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COMPILED BY: ACADEMIC SENATE FACULTY ENVIRONMENT AND EMPLOYMENT COMMITTEE (FEEC)
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Campus Safety Report

Acknowledgement of Current Efforts

The Academic Senate's Faculty Environment and Employment Committee (FEEC) would first like to acknowledge that the University has taken a number of actions aimed at assuring a safe campus environment for students, staff, and faculty. We greatly appreciate these efforts, which include the following:

- The Memorandum sent by Provost Quick on May 2, 2017 announcing a new Office of Campus Wellness and Crisis Intervention to coordinate campus-wide safety policies and programs. The creation of this office is well aligned with the recommendations that the FEEC will make below, and we are thankful for the administration's timely and efficient actions in this matter.
- The FEEC recommended that USC commission a security assessment by the Department of Homeland Security. The administration adopted that recommendation, and the assessment is ongoing. We are thankful to the administration for adopting this recommendation in a timely manner.

Summary of Recommendations

This academic year, the FEEC considered the unique role of faculty in campus safety and emergency situations, and identified the following recommendations (which are further explained below) for consideration:

- I. Commission a detailed safety assessment of the campus, focusing on the physical environment (e.g., infrastructure, supplies, emergency plan placards)**
- II. Provide mandatory faculty-specific training for emergency and safety situations, preferably in-person, but also offered online**
- III. Identify an administrative leader to be ultimately responsible for campus safety planning, organization, and implementation, and create a clear chain of command and communication to be followed during a safety crisis**

Background for Report

We considered "campus safety" issues to include natural or man-made emergencies such as earthquakes, active shooter situations, student threats, and violent or disruptive protests.

The FEEC conducted an informal survey, wherein each member was asked to contact ten other faculty asking them to identify how they would like to be trained for an emergency situation (before, during, and after) and if they had any other concerns or recommendations. The general findings were:

- Faculty felt they needed and desired more training in how to respond in an emergency situation, and wanted training that was specific or tailored to the needs and roles of a USC faculty member
- Most faculty preferred the training to be completed in-person, but also available online for those faculty who are unable to complete in-person trainings
- Faculty wanted to be trained for different emergency scenarios such as active shooter situations, earthquakes, and students with mental health problems
- Faculty suggested environmental modifications such as having first-aid kits in each classroom, ability to lock classroom in emergencies, placards/screen savers on classroom computers with instructions on what to do in an emergency, and panic buttons in classrooms
- There was some concern and confusion from faculty who operate at satellite sites (e.g., Children’s Hospital LA, satellite Keck clinics, out of state offices, Marina Del Rey offices), as they were unsure of how to respond should an emergency occur, and were also unclear as to who (e.g., USC or the satellite site) was responsible for providing site-specific trainings and exercises

The informal survey findings, along with suggestions obtained from the Safe Communities Institute Public Safety Leadership Program in the Sol Price School of Public Policy, were considered when developing our recommendations.

Recommendations

Three main recommendations were defined and outlined:

- I. **Assess the physical environment in a very detailed manner (e.g., infrastructure, supplies, emergency plan placards/communication)**
 - a. Complete Department of Homeland Security (DHS) Infrastructure Security Tool (IST) assessments for a major library, the Campus Center, a dormitory, a large classroom in a classroom building, and Keck Hospital. These assessments should provide comprehensive analyses of policies, procedures, man-made or natural threats, current policing, etc., and allow us to compare our data with other universities.
 - b. Have DHS train a DPS officer to complete a Rapid IST (a very shortened IST assessment), so that all of USC’s other buildings, classrooms, and satellite sites in which USC faculty, staff, and students operate can be properly assessed and equipped with safety equipment, signage, trainings, etc.
 - c. Acquire any physical environment equipment recommended from these assessments to aid in an emergency, such as a first-aid kit in each classroom, emergency plan signage, clearly placed phone number for DPS, etc.
- II. **Provide mandatory faculty-specific training for emergency and safety situations, preferably in-person, but also offered online**
 - a. This training would cover multiple scenarios, including active-shooter situations, threatening student behavior, meeting individually with a student who may have a mental health crisis, violent protest on campus as well as other emergency scenarios. It

is our understanding that an online active shooter training is already being developed for staff, and can possibly be modified to also address faculty-specific concerns, including how to instruct a classroom full of students

- b. Offer complimentary CPR/Basic Life Support training for any faculty who are interested.
- c. It is our understanding that an online active shooter training is already being developed for staff, and can possibly be modified for faculty use.

III. Identify an administrative leader to be ultimately responsible for campus safety planning, organization, and implementation, and create a clear chain of command and communication to be followed during a safety crisis

- a. The FEEC recognizes that an organization as large as USC is complex and has many different systems in place to address various aspects of campus safety issues. Campus safety is also intricate as it encompasses prevention, implementation of training and policies, aftermath response, policing and DPS, and more, for several different emergency scenarios. For these reasons, a designated leader is required to organize and oversee all the different aspects of campus safety, and to coordinate efforts between the various departments and schools.
- b. As mentioned previously, the FEEC is very supportive of the formation of the Office of Campus Wellness and Crisis Intervention and the designation of Dr. Varun Soni as its leader. We believe the development of this office may fulfill this recommendation, depending on what responsibilities the office is given.

The FEEC thanks the Academic Senate and USC's administration for their time and continued collaboration in working towards making USC a safe environment to work and learn. Please feel free to contact the committee chairs if you have any questions:

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