Sunset Audit Recap

The audit highlighted concerns that fell generally into 4 categories.

<table>
<thead>
<tr>
<th>Audit Finding Topics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 System Effectiveness and Efficiency</td>
</tr>
<tr>
<td>2 Institutional Oversight</td>
</tr>
<tr>
<td>3 Campus Safety and Security</td>
</tr>
<tr>
<td>4 Mental Health</td>
</tr>
</tbody>
</table>
CORRECTIVE ACTION PLAN

Agency: University of Tennessee Board of Trustees
Sunset Audit 2019 (Report)
Audit Period: July 1, 2017 to June 30, 2019

The Report presented a number of findings and recommendations that were summarized in four key conclusions.

KEY CONCLUSIONS

- The UT Board should advance the coordination among the UT campuses’ operations to increase the effectiveness and efficiency of the UT System. *(System Effectiveness and Efficiency)*

- The UT Board should increase its oversight of various academic and nonacademic areas to ensure UT management achieves strategic and operational goals and to better serve its students and staff. *(Institutional Oversight)*
Sunset Audit Recap

Campus Security and Safety

The overall welfare of our students, faculty and staff are of paramount importance to the Board. At the Executive Committee meeting held on January 17, 2020, Brian Daniels, Chief Audit and Compliance Officer, provided an update to the Committee on the Report and noted that the Report would be discussed in more detail at the upcoming Audit and Compliance Committee meeting scheduled for February 3, 2020, to which all members of the Board of Trustees have been invited to attend. In addition, a special focus session on campus safety is being planned for the Winter 2020 Board of Trustees meeting.
3) **Campus Security Systems and Processes.** During January and February 2020, Interim President Boyd, Chief Audit and Compliance Officer Brian Daniels, Executive Director of Capital Projects Austin Oakes, and the Director of Emergency Management Mike Gregory will be meeting with safety and security personnel at each of the four campus locations. In addition, management will study best practices of other institutions with regard to physical security features and consider whether there are further actions that may be appropriate as part of its continual improvement process for campus safety and security.

4) **Board Review and Oversight.** To ensure ongoing and regular reporting to the Board on matters of campus security and safety, including compliance and physical security, these topics are being incorporated into the work plans (discussed above) for the Board and its Standing Committees. The work plans will address a review of the annual security and fire safety reports prepared by the campuses, including crime statistics.
## Campus Safety and Security Tour

System team visited campuses to discuss safety and security topics and initiatives

<table>
<thead>
<tr>
<th>Topics Covered</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Post-Audit Discussion</td>
</tr>
<tr>
<td>2 Clery Act Compliance</td>
</tr>
<tr>
<td>3 Title IX Compliance</td>
</tr>
<tr>
<td>4 Emergency Management</td>
</tr>
<tr>
<td>5 Campus Police</td>
</tr>
</tbody>
</table>
## Starting Salary – Police Officers

<table>
<thead>
<tr>
<th>Starting Salary (annualized and approximate)</th>
<th>$</th>
<th>Approx. % of Localities</th>
</tr>
</thead>
<tbody>
<tr>
<td>UTHSC</td>
<td>45,000</td>
<td>100%</td>
</tr>
<tr>
<td>UTC</td>
<td>35,000</td>
<td>95%</td>
</tr>
<tr>
<td>UTK</td>
<td>33,000</td>
<td>83%</td>
</tr>
<tr>
<td>UTM</td>
<td>25,000</td>
<td>74%</td>
</tr>
</tbody>
</table>
## Campus Police Accreditation

<table>
<thead>
<tr>
<th>Campus</th>
<th>Accreditations</th>
</tr>
</thead>
<tbody>
<tr>
<td>UTK</td>
<td>CALEA, IACLEA, TLEA</td>
</tr>
<tr>
<td>UTHSC</td>
<td>CALEA, TLEA (Pursuing Addtl.)</td>
</tr>
<tr>
<td>UTC</td>
<td>TLEA</td>
</tr>
<tr>
<td>UTM</td>
<td>TLEA</td>
</tr>
</tbody>
</table>
# Security Cameras – By Campus

<table>
<thead>
<tr>
<th>Campus</th>
<th>Cameras (approx.)</th>
<th>per 1,000 Students</th>
<th>per 100,000 Sq. Feet</th>
</tr>
</thead>
<tbody>
<tr>
<td>UTK (w/ Ag)</td>
<td>1,573</td>
<td>54</td>
<td>9</td>
</tr>
<tr>
<td>UTHSC</td>
<td>3,000</td>
<td>909</td>
<td>81</td>
</tr>
<tr>
<td>UTC</td>
<td>800</td>
<td>69</td>
<td>22</td>
</tr>
<tr>
<td>UTM</td>
<td>361</td>
<td>51</td>
<td>14</td>
</tr>
<tr>
<td><strong>Total (weighted)</strong></td>
<td><strong>5,734</strong></td>
<td><strong>112</strong></td>
<td><strong>21</strong></td>
</tr>
</tbody>
</table>
## Police Officers – By Campus

<table>
<thead>
<tr>
<th>Campus</th>
<th>FT Officers</th>
<th>per 1,000 Students</th>
<th>per 100,000 Sq. Feet</th>
</tr>
</thead>
<tbody>
<tr>
<td>UTK</td>
<td>62</td>
<td>2.1</td>
<td>0.4</td>
</tr>
<tr>
<td>UTHSC</td>
<td>27</td>
<td>8.2</td>
<td>0.7</td>
</tr>
<tr>
<td>UTC</td>
<td>23</td>
<td>2.0</td>
<td>0.6</td>
</tr>
<tr>
<td>UTM</td>
<td>12</td>
<td>1.7</td>
<td>0.5</td>
</tr>
<tr>
<td><strong>Total (weighted)</strong></td>
<td><strong>124</strong></td>
<td><strong>2.4</strong></td>
<td><strong>0.50</strong></td>
</tr>
</tbody>
</table>
Post-Audit
Campus & System Collaboration

Working together to coordinate Clery compliance

Dr. Andy Lewter, UT Martin Vice Chancellor for Student Affairs
Christina Moradian, J.D., System Deputy Title IX Coordinator
• Overview of the Clery Act

• Overlap between the Clery Act and Title IX

• Multiple Clery Compliance Partners

• Increasing Collaboration – Forming the Multidisciplinary Review Team

• Enhancing Compliance – Takeaways from Review Team Meetings

• Updates on UTM Post-Audit Improvements
The Clery Act

• The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act (Clery Act) is a federal law requiring disclosure of certain safety information

• Applies to all colleges and universities that participate in federal student aid programs

• Compliance is monitored by the Department of Education
Key components of the Clery Act

• Applies to certain categories of crimes

• Applies to crimes committed in specific geographic locations

• Applies to crimes reported to a Campus Security Authority ("CSA")

• Requires alerts to campus community about threats to safety

• Requires crimes be recorded in a Daily Crime Log and the Annual Security Report
Overlap between the Clery Act & Title IX

**Clery Act**
- Includes other violations of law and criminal offenses
- Focus is on determining *where* a crime occurs
- Reporting to ensure timely campus alerts/warnings

**Title IX**
- Includes sexual harassment and sex-based discrimination
- Focus is on identifying *who* is involved
- Reporting to ensure access to education

**VAWA**
- Sexual Assault
- Dating Violence
- Domestic Violence
- Stalking
Multiple Safety Partners for Clery Compliance

- Title IX
- Housing
- Student Conduct
- Public Safety

Campus Security Authorities

Clery Compliance

THE UNIVERSITY OF TENNESSEE SYSTEM
Increasing Collaboration – Multidisciplinary Review Team

**The Review Team Members:**

Edie Gibson (UTM Executive Assistant to the Chancellor and Review Team Chair)
Dr. Ashley Blamey (System Title IX Coordinator)
Joe Henderson (UTM Title IX Coordinator)
Dr. Andy Lewter (UTM Vice Chancellor for Student Affairs)
Ryan Martin (UTM Assistant Director of Residence Life)
Christina Moradian (System Deputy Title IX Coordinator)
Shannon Perry (UTM Student Conduct Officer)
Rachel Powell (System Assistant General Counsel)
Lt. Chad Worley (UTM Public Safety Clery Act Coordinator)
Enhancing Compliance – Meeting Takeaways

**UT System**
- Focus on collaboration
- Knowledge sharing
- Improved resources

**UT Martin**
- Improved communication
- Continuous improvement
- Accountability and Trust
UTM Post-Audit Updates

• Improved data collection and recordkeeping
• Enhanced Campus Security Authority program
  • Changes to website
  • Updates to reporting forms
  • Enhanced tracking and training of CSAs
• Improved Student Conduct and Title IX processes
  • Clarified protocols for student support
  • Increased support staffing
  • Hearing Officer
  • Care Team Case Manager
• Developed online reporting capabilities
• Modified UTM Police Response Tracker
Questions?
UT Chattanooga Highlights

Lighting Survey Conducted Monthly by UTCPD Officers

Interactive GIS map displays all exterior functioning/non-functioning:
- UTC owned Lights
- Parking Lot Lights
- Emergency Phone Blue Lights
- Housing Lights
- Private Lights
- City Owned Lights
Monthly Lighting Survey
January 2020
UT Chattanooga Highlights

- Safety and Security Advisory Committee
  - Multidisciplinary cross-functional committee to plan, review, and assess the safety and security of the campus.
  - The committee reviews physical security, lighting systems, training, etc.
  - The committee reports to Dr. Brown and concerns go to the executive leadership team.
  - All major institutional divisions have a seat on the committee.
<table>
<thead>
<tr>
<th>Safety and Security Advisory Committee Representation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academic Affairs</td>
</tr>
<tr>
<td>Budget and Finance</td>
</tr>
<tr>
<td>Chancellor's Office (2)</td>
</tr>
<tr>
<td>Emergency Services</td>
</tr>
<tr>
<td>Employee Relations Committee</td>
</tr>
<tr>
<td>Exempt Staff Council</td>
</tr>
<tr>
<td>Facilities Planning and Mgt.</td>
</tr>
</tbody>
</table>
UT Chattanooga Highlights

Projects with Prior State Security Funds

• Surveying exterior doors and upgrading electronic access controls
• Upgrading internal door lock systems - electronic lock functionality
• Enhancing the campus communications/dispatch center
• Mobile data for police officers in patrol vehicles
• Enhancements to the campus security camera system
UTHSC Highlights

• Social Media Monitoring tool
  • Safety and Security
  • Threat Detection
  • Communication
UTHSC Highlights

• State of the Art Security System
• Approximately 3,000 Cameras
• Movement tracking technology
• Robust Electronic Door and Access Control System
UTK Highlights
Accreditation

CALEA (Commission on Accreditation for Law Enforcement Agencies)
• Gold Standard across ALL law enforcement

IACLEA (International Association of Campus Law Enforcement Administrators)
• Highest professional standards for campus law enforcement

TLEA (Tennessee Law Enforcement Accreditation Program)
• Tennessee Association Chiefs of Police

UTPD meets or exceeds nearly 500 law enforcement standards.
UTK Highlights
Engagement & Scope

Weekly SEC Police web-based meetings, Annual In-Person Meetings

Community Relations Unit – 397 Training hours to 28,000 people in 2019

62 Officers up from 52 in 2012

Full-Time Officer on the FBI Cybercrimes Task Force Officer

2019 – 30,000 Building/property checks, 2,000 alarm responses
• UTK had 99% completion of Mandatory Reporter training for Title IX

• UTK Selected to be a founding member of:
  
  *The National Academies of Sciences Engineering, and Medicine – Action Collaborative on Preventing Sexual Harassment in Higher Ed*
• UTK has about 1,800 Campus Security Authorities (CSAs)
• Tripled under current leadership
• Developed a lightweight training Video to cover all responsibilities of CSAs
UT System-wide Opportunities & Recommendations

System Clery Coordinator
- Annual board reporting
- Sharing of best practices
- Standardized reporting and policies
- Geography

Annual meetings of all campus emergency personnel
- Best practices
- Compliance discussion

Coordinated Systems and Software
UT System-wide Opportunities & Recommendations

Campus Emergency Readiness
  • Joint review and Assessment by TEMA

Annual Internal Audit coverage
  • Safety and security topics and functions

Annual Security Report to the board
  • Campus and System

President & Chancellor cultural commitment to Safety
  • Coordinated Mandatory Training, feedback loop
Campus Safety and Security

Thoughts and Questions?