**Faculty Senate Meeting Minutes**

**April 20, 2022**

**4-6 p.m.**

**Attending senators:** Taylor Acee, Rebecca Bell-Metereau, Stacey Bender, Dale Blasingame, Rachel Davenport, Peter Dedek, Jennifer Jensen, Lynn Ledbetter, Ben Martin, Stan McClellan, Roque Mendez, Andrew Ojede, Michael Supancic, Nicole Wesley

**Attending guests:** Sarah Angulo (Senate Fellow), Matthew Carmichael (University Police Department), Maya Hicks (University Star), Farzan Irani, Karen Sigler, William Stone, Madelyn Weirich (University Star)

The meeting was called to order at 4:01 p.m.

**Conversation with UPD Chief Matthew Carmichael**

The Senate invited the new chief of University Police, Matthew Carmichael, to share an update on his few couple of months at Texas State and take questions from senators.

Carmichael provided a bit of personal background. This is his 37th year in law enforcement. He was a city police officer in the San Francisco area for 17 years. He then spent around 15 years at University of California-Davis, with the last five years there as chief. He became chief at the University of Oregon before moving to Texas State.

Carmichael said he is a proponent of former President Obama’s Task Force on 21st Century Policing and applies its six pillars of what community policing should look like:

* **Building trust and legitimacy** – Carmichael said he must be trust and legitimacy with faculty, students, staff, visitors and family members of those who are here at Texas State. He said everything he does as chief will be done through collaboration.
* **Policy and oversight** – UPD is currently in the process of transitioning its entire policy manual to a more standardized, acceptable format. Carmichael uses a company called Lexipol as a third-party risk management vendor to look at state and federal statutes and best practices. He said it’s a bank of attorneys who will ensure Texas State’s police department has competent, up-to-date and fully compliant policy. UPD will go live with it in June. Once it’s live, there’s a training component to it. Every member of UPD will get trained on this policy every day of the week with a short bulletin where they learn about a specific policy and take a short test. UPD will receive the analytics and will be able to share how many times the department trained on a specific policy. Carmichael has used Lexipol twice before and said it will support UPD’s ability to become accredited. Carmichael said he is confident UPD will become accredited with the Texas Police Chiefs Association, or TCPA. He wants that to be the first accreditation because it’s for Texas, but UPD will also look at national accreditations, as well. Carmichael has formed a Security and Personal Safety Committee, which will consist of faculty, staff and students, to help shape revisions to policy and new policy. Lastly, Carmichael says its policy will be posted on the UPD website in an effort of transparency.
* **Technology and social media** – Carmichael said UPD is looking at social media from a perspective of being a Hispanic Serving Institution and what that means to campus policing. He hopes Texas State can serve as a model for other HSI departments. Some of the information has already been translated to Spanish, but other information has not. His goal is for families to not have to depend on Google Translate.
* **Community policing and crime reduction** – He said this is his work and the work of every individual in the organization. Carmichael believes building trust and legitimacy in the community will lead to better reporting and an eventual reduction in crime. UPD will, for the first time, implement online police reporting over the summer and will launch in the fall. He said this could lead to an increase in crime rate at the beginning because it will be easier to report something.
* **Training and education** – Carmichael said this has been a focal point during his first three months here. He’s in the process of developing a strategic training plan and will reach out to faculty for support. He wants to go above the training required for compliance. The plan will change yearly because laws and best practices change every year. Carmichael said the training will begin in the fall and will be posted online. He mentioned the Life Anew audit and said he has reviewed it and accepts everything in it. Carmichael said the Life Anew report touched on a lot of issues that many police departments struggle with, but he’s confident these changes will help at Texas State.
* **Officer wellness and safety** – UPD has implemented its first health and wellness team, following a model developed at the University of Oregon that has been recognized by the Department of Justice. Right now, UPD is half staffed. Carmichael said this is unacceptable, but he’s trying hard to retain officers and recruit new ones, including experienced officers and entry-level officers. He said the problem is he can’t compete in a time where everyone is hiring. Carmichael is trying to pipeline graduates from Texas State’s criminal justice department as a possible solution to this problem.

Carmichael said, in his first three months here, he’s spent every day talking about mental health crisis situations. He finds this somewhat troubling. He said it’s very common to have persons in crisis who are unaffiliated with campus and disrupting campus. However, the issue that concerns him is that UPD has placed 19 students on emergency detention since January 1. He said that’s a big number. UPD has assisted three students with voluntary committals to get mental health support. He’s unsure if this is just common to Texas, but he finds the numbers alarming.

Because of this, UPD is working on a better format of how to work together when there is someone in crisis and threatening themselves and others. He thought back to a situation where faculty were threatened earlier this semester. Carmichael believes one of the ways to work better together in these situations is better communication when criminal trespass warnings are issued. He’s working on a revision to policy to recommend a campus registry. Under this proposal, any affiliate of Texas State could log into the registry and see every person who has been issued a criminal trespass warning. He said, as chief, this helps demonstrate that UPD is not conducting bias-based policing. He believes it also helps the community work together to keep campus safe.

Carmichael said everything UPD does will be intentional. They will revamp and implement standardized policies intentionally and will be strategic in how they develop training plans. They will be intentional with sharing data publicly on who officers stop, arrest and search. They’ll also post complaint information publicly and any outcomes of that complaint. Carmichael said they won’t share personal information of the complainant and the employee, but they will share a summary and any findings. He believes this helps build trust and transparency.

Carmichael said the employees remaining at UPD are impressive and inspiring – especially the work with students in crisis. UPD currently has a mental health officer who is on regular patrol right now because of short staffing. As soon as one hire is made, she’ll be moving to that role full time. That officer is being sent to Florida in June to train with a therapy dog to bring back to campus. Carmichael also wants a second officer added to form a mental health unit.

Finally, Carmichael said he’s in the process of auditing everything from budgets to firearms. That will take another six months, but he wants this baseline as a new chief.

A senator asked if the number of mental health crisis situations is high across other campuses. Carmichael said it varies across the country, but it is a high number. He recently met with the chief at Sam Houston State University to discuss criminal trespass warnings, because those can sometimes be an indicator of mental health crisis situations. Texas State averages 20 criminal trespass warnings a year. Sam Houston State averages 10 a month. At Oregon, Carmichael said they sometimes had 500 criminal trespass warnings a year. He has also talked with chiefs in the University of California System, and they do not have the numbers we’re seeing in Texas. Carmichael doesn’t know what is causing this, but he said students have spent the past two years in online learning and have now returned to campus. He said families sometimes believe a crisis a student is experiencing at home will get better or go away if they just get to campus, but it often does the opposite. He believes this is something that must be addressed in high schools and earlier. Carmichael is encouraged that Texas State has a Behavioral Threat Assessment Team and Dr. Carranco is leading a team to work on mental health. UPD has nine staff members trained in a scientific tool for assessing threats on campus called WAVR- 21. If a faculty member receives a threat, UPD can use this process to measure the threat. Carmichael said you can’t predict human beings, but you can assess threat or risk. This will help address issues like requesting police protection in front of buildings, for example.

A senator asked if the issues involving the hiring of new officers are related to pay or if there are other issues like not wanting to come to our campus. Carmichael said reputation is key, and he’s still trying to assess where Texas State sits regionally. The campus hosted a forum last week to bring students, faculty and staff together to discuss policing. Carmichael said these forums are meant to inspire some to join the profession, and many criminal justice students attended – but he said it also sends a message to partners that UPD is a good police department. However, Carmichael said he cannot compete with other departments that are hiring. Some places are offering thousands of dollars in signing bonuses, and UPD is 20% under market right now. What he can sell is Texas State, and Carmichael believes where we’re situated is a big selling point. He’s also looking out of state to recruit people to Texas. He’s encouraged by Texas State’s criminal justice students and, if all goes well, he’ll be able to send some of them to the police academy. Any new person, however, is a year out from joining the force.

A senator asked about the safety of counselors on campus who are dealing with students in mental health crisis moments, wanting to know if UPD is working with the Counseling Center on protecting counselors. Carmichael said he works very closely with this. UPD shares information openly with them while realizing it’s a one-way flow because of confidentiality. He said it’s not uncommon to post a uniformed officer or a plain-clothes officer in those meetings.

**Committee Reports**

The Senate went into executive session to discuss four items:

* The Senate heard preliminary committee appointment recommendations for the 2022-2023 academic year from the Committee on Committees.
* The Senate approved funding recommendations from the Academic Computing Committee.
* The Senate approved Nontenure Line Faculty Committee recommendations for the Part-Time Faculty Excellence in Teaching Awards.
* The Senate approved eligibility clarifications for the Part-Time Faculty Excellence in Teaching Awards.

Minutes from the April 13 meeting were approved.

The meeting adjourned at 5:42 p.m.

Minutes submitted by Dale Blasingame.