in the past that we have been part of that and we want to continue that type of behavior. And we feel that transparency through different things that we've talked about, the inclusion anti-biased unit, the community team policing and our community outreach. Those are things that we're really going to be a priority as we move forward. Ways to contact or connect with us. Reporting crimes, obviously emergency is 911 non-emergencies (517) 355-2221. Our web address is [police.msu.edu](http://police.msu.edu). And our social media is @MSUpolice. We try to stay active in all our social media platforms and try to send out as much information as we can. If you don't already, we encourage you to follow us on Facebook, Instagram, Twitter, or LinkedIn.

Thank you for your time and opportunity to speak with you today. I saw a couple of questions of people asking for recordings and things like that. We're more than happy to present in front of different groups. This is the first time that we have taken this approach with Captain Moroni, Captain Roslyn and myself, and breaking down some of the different questions. But if there's other groups that would like this, we would be more than happy to present in front of your colleagues and share this information that we talked about today.

Deborah: Well, thank you very much. I want to tell you how much we appreciate the thoroughness and how seriously you took the questions from the faculty Senate. It's very refreshing. Obviously we're running very late, so what I am going to ask you is this has been recorded, video recorded, and you also have a PowerPoint. And I would like to be able to send this out to the entire faculty Senate, because I think that there were many people who had to leave, who were not able to stay for the entire presentation and who probably want to see it. And there are also people who want to be able to share it. So if that is okay with you, that's what we will do.

Monette: Yes. I will share that information with you tomorrow. As far as the outline and in the PowerPoint information, I will send that to you tomorrow.

Deborah: That's terrific. And I think right now, we're probably at a point where we can just move on to adjournment because it's getting rather late. But I would suggest

that people who have not seen the video or who were not able to access the PowerPoint, any questions that you may have, please send them to [acedgov.com](mailto:acedgov.com). No, it's not dot com, but send it to academic governance. And then we can then look at those and forward them. And if there are questions that we would like to have people come back and answer, then-

Monette: Be more than happy to do that.

Chris Rozman: Absolutely. Yeah.

Monette: And Deborah, I want everyone to know that Chris and Matt and I, we took a lot of pride in putting this together. We are part of this MSU community. We're all in this together, we're going through this COVID things. There's all sorts of things and rumors and innuendos out there about police departments. We're here to service the community. We want to share as much information as we can and be as transparent as we can. And those are the actions that Chief Roudebush had started and we're going to continue while I'm in the position that I am in.

Deborah: Thank you so much. Right now, we are looking at having probably an August meeting, if we have an August meeting and there are more questions, then we'll ask you to come back and we'll put you at the beginning of the agenda, as opposed to what we did.

Monette: Actually we learned quite a bit, we learned a lot of different things that we just wouldn't have known from the position that we're in within the university. So thank you.

Speaker 6: Very informational for me. Thank you.

Monette: You're welcome.

Deborah: So I'm assuming that there is a motion to adjourn and I'm assuming there's a second.

Speaker 7: Second.

Deborah: Thank you. And I'm assuming that everyone is going to say fine and go have dinner. Yes. See you soon. Take care, stay safe.

Speaker 7: Bye. Bye.

Chris Rozman: Have a good evening.

Deborah: Bye.

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