June 22, 2021

Mary Gauvain, Chair, Academic Council
1111 Franklin Street, 12th Floor
Oakland, CA 94607-5200

RE: (Systemwide Senate Review) Draft Presidential Campus Safety Plan

Dear Mary,

The Riverside Division looks forward to continued conversation and consultation regarding this incredibly important topic and trusts that subsequent reviews of this proposal - and those similar - allow for a longer review and comment period. I urge the Academic Council and President Drake to read carefully the thoughtful responses attached from Divisional standing committees and faculty executive committees in response to the draft plan.

Sincerely yours,

/s/Jason Stajich
Professor of Bioinformatics and Chair of the Riverside Division

CC: Hilary Baxter, Executive Director of the Academic Senate
Cherysa Cortez, Executive Director of UCR Academic Senate Office
COMMITTEE ON EDUCATIONAL POLICY

June 10, 2021

To: Jason Stajich, Chair
Riverside Division

From: Stefano Vidussi, Chair
Committee on Educational Policy

RE: Draft Presidential Campus Safety Plan

The Committee on Educational Policy reviewed the draft Presidential Campus Safety Plan at their June 4, 2021 meeting. The Committee recommends that the proposed plan be updated to include options to have the campus police force not carry firearms unless facing comparable weaponry. Concern was noted by members that the proposed plan does not fully address the safety of students and faculty on campus, especially during the evening hours, and recommends that the plan be updated to address this issue.
June 21, 2021

TO: Jason Stajich, Chair  
Riverside Division of the Faculty Senate

FROM: Lucille Chia, Chair  
CHASS Executive Committee

RE: Draft Presidential Campus Safety Plan

The CHASS Executive Committee has the following comments after reviewing the draft Presidential Campus Safety Plan. First, the EC wishes to thank all those who worked on this plan. Second, as EVP/COO Rachael Nava wrote in the note introducing this draft, it is meant to lay “a foundation for transforming UC’s culture, policies and practices to achieve a vision of safety in which all members of the community feel equally welcomed, respected and protected from harm.”

1. The current political and social climate of the country makes the enactment of an adequate plan by the University of California as a whole and by each UC campus an urgent matter. The question remains, however, of how exactly it will be implemented and what an endorsement of a plan like this would mean on the ground for the university.

--One member of the CHASS EC noted that it seems the clearest of the four suggestions proposed was the “Transparency and Continuous Improvement Through Data” (p. 1, and Guideline 3 on p. 2, p. 5-6 of draft). These recommendations have a clear follow-up, objective, and implementation. But the Guideline 2 “Holistic, Inclusive and Tiered Response Services” (p. 2, 5), though commendable, raises questions of how it will be implemented. In particular, Point 2.4 (p. 5) is unclear on how a “campus safety ‘whole systems’ infrastructure” will integrate existing units such as the Title IX office and existing CARE services. For example, will there be “buy-in” from CARE and the Title IX office? How does that work with issues of confidentiality?

--The issue of accountability seems critical. Are there models for how "to establish a campus police accountability body and procedures to review investigation reports regarding public complaints against UCPD"?

2. We also have concerns about Point 1.10 (p. 5) of the “Community-Centered Safety” Actions:

1.10 As part of its standard background check, the University will not hire officers or any campus safety personnel with any sustained findings of misconduct related to moral turpitude, sexual harassment, bias, discrimination, or any other finding determined to be
inconsistent with the University’s principles and values, or who resigned while under investigation.

We feel that even a single serious abuse of authority should preclude hiring (how many inappropriate uses of force does it take to become “sustained” and therefore preclusive of hiring under the standard as drafted. Moreover, the standard should explicitly reference use of force issues—the wording of the current draft seems to mean that a police officer cannot be hired for having engaged in bias, but an arbitrary use of unjustified violence is permissible (especially if not “sustained” in a demonstrable pattern of past behavior).

3. The draft plan mentions financial concerns twice, but there are no specific hints of how much such a budget would be and where funding would come from. This is an important concern, particularly at a time when UC is meeting serious budget challenges. For example, since this plan requires the creation of several new positions on each campus and system-wide, including “a full-time position in service to the campuses, to coordinate campus safety, ensure continuous improvement through best practices and monitor the implementation of the Presidential Campus Safety Plan.”

In sum, endorsing this draft plan is easy. The work of implementation and finding the resources to do so will be much harder.
To: Jason Stajich, Chair  
Riverside Division Academic Senate

From: Xuan Liu, Chair  
Committee on Diversity, Equity, & Inclusion

Re: [Systemwide Review] Draft Plan: Draft Presidential Campus Safety Plan

The Committee on Diversity, Equity, and Inclusion (CoDEI) reviewed the Draft Presidential Campus Safety Plan. CoDEI is supportive of the plan and has no additional comments to make.
June 17, 2021

To: Jason Stajich, Chair
Riverside Division

From: Hai Che, Chair
Committee on Research

Re: 20-21. CR. Draft Presidential Campus Safety Plan

The committee reviewed the Draft Presidential Campus Safety Plan and had no comments
COMMITTEE ON FACULTY WELFARE

June 21, 2021

To: Jason Stajich
Riverside Division Academic Senate

From: Patricia Morton, Chair
Committee on Faculty Welfare

Re: [Systemwide Review] Draft Plan: Draft Presidential Campus Safety Plan

The Committee on Faculty Welfare met on June 15, 2021 to consider the Draft Presidential Campus Safety Plan. The Committee noted that the plan seems to be more of a preliminary framework than a concrete plan, and further detail is crucial for understanding how the plan would operate on campuses. CFW felt it would be helpful if the document stated the issues to which the plan responds and would help solve, in addition to describing the steps for implementation. Some members of the committee felt the plan should include a more substantive response to recent calls within the University for structural changes to UCPD and campus safety.
GRADUATE COUNCIL

June 22, 2021

To: Jason Stajich, Chair
   Riverside Division

From: Amanda Lucia, Chair
      Graduate Council

Re: Proposed Presidential Campus Safety Plan

Graduate Council (GC) reviewed the proposed Presidential Campus Safety Plan at their June 10, 2021 meeting. The proposal, while focused on reform, has a large emphasis on expanding the complaint procedure process as opposed to creating structural changes to campus safety or policing tactics. It appears that police officers will be surveyed more with little fundamental change to what police actually do to protect UCR community members. There is minimal attention to anti-bias and anti-racism training for example, and to means and ways to measure efficacy of current and future trainings in that area.

In Spring 2021, GSA informed GC that they have been in collective discussion about the ways in which police presence on campus negatively impacts students, particularly non-white students and neurodivergent students. These discussions included, but were not limited to, a refusal to return to campus in Fall 2021. Graduate students are often on campus late at night and on weekends, so more needs to be done to create a vital campus that feels safe during off hours. UCR in particular needs more emergency call stations and all day/night escort services for students. An expanded campus life program would help bring activities to campus on weekends and evenings so that the campus feels like a place in which students want to live, not just study.
June 18, 2021

To: Jason Stajich, Chair
   Riverside Division

From: Alejandra Dubcovsky, Chair
   Committee on Library and Information Technology

RE: Draft Plan: Draft Presidential Campus Safety Plan

The committee did not get to discuss in detail but wanted to note a concern regarding why item 1.10 (Copied below) was not a standard practice from the beginning.

1.10 As part of its standard background check, the University will not hire officers or any campus safety personnel with any sustained findings of misconduct related to moral turpitude, sexual harassment, bias, discrimination, or any other finding determined to be inconsistent with the University’s principles and values, or who resigned while under investigation. 9/30/21
PLANNING & BUDGET

June 18, 2021

To: Jason Stajich, Chair
Riverside Division

From: Katherine Kinney, Chair
Committee on Planning and Budget


Planning & Budget (P&B) reviewed the draft Presidential Campus Safety Plan at their June 8, 2021 meeting. P&B notes the very difficult timing requested review of this important question—a short turn around at the end of a very difficult school year. Committee members raised concerns about whether the holistic model’s proposal to integrate policing with mental health and wellness services represents an expansion of policing functions on campus. In the absence of information about budget and organization there is real risk that the new unit would be reduced to having a “zero sum game” approach and so would have policing at the expense of mental health capacities or vice versa.

In the time the committee had to discuss the proposal these questions came to the fore: Are all the initiatives defined here to be organized under a Campus Safety unit? Who would have authority over it? How will implementation be designed and overseen?
June 18, 2021

To: Jason Stajich, Chair  
   Riverside Division

From: Ben Bishin, Chair  
   Committee on Physical Resources Planning

Re: Systemwide Review: Draft Presidential Campus Safety Plan

The Committee on Physical Resources Planning has reviewed the Draft Presidential Campus Safety Plan and believe it will almost certainly have impacts on campus physical planning (and space allocation). At this point it largely seems sufficiently preliminary that it is difficult to identify specific changes to campus and concerns that seem likely to arise once the plan begins to be implemented.
June 18, 2021

To: Jason Stajich, Chair of the Riverside Division

From: Declan McCole, Ph.D., Chair, Faculty Executive Committee, and UCR School of Medicine

Subject: Medicine SOM FEC Response to Draft Presidential Campus Safety Plan

During a special e-meeting, SOM Executive Committee reviewed the Draft Presidential Campus Safety Plan. The SOM FEC we approve of the plan and have no additional comments.

Yours sincerely,

Declan F. McCoile, Ph.D.
Chair, Faculty Executive Committee
School of Medicine
TO: Jason Stajich, Chair  
Riverside Division

FR: Richard M. Carpiano, Chair  
Executive Committee, School of Public Policy


Date: June 18, 2021

The Executive Committee of the School of Public Policy reviewed the document “[Systemwide Review] Draft Plan: Draft Presidential Campus Safety Plan.” We appreciate the attention paid to this important matter, the soliciting of extensive input from multiple UC stakeholders, and the fact that multiple proposals are offered.

Regarding comments on the document, we recommend providing greater clarification about how the proposed tiered-incident responses can/will be truly “inter-departmental partnerships” (as described) and not simply consolidation with—or expansion of—existing UCPD policing services/duties, which is a fundamental concern with existing policing throughout the US and what underlies calls for reform (defined broadly) and restructuring, including the need for a new approach to UC campus safety.

Sincerely,

Richard M. Carpiano, Ph.D., M.P.H.  
Professor of Public Policy and Sociology
22 June 2021

To: Jason Stajich, Chair
Riverside Division

From: Theodore Garland, Jr., Chair, Executive Committee
College of Natural and Agricultural Science

Re: Systemwide Review: Draft Plan: Draft Presidential Campus Safety Plan

These issues were raised:

Coordination, cross training and communication between campus-present law enforcement and those offices that serve campus community health, well-being and safety is a good idea. However, merging those functions or offices is NOT the right approach.

As the Riverside Faculty Association recently pointed out in a letter to our Chancellor about our campus plan, "converging an office organized for policing and criminalization with offices that serve our most vulnerable students, many of whom have had negative and violent experiences with policing, is inadvisable and will undermine campus safety and well-being."

Repurposing law enforcement officers to other roles in support of social services for which they were not trained would be a bad idea. The same people who need resources for safety, survival, and access are disproportionately targeted for criminalization and have disproportionately negative and violent experiences with police and other systems of criminalization (for example, people experiencing mental health crises, people of color, people, especially women and LGBTQ people, who are victims of sexual assault).

Cheers,

[Signature]