

UW Bothell and Cascadia College Town Hall on Campus Safety Held 12/13/16

Responses to questions from the campus community

Effective January 1, 2017, Louise Muro, a commissioned officer from the Bothell Police Department (BPD), is now serving UW Bothell and Cascadia as a Campus Resource Officer (CRO). Louise is dedicated to our campus community and fills the vacancy left by Sargent Cham Kao when he left his role as a commissioned UW police officer to lead the Campus Safety Department.

UW Bothell Chancellor Wolf Yeigh and Cascadia College President Eric Murray discussed the new campus resource officer position during a joint town hall meeting on December 13, 2016. Following a table discussion exercise, both leaders – along with Dean of Student Life George Theo, Campus Safety Director Cham Kao and Vice Chancellor of Administration and Planning Ruth Johnston – responded to questions from the group of about 100 attendees. Although not all of the questions submitted could be addressed before the end of the town hall, all have been included below in groups by topic, along with responses for each topic.

If there are additional questions, please submit them to [Campus Safety](#) and we will continue to update this document with new information.

Background on commissioned officer on campus and process going forward

Q: How are we addressing the fact that the process has not been transparent? There are a lot of people who do not know an armed officer is coming to UWB/CC full time. What is the plan for communication?

Q: Why is this discussion happening after the officer has been hired?

Q: Why has the safety report from the task force that justified this hire not been released to the campus community?

Q: Why are we focusing on the possibility of active shooters instead of addressing the deficit of support available that could help prevent shootings and help students who are struggling?

Response:

At least one full time UW commissioned police officer has been stationed at the Bothell campus since 2011 under a temporary agreement with the UW Police Department. The size of the campus, its population and the addition of student housing warranted infrastructure improvements, including safety. Each institution formed a separate task force in fall 2015 to review campus safety, recommend improvements and to explore, analyze and present options for filling the vacancy for a commissioned officer. UW Bothell's report was recently posted on the Campus Safety website and can be accessed [here](#).

One option proposed by the UW Police Department was for a precinct station with eight or more commissioned officers – a solution complicated by distance and budgetary considerations. Over a period of exploration, the option to change our service provider and partner with the Bothell Police Department (BPD) emerged as a more suitable option. UW Bothell and Cascadia College were involved in developing an agreement with the BPD.

Since 2011 the focus has been on overall campus safety, responding to incidents and, if ever necessary, being the first responder in the case of a criminal or major incident. Our campus safety and emergency preparedness departments continue to engage in trainings and provide campus training for any range of incidents. Some issues can be easily addressed by our campus safety officers like car lockouts, safety escorts and access to buildings. However, they are not equipped or trained for all circumstances, as is a CRO. A strong relationship with an officer who will be our first responder allows us to better serve our

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shared campus community, and Officer Muro will be fully integrated into and knowledgeable about our campus community and our culture.

Our institutions have many resources available to students, faculty and staff. If you are struggling or you know a fellow student who is struggling please go to our [Resource Guide](#) for assistance.

Role and Coordination of Campus Resource Officer

Q: What will her day to day routine look like? Hours?

Q: Does she have a back-up in case she is out? And if so, how will that officer have the same relationship with campus?

Q: How will the campus resource officer interact/work with campus security?

Q: Will she be in uniform the entire time?

Q: Can Bothell PD patrol the campus without being accompanied by UWB security? Do they patrol now?

Q: Will the resource officer go to Beardslee Building and Beardslee Crossing?

Q: Is a Bothell police officer allowed to ask a person's immigration status should they commit a crime on campus?

Q: If officer hours are 9 – 5, what about after hours?

Q: When we call campus safety from now on, should we expect the officer to also respond?

Response:

Officer Muro serves as our liaison between our joint campus and the city, and remains an employee of the City of Bothell. She will work a flexible schedule as needed with core hours similar to 9:30AM – 5:30PM (Monday through Friday). If the CRO should have a need to utilize sick leave or vacation, the needs of the campus will be met by our campus safety officers. In the case of a criminal incident the responders will be patrol officers from the Bothell Police Department. For normal business, Officer Muro will report to work in her police uniform. On a case-by-case basis, she may wear an alternate uniform or be in plain clothes.

Neither Officer Muro nor any of the Bothell PD officers will voluntarily assist in federal government (including ICE) efforts to identify, register or deport students, faculty, or staff solely on account of their national origin, immigration status, or citizenship.

Officer Muro may respond with campus safety to certain incidents but may not respond jointly to every call for service. One of the benefits of having a CRO responding to criminal incidents is that the victim will not have to go through the process of providing more than one report. Officer Muro will respond and/or patrol all properties owned, leased, or otherwise occupied by the University of Washington Bothell or Cascadia College. She will be fully trained on our campus' safe spaces, including, but not limited to student organization meetings. Officer Muro is eager to engage with the entire campus community, including student clubs and organizations. If your club or organization would like to invite her to a meeting or be part of your activities to help build relationships, please feel free to arrange it with her or with [campus safety](#).

Training

Q: How much crisis intervention training (mental health) will the resource officer have?

Q: What is the difference in training between a police officer and campus security/safety officer?

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Response:

In addition to all of the required training, Officer Muro will attend training mutually agreed upon by the Bothell Police Department and the campus safety director, as informed by recommendations from the Advisory Council on Campus Safety. Required training includes, crisis intervention team, justice-based policing, and biased-based policing. In addition, the CRO will be required to attend all in-service training that is required by UW Bothell employees.

Although Officer Muro and our campus safety officers serve a common purpose to protect the public and/or its property, there are differences. One of the main differences is arrest authority. While campus safety officers or security officers have the power to apprehend and detain non-violent suspects such as a shoplifter, only police officers can serve arrest warrants and make legal arrests. Police officers must pass the state police academy; safety or security officers do not.

Contract & Accountability

Q: What is the reporting structure for the CRO?

Q: Who are they ultimately accountable to?

Q: How will the campus concerns be assessed?

Q: How will the officer be held accountable?

Q: What is the follow up procedure/chain of command for complaints or misconduct?

Q: How was the pay for this officer determined? Why are they paid more than Associate Directors on this campus who are supporting students directly?

Q: How is the campus resource officer paid?

Q: How is the contract renewed? Will there be more discussion in the future?

Response:

The CRO will be directly supervised by the Bothell Police Department. Both Officer Muro and the Bothell Police Department work closely with the campus safety director to ensure accountability. All complaints or performance issues will be addressed via the Bothell Police Department and campus safety director. The Advisory Council on Campus Safety is charged with working with the campus safety director to ensure transparency and input.

Under the contract between UW Bothell/Cascadia College and the City of Bothell, the city determined the CRO's compensation, dependent on years of service, education and training, and responsibilities. The CRO position is funded through the campus safety budget, as was the commissioned officer position. The contract for this position is effective January 1, 2017 through July 31, 2021 and may be renewed for five additional two-year renewal periods upon mutual consent of both parties. The process going forward will include more voices and be more transparent.

Transparency/Process

Q: Why are we saying the "commissioned officers" have been on this campus since 2011 when those officers were not armed or in uniform?

Q: Why has the safety report from the task force that justified this hire not been released to the campus community?

Q: How is UWB/CC planning to address the fact that UWB students have made their opposition very clear (at the walk out/in writing/vocally, etc.)?

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Q: How will students be chosen for the campus advisory council? What will the ratio of student to total members be?

Response:

There has been at least one full time UW commissioned police officer stationed at the Bothell campus since 2011, who was armed and sometimes in uniform.

You can read more about the Safe Campus report from the UW Bothell task force [here](#).

In the coming weeks and months, students and the rest of the campus community will have multiple opportunities to meet Officer Muro. Her current meet and greet schedule is [here](#).

Students are a large part of the Advisory Council on Campus Safety, charged with helping to shape how we approach this position and all campus safety. The first call for student nominations to this council was issued in December. Another call was issued on January 5. Students will self-nominate or be nominated by their constituency groups. When you nominate yourself or someone else, please understand that this will be a working council where every member's voice counts. The student voice will depend on the engagement of the student members. There will always be avenues for which every community member can voice concerns or report incidents. (www.uwb.edu/safety/425-352-5359/uwb-safety@uw.edu)

Administration/Communication

Safe and welcoming campus:

Q: Have we taken into consideration how having an armed, uniformed police officer on campus could be traumatizing for some students, faculty and staff and interfere with their learning/work?

Q: What is the status of the campus becoming a sanctuary campus?

Q: If UWB becomes a sanctuary campus, how will this officer be expected to function in a safe space?

Q: How will you support a new woman of color staff member in a difficult role? Retention of women of color here is a big problem.

Response:

We've all seen what an abuse of power can look like and understand the devastating consequences – especially in communities of color. And we understand a commissioned officer presents a real concern for some in our community. No one should have to experience those fears and we will work hard to mitigate concerns.

We feel strongly that we found the right person to become part of our community. Louise Muro was selected specifically because of her background. She has worked as a school resource officer at the elementary, junior high and high school levels and is eager to work at the college level. In fact, she knows many students who come to UW Bothell and Cascadia from the Bothell community.

As mentioned earlier, she will be a member of our campus community, building relationships with students, faculty and staff. She understands what makes us unique – our diversity, our educational mission, our innovation, our collaboration. She will be familiar with us as individuals and she will be familiar with our campus layout.

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A safe and welcoming environment, it's what we want for our campus community. UW Bothell and Cascadia College leadership will soon release a joint pledge to reaffirm our commitment to a safe and welcoming campus. We want to work with you to keep you safe and equally important, help you feel safe in this campus community and with our campus resource officer.

Chancellor Yeigh and President Murray are establishing a joint **Advisory Council for Campus Safety**. There will be ample student representation appointed to this council along with representatives from faculty and staff, and campus safety as ex-officio members. When you nominate yourself or someone else, please understand that this will be a working council where every member's voice counts. The student voice will depend on the engagement of the student member. The council will meet monthly and be charged with:

- Improving campus security and the relationship between members of our community and Bothell law enforcement officials
- The CRO's role on campus, including the services we should focus on providing, and community concerns we should be aware of and responsive to
- Training and education needs for the campus community and the CRO
- Communication with the campus regarding security and safety matters and the CRO

The Advisory Council on Campus Safety will also be responsible for:

- Coordinating information and activities with the Diversity Council
- Reviewing safety incidents (when appropriate)

The University of Washington Bothell and Cascadia College are committed to being inclusive, transformational, and engaged institutions of higher education. With that in mind, we are committed to ensuring that our students, faculty and staff feel safe and welcome on this campus. This includes our new CRO who is a woman of color and a member of the LGBTQ community. The CRO will engage in UW new employee training to help her be successful; a thoughtful and respectful onboarding plan has been developed focused on relationship- and community-building. She will also receive ongoing training through the Bothell Police Department. Most important is that UW Bothell and Cascadia College have heard campus community concerns and, with the new Advisory Council for Campus Safety, will develop and share a thoughtful approach to this position. Collectively, we need to welcome Officer Muro and help her become a valued member of our campus.

Introducing the new Campus Resource Officer

Q: When are meetings between the officer and staff supposed to take place? Once the officer has already arrived?

Q: How will the officer be introduced publicly to campus, especially to students?

Q: What is the plan to make students comfortable with a police officer on campus knowing they weren't a part of the hiring committee?

Response:

The CRO has already had multiple meetings with students, faculty and staff at Cascadia College. Multiple meetings with groups of UW Bothell faculty, staff and students are scheduled for the month of January. A joint campus welcome with light refreshments is scheduled for January 10 from 3:30 – 4:30 p.m. in North Creek Events Center. If you would like to invite the campus resource officer to meet with your student organization for the purpose of community building and understanding, you can simply ask and they or the [campus safety department](#) will get it scheduled.

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Officer Muro will use these meetings, her trainings, walkabouts with campus safety officers and her daily routine to engage with our community and build relationships. We hope you will take advantage of any or all of the opportunities to meet and talk with her.

Diversity Center

Q: Where's our diversity center?

Q: Why was funding for this hire made a priority when UWB students don't even have a diversity center – a safe space where we will not be forced to interact with law enforcement?

Response:

One of our most important goals at UW Bothell is the establishment of a diversity center. The diversity center steering committee is largely comprised of students who have been very involved throughout the process, and there are also faculty and staff members. Recommendations are coming this month from the committee. As soon as we have a report and recommendation from the committee on a viable space and programming, Chancellor Yeigh has committed to working expeditiously to make the diversity center a reality.

The funding for a commissioned officer on our shared campus has been in place since 2011 when the original position was created.

Additional Questions:

Q: If safety and preventing vandalism is a concern, why aren't we getting cameras?

Q: Why did this discussion happen during finals week?

Response:

Campus safety is inquiring about laws and expectations of privacy, as well as cost.

The end of the quarter was a tough time for many who attended and those unable to attend the town hall, but it was important to gather for such a discussion and input into planning before break.

There will be more opportunities to dialogue around topics important to our campus community. As we schedule those gatherings, we will vary days and times to include as many in the conversations as possible.