

Campus Safety Workgroup Meeting

January 31, 2022

Attendance

Present: Liz Watkins, Denise Woods, Jamie Lopez, George Williams, Anthony Frisbee, Jennifer Hung, Michael Cabral, John Freese, Andrew Williams, Shonte Thomas, Ana Coria, erin rook, Marko Princevac, Jennifer Winfield, Elizabeth Romero, Elaine Wong, Rosanna Cacace-Zakhir, Chris Fernandez

Absent: Matthew Chang, Boris Maciejovsky, Alex Cortez, Pamela Rivera, Jashan Singh, Regina Stell, Nancy Jean Tubbs

Agenda in Brief

- Introduction of Interim Chief Frisbee
- Updates to the Community Interview Panel process
- Brief update on hiring/personnel within UCPD

Meeting Minutes

Transitions

Jennifer Winfield leaving UCR

Rosanna Cacace-Zakhir (interim Care director) joining

Interim Chief Anthony Frisbee joining, Interim Chief Freese leaving

Update to Community Interview Panel (see PPT)

Subgroup has met to discuss

Draft hiring/promotional process of campus safety providers:

1. Application
2. Physical agility and written test
3. Community panel
4. Background check
5. Joint interview w/ chief and AVC, HWS
6. Conditional offer
7. Hiring and onboarding

Proposed Committee Panel composition: 1 faculty/staff, 2 students, 1 community rep, 1 UCR PD member

Hiring Process for Chief:

1. Application

2. Community panel
3. Day-long campus visit (dept. intros, vision presentation)
4. 1:1 interview with AVC, HWS
5. 1:1 Interview with Chancellor

Proposed committee panel: 1 faculty, 1 staff, 2 students, 2 community reps, 1 UCPD chief + FUPOA rep, 1 exec leadership

Feedback from students: from abolish police POV, this seems to be more of the same, waiting to see how it affects the campus

Update on UCPD hiring

In current recruitment for dispatch, records analyst, police officer

Low application rates for officer position (currently 25 applications, in past 300 applicants)

Do we need to consider signing bonuses?

(FYI: We have another officer retiring at the end of January 2022 – we may want to start planting the seeds about the need to hire another patrol officer in the coming month(s))

Good time to make changes, bring new perspective as new recruitments are going on

Restorative Justice Committee Updates

Reviewing sample frameworks

Discussing how to formalize relationship with city and DA's office, partner with current diversion programs

Other Updates

3 new volunteers for Campus Safety Standing Committee

Minutes

Review minutes from previous meeting and provide any corrections to Jamie

Next meeting: Monday, February 14