

**UC Campus Security Task Force  
Implementation Progress Report  
Prepared by UCOP Risk Services  
February 2013**

**Overview of UC Campus Security Task Force**

Immediately after the Virginia Tech mass shootings in April 2007, the University of California (UC) convened the campus Police Chiefs, Vice Chancellors of Student Affairs and other relevant university officials to explore the full range of issues evident in the shootings: campus security measures; student mental health practices and policies; mass notification capabilities; emergency preparedness; and related legal issues regarding each. As a result of that preliminary review, then-President Dynes concluded that while UC had many sound policies and practices in place, much could still be done.

President Dynes therefore created the UC Campus Security Task Force to “...study how campuses can enhance their security, notification processes, mental health services, and general preparedness,” and appointed Provost and Executive Vice President for Academic Affairs Wyatt R. Hume and Executive Vice President of Business Operations Katherine Lapp to serve as Co-Chairs. The Task Force membership represented all elements of the campus community, including the Chair of the UC Council of Police Chiefs and Police Chiefs from two other campuses, the Chair of the Academic Senate, representatives of the Vice Chancellors of Administration, campus Emergency Managers, Vice Chancellors of Student Affairs, and the Vice President of Student Affairs at the Office of the President.

The Task Force decided to review three principal areas – student mental health, campus safety, and crisis communication and emergency preparedness – and created Workgroups to address each area. These three subject areas reflect the Task Force analysis of the central issues in the Virginia Tech shootings. Most other review commissions established to examine the shootings focused the bulk of their attention on these same three subject areas (See Appendix B to the 2008 Task Force Report): [http://www.ucop.edu/risk-services/files/emergency/cstf\\_rpt.pdf](http://www.ucop.edu/risk-services/files/emergency/cstf_rpt.pdf)

The Workgroups focused their attention on identifying gaps or enhancements necessary to ensure that the entire University community is afforded the greatest protection available. This update report summarizes the Task Force’s original primary recommendations related to student mental health; crisis communication; and campus safety, preparedness and response, and provides a summary discussion of the implementation status for each of the Task Force report’s corresponding recommendations.

## **Task Force Recommendations and Implementation Status**

### **I. STUDENT MENTAL HEALTH**

#### **Mental Health Program Improvements**

##### **Task Force Recommendation:**

The University should continue efforts to implement program improvements identified in the “Plan of Action for Creating Healthier Campus Learning Communities,” outlined in the UC Student Mental Health Report (Appendix C to the 2008 Task Force Report). Campuses will build implementation plans based on the Provisional Campus Blueprint for Implementation of the Report Recommendations (Appendix D to the 2008 Task Force Report) to enable quick implementation as funding becomes available.

##### **Current Status:**

Each UC campus maintains Counseling and Psychiatric Services (CAPS) available to all students. In addition, CAPS on each campus provides consultation to campus faculty and staff who are concerned about the mental health of a student. Campuses provide 24/7 psychiatric emergency and crisis intervention urgent care services at little or no charge to all registered students. The UC Student Health Insurance Plan (UC SHIP) covering approximately 137,000 UC students covers psychologist and psychiatrist visits, prescribed therapeutic drug therapy, and psycho-educational testing. For more info on UC SHIP see: <http://www.ucop.edu/risk-services/risk-financing-claims/uc-student-health-insurance-plan-uc-ship.html>.

CAPS provides free individual, group, and couples counseling and psychotherapy services as well as individualized confidential short-term therapy and psychiatric care services. Faculty and staff training is offered on recognizing, interacting, and referring students in emotional distress, and the campus community is made aware of available resources to assist at-risk students. Outreach programs promoting mental health and wellness including workshops, seminars, discussion groups, and presentations are in place, as well as depression awareness and suicide prevention programs. In addition, online self-assessment screening tools and mental health resources targeting college age/issues are available.

In 2007, the UC Board of Regents approved a dedicated three percent (3%) increase to the University’s Registration Fee beginning in 2007-08 for campus student mental health needs, which generates approximately \$4.6 million in permanent new revenue for this purpose. At the time that action was taken, the University recognized it as only a first step towards the recommended required funding (\$41 million) to meet the campus needs identified by the Vice Chancellors for Student Affairs, which was based on implementation plans prepared by each campus. Even with this limited increased funding, campuses have been able to make headway by increasing staffing

levels and providing more outreach services to students, and have utilized the three-tiered system that was laid out in the implementation plans to do so. Tier I is the immediate staffing and programmatic needs of campus student mental health services; Tier II is a broader program of targeted interventions for particularly vulnerable student groups and the strengthening of staffing levels in key campus student support services; and Tier III is a broad base of preventative efforts engaging the entire campus community. As of June 2012, the UC Student Health and Counseling Services offices employed approximately 158 psychologists, 24 psychiatrists, 13 social workers/counselors, and 8 licensed marriage and family therapists (see Appendix A – Table 1). This does not include various campus staff Fellows or trainees.

The International Association of Counseling Services (IACS) recommends a student-clinician ratio of 1:1000-1500 for counselors and 1:10,000 for psychiatrists. Based on 2012 staffing as noted above and Fall 2011 student enrollment levels (236,691), UC's counselor-student ratio (including psychologists, social workers, and therapists) is 1:1322 and the psychiatrist-student ratio is 1:9862, both now within the recommended clinical staffing guidelines. UC's psychologist-student staffing ratio is 1:1498, also falling within the recommended guidelines.

Additional student mental health related staff increases, funding for faculty/staff trainings, and funding for targeted programming to underrepresented groups have been made possible through \$6.9 million awarded to UC for the Student Mental Health Initiative. Under this initiative, UC will also host two mental health conferences in 2014 that will continue to advance the significant progress that has already been achieved in the area of student mental health.

In 2009 President Yudof issued a 'Model Policy for Involuntary Withdrawal of a Student' to address students exhibiting threatening psychological behaviors and who pose a significant risk to him/herself or others, but have not violated a conduct policy. The Davis and Santa Barbara campuses are currently using the policy.

UC has considered proposing legislation addressing its concern about providing continuity of care for students released from involuntary 72-hour involuntary holds and appropriate notification of University officials.

In response to President Obama's Plan to Protect our Children and Communities from Gun Violence, the U.S. Dept of Health and Human Services will soon issue written guidance to health care providers clarifying that no federal law prohibits health care providers from warning law enforcement about threats of violence, and that the Affordable Care Act does not prohibit or otherwise regulate communication between doctors and patients, including about firearms. UCOP will coordinate with health professionals at each UC campus to ensure appropriate communication, review, and monitoring of the U.S. Dept of Health and Human Services guidance once it is issued later in 2013.

## **Office of General Counsel Initiatives**

### **Task Force Recommendations:**

The University should immediately undertake a formal examination (with full opportunity for comment by all segments of the University community) of the impacts of specific proposed changes to student and patient privacy and related laws, as well as to its own internal policies, from the perspective of balancing individual rights with public safety needs.

The Office of the General Counsel (OGC) should continue to maintain among its legal staff an attorney specifically trained in the area of mental health-related law to serve as a student mental health resource for the campuses. In addition, that Office should prepare and make available concise written systemwide legal guidelines and other reference materials that delineate how, with whom, and for what purposes information regarding students exhibiting mental health-related behaviors can be shared.

### **Current Status:**

OGC has an attorney on staff whose training includes the area of mental health-related law. This attorney serves as a student mental health resource for the campuses. In 2010, OGC released guidance to appropriate campus staff on the limited circumstances under which the student health and counseling centers may disclose medical information to UC personnel and third parties. In 2012, OGC subsequently issued a chart to UC staff that outlined the specific set of circumstances under which medical information that directly relates to a patient's outpatient mental health treatment may be disclosed if there is an imminent threat to the patient or others. OGC has also scheduled a webinar in 2013 with campus staff to review the circumstances that would permit the disclosure of mental health-related information and the protections that apply to that information.

## **Behavioral Intervention Teams (BIT)**

### **Task Force Recommendation:**

Each campus should ensure that a multi-disciplinary behavioral management team (or a coordinated series of teams) has been established to address issues, problems or students, staff, or faculty who may pose a threat to the campus community. These teams should inform the campus community of their function and purpose and provide appropriate training to that community. For teams already in place, an immediate review of the current structure, composition, and related protocols of the team should be undertaken with special reference to the scope, adequacy, accuracy, and effectiveness of its communication and information-sharing mechanisms as they relate to students.

### Current Status:

Each UC campus has formed a multi-disciplinary behavioral or threat management team – commonly referred to as Behavioral Intervention Teams (BIT) – to address issues, problems, or campus affiliates who may pose a potential threat to the campus community. For teams that were in place prior to 2008, campuses have ensured that the current team is adequate with regard to communication and information-sharing mechanisms related to students.

UCOP is facilitating the sharing of best practices related to educating the campus community on what behaviors to report, how, when, and to whom, including working with campus BIT staff on developing a centralized behavioral threat incident tracking database that will facilitate the gathering, organization, access, and reporting of important campus incident-related data. Furthermore, UCOP is supporting the campus BITs through providing advanced training developed by nationally recognized experts to all systemwide BIT personnel on evaluating the potential for violent behavior; obtaining a systemwide membership to the National Behavioral Intervention Team Association (which includes various resources including publications, presentations, and protocols); developing a BIT SharePoint website to facilitate sharing of resources and best practices; and facilitating systemwide BIT personnel meeting in person at the Risk Summit conference to discuss issues and matters of mutual concern. UCOP has also compiled a comprehensive list of campus student mental health and related personnel that has been incorporated into a systemwide BIT listserv that currently has over 125 multi-disciplinary subscribers from campus student counseling, employee assistance, human resources, police, student affairs, general counsel, and risk management offices.

### **Systemwide Information-Sharing and Communications Training Programs**

#### Task Force Recommendation:

The Office of the President, in coordination with the Office of the General Counsel, should initiate the development of regular information-sharing and communications training programs that involve key campus partners and that are informed by a common set of systemwide disclosure standards and communications protocols regulating the sharing of sensitive information about students.

#### Current Status:

UCOP and Office of General Counsel have developed systemwide programs, standards, and protocols addressing these concerns as noted in previous sections. This guidance document will be posted on the secure Behavioral Intervention Team (BIT) SharePoint website along with other reference materials and best practices to facilitate systemwide access and sharing of resources.

## **II. CRISIS COMMUNICATION AND EMERGENCY PREPAREDNESS**

### **Emergency Mass Notification Systems**

#### **Task Force Recommendation:**

Each campus should complete a 'gap analysis' which inventories and evaluates current emergency communications practices, capabilities, and needs with the objective of identifying and closing any gaps.

#### **Current Status:**

All campuses have reviewed and enhanced their campuswide emergency mass notification system capabilities. Every campus periodically tests and evaluates the performance of the mass notification systems that have been installed at all locations since the Virginia Tech incident. Most commonly these systems involve broadcast email and voicemail messages to all campus accounts, and text messages to subscribed wireless devices. All campuses have contracted with vendor-based automated multi-platform systems that integrate not only basic voicemail and email, but also wireless means of reaching the diverse campus community. Campuses are also using popular web-based social networking sites and methods (Facebook, Twitter, etc.) to reach the wired student population in an emergency. Appendix A - Table 2 profiles the mass notification systems in place at each UC campus.

In addition to these technology-based campuswide notification systems, UC public safety personnel have Standard Operating Procedures (SOPs) in place to use vehicle-based loudspeaker systems and/or bullhorns to provide direction to people in the immediate hazard area to supplement or use in the event of campus notification system failure or disruption. Emergency responders in the field will also physically direct people at the scene of an incident to either evacuate the area, shelter in place, or take other appropriate protective actions.

### **Crisis Communication**

#### **Task Force Recommendation:**

Each campus should develop an interdisciplinary team and Crisis Communication Plan that clearly defines roles and responsibilities as well as delegations and lines of authority for various campus officials to support timely campuswide warning and notification during an emergency situation or critical incident.

#### **Current Status:**

Each campus has established Standard Operating Procedures (SOPs) that define roles and responsibilities and protocols for issuing timely warnings and campuswide alerts and/or emergency notifications. In the event of a life-threatening emergency situation, the UC public safety Incident Commander in the field has the authority to take whatever actions are required to

protect and preserve life and property, including initiating campuswide alerts or warnings, typically sent by campus emergency management staff or public safety dispatchers.

UCOP has developed and distributed a Crisis Communication Plan that documents UCOP's process for effectively providing crisis communications support at the time of a crisis or potential crisis, for both physical events and issues or events which have the potential to cause reputational damage to UCOP and the UC system. This plan has been distributed to all UC locations and serves as a common model campus Crisis Communication Plan: <http://www.ucop.edu/risk-services/files/emergency/ucop-crisis-comm-plan.pdf>

UC is committed to providing accurate, consistent and helpful information in a timely and open manner to its stakeholders. Effective communications can protect or enhance the reputation of the UC system and strengthen the standing of the institution and its ability to fulfill its mission. While each UC location has its own unique identity and communications processes and priorities, at a time of crisis, consistency in external communication across the UC system is vital. Communications is critical to ensure that UCOP's position or action is clear and understood, the rationale for policy or decisions is transparent and fair, and that stakeholders both internal and external understand and, if possible, support UCOP's priorities and decisions.

UCOP Strategic Communications routinely coordinates with campus public affairs on a daily basis to address emerging issues and concerns. UCOP also meets regularly with systemwide public/media affairs personnel to discuss crisis communications protocols and issues. The annual UC Emergency Management Status Report benchmarked against the NFPA National Preparedness Standard includes campus assessments of conformity with the National Standard's programmatic criteria for crisis communications and emergency public information. All ten UC campuses report that they are in full or substantial conformity with the Standard's criteria including the ability to respond to requests for public information; the capability to provide emergency public information; and the ability to establish a physical or virtual public information center. More information on UC's emergency preparedness is provided in following sections.

### **Emergency Communications**

#### **Task Force Recommendation:**

Ideally, each campus should establish communications interoperability with its immediate mutual aid and emergency services providers. Such capacity would include the ability to communicate directly with police, fire and emergency medical services from surrounding agencies in order to coordinate response to a critical incident. An assessment of how to fund communications interoperability should be undertaken by the campuses.

#### **Current Status:**

UC Police Departments (UCPD) have generally established mutual aid agreements and

interoperable radio communications capability to ensure a fully coordinated response with their local law enforcement partners. UCPD also routinely meets with law enforcement partners including the FBI Joint Terrorism Task Forces to share information and intelligence.

### **III. CAMPUS SAFETY, PREPAREDNESS AND RESPONSE**

#### **Active Shooter Exercises and Training**

##### **Task Force Recommendation:**

Each campus should develop an 'active shooter' response training plan that includes mutual aid emergency responders. Campuswide emergency preparedness awareness and educational programs should include appropriate response to an 'active shooter' incident, sheltering in place, and evacuation procedures.

##### **Current Status:**

UCPD are fully sworn and highly trained police forces that actively prepare and train to rapidly respond to an 'active shooter' incident pursuant to their departmental training plans and programs. UCPD relies on specialized tactical firearms and active shooter response officer training, simulations, and exercises, oftentimes in conjunction with other local law enforcement and public safety agencies. Specific procedures and protocols are in place to guide campus police officers and dispatchers. A number of full-scale multi-agency active shooter exercises have been conducted by UCPD in coordination with campus Emergency Operations Center staff. For example, UCLA conducted one of the largest multi-agency active shooter exercises in the state with over 300 public safety staff participating from the Los Angeles Police and Fire Departments as well as the FBI. Many of the UCPDs have developed live in-person interactive active shooter awareness training program for staff and students emphasizing survival strategies and response options.

Campuswide educational and awareness programs and procedures on how to specifically respond to an active shooter, shelter in place, or quickly evacuate the campus have been developed and incorporated into campuswide emergency preparedness programs. These educational materials are posted online to facilitate widespread easy access. In order to supplement campus training and educational programs, UCOP Risk Services has purchased numerous training systems and materials for systemwide use, including various guidance for surviving an active shooter situation, recognizing and preventing violence in the workplace, and intimate partner violence and stalking. All of these materials have been posted as resources on the campus Learning Management Systems (LMS). Over the last year, most of the UC medical centers have also implemented new plans, procedures, and policies, and have been conducting both staff training workshops as well as exercises related to active shooter response in a hospital setting.



## **Emergency Preparedness**

### **Task Force Recommendation:**

Each campus should work towards full compliance with the National Preparedness Standard particularly using the Incident Command System (ICS), establishing and testing campus-wide notification and alerting systems, developing standard operating procedures for responding to all types of incidents, and conducting annual exercises, evaluations, and corrective actions.

### **Current Status:**

UC is one of only a few major higher education institutions nationwide that has voluntarily adopted the National Standard on Disaster/Emergency Management and Business Continuity Programs (NFPA Standard 1600) which represents a “total program approach” to the challenge of integrating disaster and emergency management with business continuity planning. This collaboratively developed standard has been universally endorsed by the American National Standards Institute, the 9/11 Commission, US Congress, and the federal Department of Homeland Security.

UCOP prepares an annual emergency management status report that includes metrics-based program performance measurement self-assessments completed by each of the ten campuses benchmarked against the National Standard programmatic criteria. The report also includes campus Emergency Management program executive summaries for all locations including the medical centers, UCOP, and Agriculture and Natural Resources.

UC’s Annual Systemwide Emergency Management Status Report (2012) is publicly available and posted online at: [http://www.ucop.edu/risk-services/files/emergency/em\\_annual\\_rpt.pdf](http://www.ucop.edu/risk-services/files/emergency/em_annual_rpt.pdf)

The latest Annual Report shows that all UC campuses are in full conformity with the National Standard’s incident management (ICS-based) criteria, and that all campuses are in full or substantial conformity with the Standard’s criteria related to campus-wide communications and notification/warning systems, standard operating procedures for emergency response, and program evaluation and exercises. Eight of ten campuses reported that they are in full or substantial conformity with the Standard’s criteria related to program reviews and corrective action.

Refer to the Annual Report for a summary and evaluation of systemwide conformity with each of the National Standard’s twenty (20) basic program categories. The systemwide Key Performance Indicator (KPI) for conformity with all of the National Standard requirements has risen from (2.3) in 2010 to (2.5) in 2012, an increase of 9% over this 3-year reporting period. This KPI validates UCOP’s observations of continuous incremental improvement in the University’s emergency preparedness over this time period.

## **University of California Police Department (UCPD)**

### **Task Force Recommendation:**

Each campus should assess its public safety responder staffing levels and equipment to determine whether it has the resources required to provide a rapid and effective initial response to a violent critical incident.

### **Current Status:**

UCPD currently employs approximately three hundred seventy-one (371) duly sworn peace officers with statewide authority as defined in California Penal Code Section 830.2(b). Each campus police organization also employs civilian staff and students/interns who perform specialized public safety support functions.

Each campus has assessed its public safety staffing levels and resources. The services and challenges of the ten campus police departments are as varied as the campuses they serve. By designing public safety strategies and programs tailored to the individual campus community, each campus police agency provides the best combination of resources and services to meet its unique needs with the collaboration and support of the broader ten-campus police network.

UCPD is committed to operational excellence and the ten Police Chiefs regularly collaborate to share best practice programs and experiences and support each campus through routine mutual aid assistance when needed to preserve the peace and safety of the campus community.

## **Policies and Procedures**

### **Task Force Recommendation:**

Consistent with the National Preparedness Standard, each campus should have in place procedures to address:

- Active shooter response
- Hostage/barricaded suspect
- Use of force
- Evacuation of campus facilities
- Access controls
- Sheltering in place
- Threat management
- Timely alerting and warning
- Major incident notifications

### Current Status:

Standard operating procedures (SOPs) for each of the conditions noted above have been incorporated into individual UCPD and campus emergency plans, procedures, and protocols. Additional information regarding these procedures is provided in preceding sections of this report.

Additionally, relevant UC policy includes Section 102.20 of the Policies Applying to Campus Activities, Organizations, and Students that prohibits “Possession, use or manufacture of a firearm or other weapon as prohibits by campus regulations.” Campus policies – including student housing policies – reflect the standard set in section 102.20. In addition to banning firearms, campus policies generally ban weapons of any kind (including but not limited to firearms, bb-guns, air rifles, knives, switchblades, swords, brass knuckles, and nunchucks).

Campus policies allow for special circumstances when certain weapons may be authorized on campus. Examples include peace officers, ROTC, theatrical performances, movie shoots, class instruction, etc. Prior to an event, written authorization to possess a firearm/weapon on campus must be obtained through the University, most often via UCPD. Furthermore, the California Gun-Free School Zone Act (Section 626.9 of the California Penal Code) also prohibits firearms on campus. However, a section of 626.9 references an exception for individuals with a valid license to carry a firearm.

### **Prevention and Hazard Mitigation**

#### Task Force Recommendation:

Security surveys should be conducted on existing campus buildings and should include security recommendations, as necessary, for further evaluation, selection, and prioritization by the campus. Design review for all new buildings should include an assessment of the building and recommendations to enhance building security.

#### Current Status:

Campuses rely on a number of campus-wide and building-specific physical security measures and systems such as building access controls, staff and student ID badges, surveillance systems, panic and alarm systems, emergency call boxes, office security measures, and design of high risk offices that incorporate multiple safety features and prevent unrestricted access. All campuses require extra security staffing at public or special events. Campuses have the means to limit access to the campus if necessary, and some campuses can even electronically lock-down specific campus buildings. Campuses have also implemented personal safety, security and crime prevention training and awareness programs for the campus community.

UC has completed third party baseline security surveys of all significant campus buildings. All campus facilities identified as ‘high risk’ have undergone more extensive security evaluations conducted by a nationally recognized security consulting firm. Recommended remedial security

measures have subsequently been implemented at all of these facilities. Since 2008, UCOP has spent \$17.1 million on various campus threat and security measures, assessments, and enhancements at all campus locations. These security measures were funded through the University's loss prevention program. UC campuses are currently evaluating physical security measures at child care and pre-school facilities and will implement appropriate additional protective measures as needed. Additionally, design review for new buildings does include an assessment of the building and recommendations by UCPD to enhance building security.

Task Force Recommendation:

Each campus should continue to develop an overall campus hazard mitigation strategy based upon its own institutional priorities, operational experience, and cost-benefit analysis.

Current Status:

The annual Emergency Management Status Report shows that nine of ten campuses reported that they were in full or substantial compliance with the National Standard's criteria related to developing and implementing a campus hazard mitigation strategy.

In 2011, UCOP followed up on the 2005 Hazard Vulnerability Assessment Report with another report that documented UC's significant investments in hazard mitigation programs and projects to reduce its "top 10" list of systemwide threats (including active shooter and workplace violence). This report contains information on additional workplace violence prevention and campus threat and security measures. The Hazard Mitigation Progress Report is posted online at: [http://www.ucop.edu/risk-services/files/emergency/hazard\\_mitigation\\_rpt.pdf](http://www.ucop.edu/risk-services/files/emergency/hazard_mitigation_rpt.pdf)

#### **IV. SUMMARY**

The University has been taking pro-active measures to prevent and respond to incidents involving gun violence even before the tragic Virginia Tech shootings occurred in 2007. These measures can generally be categorized as violence prevention, safeguards and security, and preparedness and response.

Every campus has a comprehensive Incident Command System (ICS)-based "all-hazards" Emergency Operations Plan. Special annexes have been added to address 'active shooter' incidents. Over the past year, model Crisis Management Plans have also been implemented at all locations. Campuses continue to conduct active shooter drills and training/exercises on a regular basis. Many of the UCPDs have developed live interactive active shooter training workshops that have been delivered in person to campus audiences. UC has developed faculty and staff training materials on the types of troubling or aberrant behaviors to report, how, when, and to whom (e.g. – "See Something – Say Something – Do Something").

In terms of student mental health services, UC provides abundant on-campus resources including 24/7 counseling and psychiatric services and urgent care services at little or no charge to all registered UC students.

In regards to preparedness and response, UC Police (UCPD) are highly trained forces that have been actively preparing and training to rapidly respond to an active shooter incident since well before Virginia Tech. UCPD relies on specialized tactical firearms and active shooter response officer training, simulations, and exercises, oftentimes in coordination with other local law enforcement and public safety agencies. Specific procedures and protocols are in place to guide campus police officers and dispatchers. UCPD has established mutual aid agreements and interoperable radio communications capability to ensure a fully coordinated response with their local law enforcement agencies. UCPD routinely meets with their law enforcement partners including the FBI Joint Terrorism Task Forces to share information and intelligence. Campuswide educational and awareness programs and procedures on how to specifically respond to an active shooter, shelter in place, or quickly evacuate the campus have been developed and incorporated into campus emergency preparedness programs and made widely available online.

Emergency mass notification to the entire campus community became a de facto requirement in the aftermath of the Virginia Tech shootings. Every UC campus has installed a campuswide emergency mass notification system. Most commonly these include broadcast email and voicemail messages to campus accounts, and text messages to subscribed wireless devices. All campuses have contracted with vendor-based automated multi-platform systems that integrate not only basic voicemail and email, but also wireless means of reaching the diverse campus community. Campuses are also using popular web-based social networking sites and methods (Facebook, Twitter, etc.) to reach the 'wired' student population during an emergency.

Triggered by the continuing trend of acts of violence on university and college campuses, and recent related litigation against the University, UCOP has been evaluating and proactively working with systemwide staff to enhance the University's behavioral threat management capabilities and resources. Campus Behavioral Intervention (Threat Management) Teams are key factors in reducing and containing intimidating or threatening behavior by students, staff and other members of the campus community. Our best chance for preventing acts of violence on campus is to maintain well trained interdisciplinary teams who can detect problems, communicate potential threats, and intervene to assist students, employees, and associates on our campuses that might mean harm to themselves or others.

## Appendix A

**Table 1: Campus Student Health and Counseling & Psychological Services –  
Clinical Staffing (2012)**

<u>CAMPUS</u>	<u>Psychologists (Ph.D. or Psy.D.)</u>	<u>Psychiatrists (MD)</u>	<u>Social Workers (LCSW)</u>	<u>Therapists (LMFT)</u>
Berkeley	25	4	1	0
Davis	19	2.5	4	3
Irvine	18	5	0	0
Los Angeles	21.5	4.5	4	0
Merced	3	0	0	0
Riverside	13	1.5	1	0
San Diego	25	1.5	1	0
San Francisco	3	0.5	0	0
Santa Barbara	16	3	2	5.5
Santa Cruz	14	1.5	0	0
<i>Totals</i>	157.5	24	13	8.5

### Notes

LCSW = Licensed Clinical Social Worker

LMFT = Licensed Marriage & Family Therapist

Many locations also have Pre-Doctoral Interns and Post-Doctoral Fellows on staff.

Based on OPRS data current as of June 30, 2012.

## **Table 2 - UC Campus Mass Notification Systems (February 2013)**

### **Berkeley**

Campus Population: 36,140 students + 21,800 faculty/staff = 57,940 total

Estimated MNS subscribers: 91,600

#### **MNS System Components:**

- SMS text messages (WarnMe)
- Cellular phones messages
- Broadcast messages to home/work phones
- Broadcast email messages to home/work email accounts
- Campus-wide outdoor Siren/P.A. system

### **Lawrence Berkeley National Lab**

Campus Population: 7917

Estimated MNS subscribers:

#### **MNS System Components:**

- SMS text messages
- Broadcast messages to phones/faxes
- Broadcast email messages
- Pagers
- Site-wide building P.A. system

### **Davis**

Campus Population: 32,650 students + 29,180 faculty/staff = 61,830 total

MNS subscribers: all campus email accounts; also 140,000 devices registered includes Medical Center

#### **MNS System Components:**

- SMS text messages (WarnMe)
- Broadcast email
- Voice/phone option used for small group notification only

### **Davis Medical Center**

Population: 750 students + 12,500 faculty/staff = 13,250 total

Estimated Number of MNS Subscribers: 13,250

#### **MNS System Components:**

- SMS text messages to e-mail, text pager, cellular phones (WarnMe)
- Voice messages only for targeted notification to limited number of landline phone and cell phones
- Indoor P.A. Systems (Hospital overhead paging)
- Broadcast Voicemail
- Broadcast e-mail
- Text Pagers (~1600 staff total)
- Intranet home page

## **Irvine**

Campus Population: 27,900 students + 18,340 faculty/staff = 46,240

Estimated number of MNS subscribers: 22,200

### **MNS System Components**

- SMS text messaging (zotAlert)
- Broadcast email messages (converted from text messages)
- Voicemail messages to campus landline phones
- KUCI AM campus radio station
- 'Smart' classrooms text messaging to instructors podium screen display

## **Irvine Medical Center**

Population: 4,500 (peak)

### **MNS System Components:**

- Pagers
- Building P.A. system (overhead paging)

## **Los Angeles**

Campus Population: 40,700 students + 42,130 faculty/staff = 82,830

Estimated Number of MNS Subscribers: 66,000

### **MNS System Components:**

- Broadcast email (both edu and non-edu addresses): Staff 28,000 + Students 38,000
- SMS text messaging: Staff 2,600 + Students 30,000 (BruinAlert)
- Outdoor P.A. System (6 speaker locations)
- UCLA AM 1630 Radio Station
- Campus CATV – scrolling Emergency Alert System (EAS) messages
- Common Alerting Protocol (CAP) XML feed to Emergency Digital Information Service (EDIS)
- RSS feed to Social Media (Twitter and Facebook)
- Indoor LED signs (network connected)

### **Under Development:**

- Possible expansion of Outdoor P.A. System

## **UCLA Medical Center**

Population: (see UCLA)

### **MNS System Components:**

- Building P.A. system (overhead paging)
- Text messaging to pagers and cellular/smartphones
- Broadcast email messages and voice messaging to landlines



### **Merced**

Campus Population: 5760 students + 1145 faculty/staff = 6900 total

Estimated number of MNS subscribers: 7546

#### **MNS System Components:**

- Five (5) upgraded WEBS 'Talk-A-Phone' units, three (3) future units to be added 2013-2014 for a total of eight (8)
- Audio-enabled Fire Alarm System ( 9 of 14 campus buildings; 4 of 15 campus housing units)
- Text messaging to registered recipients (UCMAAlert)
- Broadcast email to all campus accounts
- Messaging on some digital signs located throughout campus

### **Riverside**

Campus Population: 21,000 students + 7250 faculty/staff = 28,250 total

Estimated number of MNS subscribers: 36,000

#### **MNS System Components:**

- Broadcast email and voicemail to campus accounts
- Outdoor siren system
- Limited building P.A. systems
- Campus AM radio station

### **San Diego**

Campus Population: 29,300 students + 27,360 faculty/staff = 56,660

Estimated Number of MNS Subscribers: 18,000

#### **MNS System Components:**

- Thirteen (13) 'Talk-a-Phone' towers with P.A. capability
- SMS text messaging
- Broadcast email (all edu accounts) and voicemail messages
- Low-power AM campus radio station broadcast
- 800# emergency number
- Campus webpage

### **San Diego Medical Center**

Population: 6000

Estimated Number of MNS Subscribers: 4000 via pager; 100 thru Reverse-911

#### **MNS System Components:**

- Indoor PA Systems and/or Audio-enabled Fire Alarms
- Pagers

### **San Francisco**

Campus Population: 4710 students + 22,510 faculty/staff = 27,220 total

Estimated Number of MNS Subscribers: 39,643

#### **MNS System Components:**

- Building P.A. Systems and/or Audio-enabled Fire Alarms (system being upgraded; planned integration with MNS)
- Broadcast e-mail messages - popup notification
- Broadcast voice messages to campus phones
- Campus corridor/classroom digital displays and speakers
- Developing Electronic Display Board capability

### **UCSF Medical Center**

Population: 7000

#### **MNS System Components:**

- Building P.A. system (overhead paging)
- SMS text messages to pagers and cellular/smartphones
- Broadcast email messages and voice messages to landlines

### **Santa Barbara**

Campus Population: 21,685 students + 9850 faculty/staff = 31,535 total

Estimated Number of MNS Subscribers: 34,141 (includes members of the community)

#### **MNS System Components:**

- SMS text messages and emails (*UCSB Alert*)
- Whelen 'WPS2900 Notifier' outdoor Siren/P.A. speaker system
- Main UCSB website can be converted to blog that conveys emergency information
- Broadcast email messages (emergency listserv)
- Live Radio Broadcast (KCSB 91.9 FM) with MSAT information from SB County
- Recorded emergency information line (888-488-UCSB)
- Campus 1610 AM recording can be changed to relay emergency info
- Mobile electronic message signs
- *UCSB Alert* information relayed across Campus housing television sets

### **Santa Cruz**

Campus Population: 17,450 students + 7310 faculty/staff = 24,760 total

Estimated Number of MNS Subscribers: 24,347

#### **MNS System Components:**

- FM Radio Broadcast (KZSC 88.1 FM)
- Broadcast e-mail using both campus system and vendor
- Broadcast voice messages using both campus system and vendor
- SMS text messages (*CruzAlert*)
- Websites
- RSS feed to social media (Twitter, Facebook)
- Mobile electronic message signs
- '459-INFO' recorded phone message line

**UCOP (Office of the President) – Oakland**

Staff Population: 1600

Estimated Number of MNS Subscribers: 1500

**MNS System Components:**

- Broadcast e-mail and voicemail messages (all UCOP accounts)
- Franklin HQ Building & Kaiser Center P.A. systems
- UCOP webpage
- 800# toll-free recorded emergency information line