



## 2016 IACLEA Industry Challenge: *Top Security Threats and Management Issues Facing Campus Law Enforcement Administrators*

Sponsored by Securitas USA. Authored by Barbara McCormack, Vice President Sales and Marketing, Securitas USA

Each year, the International Association of Campus Law Enforcement Administrator’s (IACLEA) annual conference provides exceptional opportunities for campus public safety leaders to network and share best practices with their professional colleagues. The 2016 conference was held in Phoenix, AZ in mid-June. The Conference Committee elected to focus this year’s Industry Challenge on understanding the commonalities and differences in security threats and management issues facing campuses on a global, national and regional level.

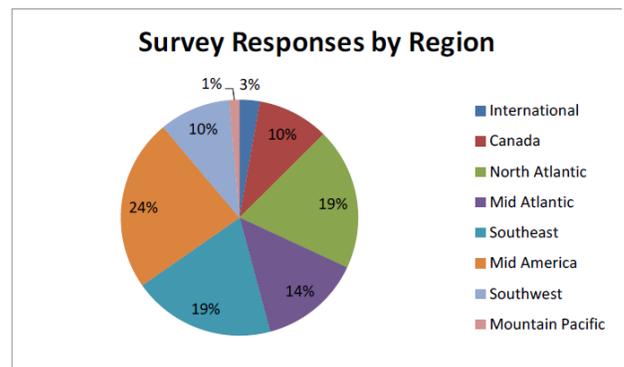
Through surveying all IACLEA members, the fundamental Industry Challenge goal is to assist administrators in identifying top concerns and offer an open, focused forum as how these threats and concerns are being addressed.

Supporting this discussion, a panel led by Chief David Bousquet, Becker College and IACLEA President Elect 2017, discussed the survey results and industry current trends. Panel participants included: Chief Randy Burba, IACLEA President, along with Chiefs Paul Ominsky, Rick Tupper, Tom Johnson, Dave Tedjeski, Roy Murphy, Troy Lane, Jim Pollard, John Vinson and Ray Wheatley. With over 100 campus law enforcement officials present during this year’s Industry Challenge session, audience participants played an active part in this discussion.



### About The Survey

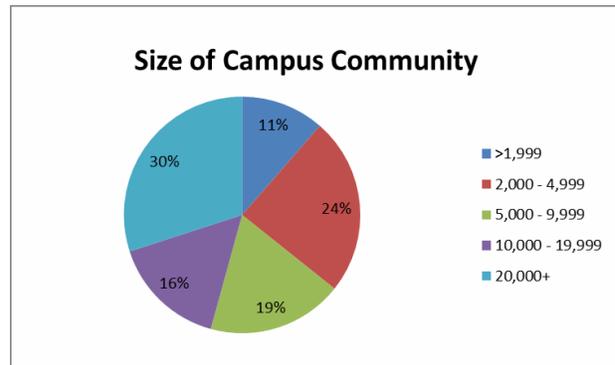
The 2016 IACLEA Conference Education Committee reviewed and approved the member survey which was sent to the entire association for response. The questions focused on identifying, by importance, areas of threats and management concerns facing college and university campuses. Respondents were also asked to classify their campus in terms of



location, type and size of annual enrollment in line with IACLEA guidelines.

Respondents of the survey represented all IACLEA regional chapters. The top three regions participating were: Mid-America (24%), North Atlantic (19%) and the South East (19%).

Enrollment size-wise, 30% of the respondents have 20,000+ students, with the next largest segment being the 24% having 2,000-4,999 students. At 78%, nearly all respondent have some type of residence housing on their campuses.



Seventy-four percent stated their campuses to be in an urban environment while 26% were in a rural area. Rural commuter campuses represented only 2% of respondents, which is parallel to the overall membership minority. Sixteen percent of respondents represented community colleges and an overwhelming 83% have some type of semester away program, thereby impacting Clery reporting compliance.

#### Ranking of Top Security Threats and Panel Discussion

Respondents were asked to rank a series of general threats to the campus, resulting in the following hierarchy:

1. Violence on Campus (Active Shooter)
2. Sex Crimes on Campus
3. Increase in Substance Abuse
4. Campus Continuity Planning and Crisis Management Response
5. Property Crimes and Theft
6. Cyber Threats
7. Environmental – Social Privacy Concerns (threats due to social media forums and technology such as drones, smartphones and data breaches)
8. Staff Faculty and Vendor Personal Background Verification

While Active Shooter threats are the top concern within this college campus group, a recent (2015) report published by Securitas found that within the corporate environment the number one security concern continues to be cyber threats.

#### Active Shooter Concerns & Recommendations

The IACLEA survey question regarding active shooter on campus aided in uncovering a deeper understanding of this growing threat. An alarming 41% of respondents indicated that they have experienced an actual threat or event on campus. This was further supported by the Industry

Challenge’s discussion group breakout sessions where Chief Bousquet asked all panel members and the audience to give a show of hands if they, too, have had such experience. It was clear from the response that most college campuses have had some type of threat or actual event.

The panel agreed that the active shooter threat can happen at any time whether ‘real or reported,’ and as such, additional drills and testing of alert systems with students and faculty were effective on many campuses. Of those Chiefs who experienced an actual event, a highlighted recommendation was that a time stamp should be included in sending any type of alert to insure those receiving notification are reviewing the event’s most up to date information.

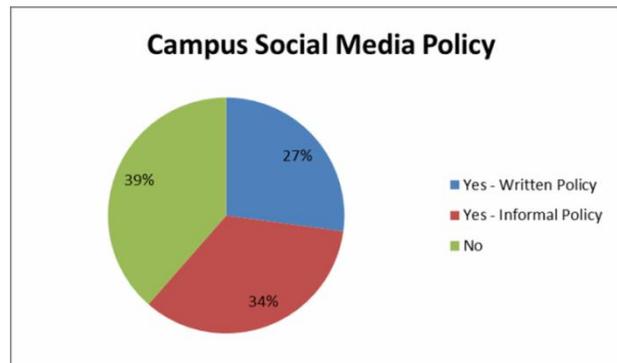
Active Shooter	Yes	No
Have you experienced a threat or an actual active shooter	41%	59%
Does your department incorporate tabletop exercises or	90%	10%
Do you involve local law enforcement in drills?	79%	21%
Do you have a mass notification system in place on campus?	97%	3%
Do you offer training to faculty and staff on live active	90%	10%
Do you offer training to students on live active shooter?	80%	20%

Additionally, various members suggested that an on-site training video, highlighting the local campus and specific active shooter training, was extremely helpful for students, faculty and staff. From the survey results, it appears some campuses are not engaging the full community in active shooter training; meaning training is not offered or required for students. Several comments were made by the membership regarding an anticipated compliance requirement by the Department of Education to have active shooter training on campus. The panel as a whole had no recommendation on any one specific training method. A possible follow-up survey may be conducted to identify what types of training are currently being used on campus.

Security and Social Media Policy

The survey also looked to identify if colleges and universities had some type of written social media policy as it relates to campus-wide safety and security. Only 27% of respondents reported use of such a written policy. Typically, such policies outline a broad base use of social media by campus staff, including public safety or police departments highlighting expectations regarding such use.

The panel discussed social media as a new focus area to which many have yet to formalize policies. Some of the Chiefs who spoke on the subject are working with campus and media teams to address the use of social media.



## Security Management Perspectives

Along with highlighting the top threats, this year's survey also uncovered common management concerns facing college and university police and public safety senior leaders across the globe. The results ranked the highest level of concern as security and safety staffing needs, followed by promoting awareness with faculty and staff.

### Survey Results – Top Management Concerns

1. Security and Safety Staffing Needs (recruitment and retention)
2. Promoting Safety and Security Awareness with Faculty and Staff
3. Effective Campus Security and Safety Staff Training
4. Regulatory Compliance
5. Budget Maximizing Return
6. Campus Senior Executives Support of Campus Security and Safety Initiatives
7. Keeping Up with Technology
8. Enhancing Student Services

To foster a deeper understanding of the top management concerns, the survey also considered the impact budgets had on campus programs along with where the majority of the budgets were being spent.

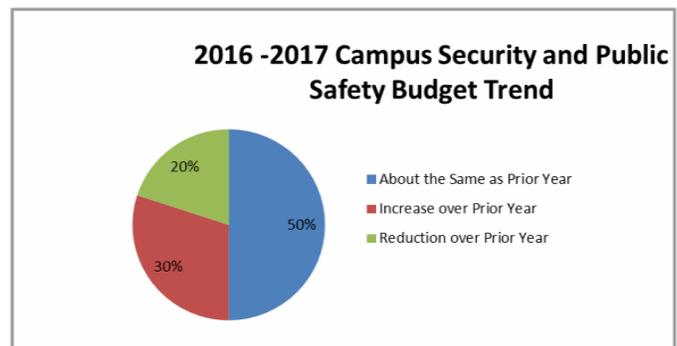
An overwhelming majority of respondents indicated that the bulk of

campus safety and security budgets was being dedicated to labor. The panel discussed the challenges related to finding and retaining staff with the appropriate background and experience. Many cited that increases to expected minimum wages were impacting the overall cost increases. With the greater part of budgets being dedicated to labor, respondents indicated that the remaining budget was being spent in the following order of importance:

1. Cost of Labor
2. Security Systems and Devices (including access control)
3. General Materials and Supplies
4. Training
5. New Technologies (software, apps and mobile devices)

Overall, 70% of all campus public safety and police departments are reporting no change or a reduction in their overall program budgets. Looking to improve safety and security on campus, the panel recognizes that budget plays an important role. It cited having long range plans and partnering with appropriate campus departments to bring forward advanced notification of additional

budget expenditures to be helpful. Several of the panel members also suggested the use of object standards, such as those found in the certification process, aided in receiving the funding necessary to support the increased financial needs in running an effective program.



**About Securitas:** As a Corporate Partner of IACLEA since 2008, Securitas USA has demonstrated a strong commitment to support campus public safety and offers a wide variety of campus public safety services. Through this partnership, Securitas advocates continued support of IACLEA, including its sponsorship of the Industry Challenges Session at the 2016 Annual Conference in Phoenix, AZ.

Securitas is the most locally-focused security company in North America and across the globe. In North America, Securitas has over 640 local branch managers and approximately 109,000 security officers who provide unmatched security solutions to meet the specific needs of hundreds of higher educational campuses. Securitas' core business is uniformed security services and focuses on supporting the unique needs of college and university campuses across the globe. Securitas service offerings include specialized guarding, mobile security services, remote guarding and risk management. [www.securitasinc.com](http://www.securitasinc.com)

**About IACLEA:** The International Association of Campus Law Enforcement Administrators (IACLEA) advances public safety for educational institutions by providing educational resources, advocacy, and professional development services. IACLEA is the leading voice for the campus public safety community.

IACLEA was created by 11 college and university security directors who met in 1958 at Arizona State University to discuss job challenges and mutual problems and to create a clearinghouse for information and issues shared by campus public safety directors across the country. Today, IACLEA membership represents more than 1,200 colleges and universities in 20 countries. In addition to the colleges and universities, which are institutional members, IACLEA has 2,000 individual memberships held by campus law enforcement staff, criminal justice faculty members, and municipal chiefs of police. [www.iaclea.org](http://www.iaclea.org)