

When a Critical Incident Happens on Your Campus

Every time an active shooter event or a critical incident occurs on a campus, I am sure one thought flashes in our minds: It could happen here. A sense of camaraderie and mutual support develops among colleagues after a critical incident happens. We reach out and support each other. While shootings are rare on campuses, they do happen and they can happen anywhere at any time.

During the early morning hours of November 20, 2014, a man entered the front lobby area of the Strozier Library on the campus of my institution, Florida State University, and without warning opened fire. Three students were injured before the gunman left the library to reload and continue his shooting rampage. When he encountered campus police, he refused to surrender, and he was fatally shot.

While no campus should have to go through what we did on that day and those that followed it, we can be thankful for many things. First, it could have been a lot worse. The gunman never got past the lobby where a card access turnstile was installed several years ago, and there was no loss of life among the students and staff who were injured. Second, officers from the FSU Police Department and the Tallahassee Police Department responded quickly and effectively. This is testimony to the training and collaboration we have established over the years, as many of you have in your communities. Third, we sent out a timely warning to the university community that reached nearly 65,000 within five minutes. And, finally, our administration and students came together in an extraordinary showing of support and healing. FSU students gathered for several events, including a prayer circle and a gathering of unity to promote healing in the wake of the tragedy.

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Strategic Planning Scheduled for January



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President*

January 19-21, 2015, the Board and a select group of diverse members-at-large will gather at the Georgia Tech Hotel and Conference Center for a Strategic Planning Retreat. The goals of the retreat are to review the core purpose, mission, and values of IACLEA and to update the 2011 Strategic Plan.

In preparation for the retreat, the Board is reviewing the feedback we received from the membership in the Member Needs Assessment Survey as well as from interviews with external stakeholders. The good news is that IACLEA's programs and services received high marks from our members. However, we face both opportunities and challenges in the years ahead, and this plan will prepare IACLEA to meet these challenges and continue to serve its members.

The top three reported issues and challenges facing campus public safety leaders surveyed are:

1. Responding to the legislative requirements of the Clery Act, new campus housing fire laws, and new requirements for emergency management and incident notification (70 percent);
2. Identifying and securing adequate campus public safety funding (41 percent), and
3. Providing training and staff development (39 percent)

External stakeholders interviewed said IACLEA has a strong position in the field. Its strengths include:

- Recognition of IACLEA as a leader in the field and a "go-to" association, though not the only "go-to" organization;
- Solid reputation of enduring services to members;
- Strong engagement with federal agencies and to some

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Personally, I was heartened by the many expressions of support I received from the IACLEA Board and the membership. I am truly grateful to each and every one of you for your prayers and thoughts during the aftermath of this incident.

Every critical incident provides an opportunity to improve procedures and examine resources. In our case, the administration is looking at increasing staffing and mental health services, while exploring funding mechanisms to support these resources.

Our department and our mutual aid partners performed well and this speaks to the value of collaboration.

extent other associations;

- Discrete assets such as the IACLEA-I list serve/discussion group, the Annual Conference and other training programs; and
- Management team, Board and staff who are respected and admired.

The feedback from both surveys will aid the Board and members-at-large in crafting a plan that is forward-looking and proactive. A summary of the Member Needs Assessment Survey will be published in the March-April issue of the *Campus Law Enforcement Journal*. The plan itself will go before the Board in March and then be sent to the membership in the spring.

See you in Nashville for our 2015 Annual Conference!



LEMAP is a program sponsored by the International Association of Campus Law Enforcement Administrators (IACLEA) for the purpose of providing management consultation and technical assistance to association members and non-member campuses.

Campus Safety and Security Is Our Business...

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IACLEA can help you through our Loaned Executive Management Assistance Program (LEMAP) by providing quick, quality reviews of your institution's Department of Public Safety and Security. LEMAP provides assistance in improving the administration, management and/or operations of the agency and may aid in implementing improved practices and techniques. This unique program utilizes the talents and resources of executives from campus public safety and security departments who serve as consultants.

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Let IACLEA help you. Our members are the experts in campus public safety and security.

For More Information on the Program

Contact Tessa Wilusz O'Sullivan at the IACLEA Headquarters, (860) 586-7517 Ext. 521 or by email: twosullivan@iaclea.org.

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