

FLORIDA UNIVERSITY CHIEFS OF POLICE

Chief Thomas G. Longo, Chair

RECOMMENDATIONS TO THE FLORIDA BOARD OF GOVERNORS BASED UPON THE RECOMMENDATIONS OF THE FLORIDA GUBERNATORIAL TASK FORCE ON CAMPUS SAFETY

March 2008

On April 16, 2007, 32 students were fatally shot by a lone gunman at Virginia Polytechnic University in what is the worst campus related shooting in U. S. history. The reaction to this event was swift, with states reviewing the readiness of their campus police departments to deal effectively with such a situation. Governor Charlie Crist, in Executive Order 07-77 initiated a task force to examine the incident and the preparedness of Florida universities to respond to an “active shooter” situation. In its final report, the Gubernatorial Task Force on University Campus Safety made a series of recommendations addressed to various levels and components of state government, some of which directly concern the police departments of the eleven SUS campuses as part of a comprehensive strategy.

Upon the request of the Board of Governors, with the leadership of Governor Tico Perez chairing the Emergency Preparedness & Campus Safety Committee, Governor Ava Parker chairing the sub-committee on police, and Chancellor Mark B. Rosenberg, the chiefs of police of the eleven State University System campuses collaborated on recommendations for the consideration of the Governors regarding issues raised in the Task Force report on policing and safety on our campuses. These recommendations have been formulated with due regard to the diversity exhibited by our eleven campuses, the chief’s perception of the issues as raised by the Gubernatorial Task Force, and the unfolding budget challenges in Florida. These recommendations are restricted to police-related issues only, and do not include issues such as technology and public notification, which are the purview of specific committees. The issues and recommendations discussed herein are a follow-up to the presentation made to the Board of Governors on August 7, 2007 at the University of South Florida, Tampa, by the Chair of the Florida University Chiefs of Police.

The chiefs consider the issues raised by the Gubernatorial Task Force to be both vital and prescient. Indeed, the issue of mass shootings on college campuses has persisted since Virginia Tech,¹ and there is little cause to believe that such incidents will abate in the foreseeable future. While no level of planning or

¹ See appendix A

preparation can eliminate the potential for these incidents, a prudent investment in enhanced police capacity on our campuses can and will enable an effective response. In the final analysis, a sufficient force of police officers equipped to handle rapidly unfolding violent situations must be in place. It is our goal to ensure that our response is up to the task, and we commend the Board of Governors for their leadership in making this issue a priority during a very challenging period in Florida's economic history.

The following issues as presented in the Task Force report, in priority order, directly affect the ability of SUS police departments to effectively respond to such situations:

Issue 1:

That the State University System conduct a salary survey of Florida State University System police positions to develop a pay package to be proposed to the 2008 Florida Legislature.²

Discussion:

Compensation of sworn officers could improve in order to make SUS police positions more competitive with other law enforcement agencies. Sworn employee turnover has resulted in the appearance of persistent vacancies and inordinate energy is being expended in the recruitment process in attempts to refill them. The market for qualified sworn law enforcement officers has become remarkably competitive in recent years, due to a smaller pool of applicants who possess the requisite skills and can pass the intensive background investigation required for sworn positions of special trust and confidence. Moreover, law enforcement is a very dynamic profession and campus-based policing is often perceived to be less attractive to potential candidates who generally seek agencies as first choices that they perceive to be more prestigious. In addition to that challenge, the law of supply and demand has caused the best candidates to seek positions with agencies that offer the most attractive compensation plans, and those with police experience in less attractive departments to compete for higher-paying positions on other agencies. Many municipal and county departments offer higher salaries to incoming experienced officers, often having the effect of recruiting the best officers away from lower-paying agencies, especially in metropolitan areas of Florida. They then offer more attractive salary plans and perks in order to ensure the stability and effectiveness of their officer workforce.³ Although various compensation philosophies, such as pay for

² Gubernatorial Task Force on University Campus Safety final report page iii.

³ In general, local law enforcement agencies offer salary plans that enable sworn employees to move through their pay band in a predictable manner to a top salary in a finite period of time. Also, while benefits are comparable, local agencies often provide a Take Home Car plan, and an educational benefit that is not tied to any particular institution, but requires only that the credits be accredited and related to their positions.

performance can be employed, attractive candidates can be expected to gravitate to plans that offer the simplest route to the highest pay in their region. Many choices of police employer exist in most Florida regions without the need for relocation, thus empowering officers and candidates with multiple options.

Recommendation:

In conducting salary surveys of SUS police employee positions in preparation for proposals to the legislature or other funding consideration, we believe that each campus resides in a region of the state that is possessed of unique economic circumstances. Therefore, the chiefs believe the most efficacious compensation plans will closely reflect those of surrounding local law enforcement agencies to which our departments most typically lose officers. We see this both in terms of starting police officer salary, and compensation plan structure. We recognize that this will result in plans that look different on various campuses, but believe that such latitude is important in order to be competitive. Experienced officer retention is the most pressing issue for our departments, and stable, fully-staffed forces are unlikely to be maintained without due regard to longevity pay in some form. Municipal and county law enforcement remains the main competitors for SUS police departments, and we urge the adoption of pay plans that closely compete with, or exceed those of such agencies in our individual locales.

Issue 2:

That the State University System, working with the Chiefs of Police at Florida's 11 universities and with the International Association of Campus Law Enforcement Administrators, develop a standard recommending the minimum level of officers for a campus and a standard of officers per 1,000 campus population. Both standards should be adaptable to the actual service population of the department and the geography of the campus.⁴

Discussion:

The minimum level of officers needed for a given campus should allow for coverage deemed sufficient for the safety and security of students as well as physical plant, with consideration given to officer safety. Although imperfect, the sworn officer to student ratio is a way to measure police presence on our campuses. Such measurement fails to account for all persons on our campuses at any given time, such as employees or visitors. However, the ratio utilizing student head count does provide a consistent measure for comparative purposes between campuses as well as a rough analogy to municipal jurisdictions that quantify residents. The standard published by the International Association of Chiefs of Police for community oriented policing purposes is 2 officers per thousand, or a 1/500 ratio. Campus-based law enforcement is arguably the most intensive community oriented policing environment extant as the perception of a

⁴ Gubernatorial Task Force on University Campus Safety final report page iii-iv.

safe environment, as well as nuisance abatement, is closely intertwined with the academic success of the institution. This prominence related to institutional success is closely linked to the large presence of relatively young adults on our campuses, many of whom are away from home for their first time and easily victimized. An adequate, if not generous allotment of sworn police positions on each campus is directly related to academic success, risk management and institutional prestige.

Recommendation:

In order to maintain an adequate police presence on our campuses the chiefs recommend a minimum ratio of sworn law enforcement officers to students be established in the state. The nationally-recognized standard as proposed by the International Association of Chiefs of Police (IACP) for community-oriented policing purposes is 2 officers per thousand (or 1/500). Respecting the environment in which we police, community-oriented policing is a prominent feature of campus-based policing in our overall strategy to foster student success. In consideration of the current staffing on various large campuses across the state, as well as the increasingly complex nature of policing and demands for service, the chiefs believe that the minimum officer to student ratio should be 1 sworn police officer per 600 students (1/600).⁵ However, some campuses may elect to exceed that ratio in order to meet their needs. The IACP community oriented policing ratio may prove to be a more advantageous goal to be pursued in the future as funding becomes attainable.⁶ However, where a limited student population makes the recommended ratio impracticable, we recommend that no fewer than two (2) sworn officers be on duty during any given shift. An adequate level of sworn police staffing is essential to a competent initial active shooter response.

The chiefs also consider implementation of regionally competitive compensation plans to be essential to maintaining these levels of staffing.

⁵ The current needs of each SUS campus to achieve this level are found in Appendix B.

⁶ According to a recent report by the US DOJ Bureau of Justice Statistics, the average sworn officer to student ratio on campuses nationally has increased overall to 1.8 per thousand in 2005, or 1/555, see page 3 of report, located in Appendix E.

Issue 3:

That all agencies charged with responding to violent events on a university or college campus train and exercise their personnel in the Active Shooter response and that each agency develop and train to a protocol which will allow the integration of the medical response with the law enforcement response.⁷

Discussion:

As the phenomenon of active shooter is relatively new to university campuses, and SUS police budgets vary in their capacity to permit preparation, additional funding will be required to ensure each campus the ability to respond adequately. At least one SUS institution currently has a SWAT capability.⁸ A highly rapid response to such crises is indicated, which is best performed by the responding shift officers. One approach that has emerged is to identify selected officers to receive special weapons and tools, as well as training, who would then be deployed on shifts in a manner to ensure the capability can quickly respond to such calls whenever they occur. These specially trained officers would also deliver specialized training to the other officers with whom they serve on their respective shifts, ensuring an enhanced “team” approach in a crisis. The newly-formed Tactical Response Team at the University of South Florida Tampa campus is one such example. However, while a fiscal investment in some equipment has been made on some SUS campuses as a prudent measure, new funding is required in order to obtain the equipment and training that will be needed to ensure the team’s success should they be needed. This issue was discussed during a conference call initiated by the Chancellor with the vice presidents and chiefs of the SUS institutions that occurred on February 15, 2008 immediately after the shootings at Northern Illinois University.

Recommendation:

Each SUS campus should possess the capability of rapidly responding with enhanced tools and training to an active shooter situation or other violent crisis. Additional non-recurring funding⁹ sufficient to field an equipped and trained capability on each SUS campus is recommended for immediate consideration. These funds would cover the acquisition of equipment and current fiscal year training and overtime to offset officer absences for training. State-of-the-art training and equipment is indicated to allow responding teams of police officers to

⁷ Gubernatorial Task Force on University Campus Safety final report page ix.

⁸ The University of Central Florida has maintained a SWAT team for several years, and officers so trained and equipped working on-shift are capable of intervention as described.

⁹ While programs are developing and change is almost certain, the current needs of each SUS campus are listed in Appendix C. Non-recurring funds will provide for equipment, but recurring funding would be most appropriate for ongoing training.

prevail against possibly heavily armed, multiple and possibly barricaded assailants.

Issue 4:

That the State University System examine additional funding sources for mental health and safety activities, including modifying state fee caps to fund student counseling and health initiatives and assessing a security/technology fee.¹⁰

Discussion:

In order to support the recommendations made *supra*, additional funding to SUS police departments will be imperative. However the state budget is currently in a period of contraction rather than expansion. Another issue that has arisen during the ongoing conversation about campus safety in the wake of the Gubernatorial Task Force report, and in particular in discussions concerning the increasing fiscal challenges under which Florida government must operate, is the potential for budget cuts affecting SUS police departments.

Most, if not all of the SUS police department budgets possess very little capacity to experience budget cuts without an adverse impact on the delivery of services. Some are already behind in terms of even adequate funding. While this would be true of any service or entity within a university, the recent increase in on-campus violence, particularly mass shooting incidents, indicates that a continued emphasis on safety and police funding is advisable. Additionally, police budgets are relatively small in comparison with the overall budget of our SUS institutions, and are much smaller than key university components such as Academic Affairs. Therefore, significant gain can be achieved without significant outlay by holding police funding harmless.

Recommendation:

Chancellor Rosenberg has exhibited extraordinary leadership in asking each SUS institution to “hold harmless” the police budgets in any mandated cuts.¹¹ The chiefs believe that the security of our campuses should continue to receive the priority that has been extended by the Chancellor thus far, and we recommend that police funding remain held-harmless during any future budget cuts. We consider such a strategy to be prudent as well as highly cost-effective.

¹⁰ Gubernatorial Task Force on University Campus Safety final report page iii.

¹¹ See Appendix D.

Issue 5:

That the remaining universities in the State University System and any other institutions whose officers have full law enforcement authority be strongly encouraged to seek accreditation through the Commission for Florida Law Enforcement Accreditation.¹²

Discussion:

Law enforcement accreditation is considered the hallmark of modern, progressive police departments. Accreditation is valued by the chiefs as well as our local law enforcement peers and many of the SUS departments already possess some form of this recognition. Law enforcement accreditation is currently available from the following sources: the Commission for Florida Law Enforcement Accreditation (CFA), the Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA), and the International Association of Campus Law Enforcement Administrators Accreditation (IACLEA) program. While the cost varies significantly, these programs are substantially similar and the chiefs have no preference with regard to which is pursued.

Recommendation:

The chiefs recommend that all SUS police departments be accredited by one of the three accrediting bodies offering law enforcement accreditation in Florida. We believe the decision of which provider to utilize is best left to the individual campus police chief as each requires a different fiscal commitment and various strategic goals may be better supported by individual or combinations of programs.

The members of the Florida University Chiefs of Police appreciate the opportunity to express our opinion on these vital issues, and wish to express our commitment to working with the Florida Board of Governors and the Office of the Chancellor in any way needed on these or other matters.

¹² Gubernatorial Task Force on University Campus Safety final report page ix.

APPENDIX A

Campus & Related Shooting Incidents Since 2000¹³

Totals: 14 incidents, 65 dead, 46 wounded

Feb. 14, 2008: A former graduate student at Northern Illinois University in Dekalb opens fire in a lecture hall, killing five students and wounding 15 others. He then commits suicide.

Feb. 8, 2008: Latina Williams, 23, opens fire during an emergency medical technology class at Louisiana Technical College in Baton Rouge, killing Karsheika Graves and Taneshia Butler. She then kills herself.

Dec. 13, 2007: Two Ph.D. students from India are found shot to death in a home invasion at an apartment on the campus of Louisiana State University in Baton Rouge.

Oct. 1, 2007: University of Memphis football player Taylor Bradford, 21, who had been rumored to have won more than \$3,000 at a casino, is fatally shot on campus in a botched robbery. Four men are later charged in the slaying, including one student.

Sept. 21, 2007: Two students are wounded at a late-night shooting at a campus dining hall at Delaware State University in Dover. Shalita K. Middleton, 17, dies Oct. 23 from her injuries. A student is charged in the shooting.

April 16, 2007: Cho Seung-Hui, 23, fatally shoots 32 people in a dorm and a classroom at Virginia Tech in Blacksburg, injures at least 25, then kills himself in the deadliest mass shooting in modern U.S. history.

April 2, 2007: A 26-year-old researcher at the University of Washington in Seattle is shot to death in her office by her ex-boyfriend. Jonathan Rowan, 41, then kills himself.

Sept. 2, 2006: Douglas W. Pennington, 49, kills himself and his two sons, Logan P. Pennington, 26, and Benjamin M. Pennington, 24, during a visit to the campus of Shepherd University in Shepherdstown, W.Va.

May 9, 2003: A 62-year-old man with two handguns and a bulletproof vest fires hundreds of rounds during a seven-hour shooting spree and standoff at a Case Western Reserve University building in Cleveland. One student is killed and two others are wounded. Biswanath Halder, who authorities say was upset because

¹³ Source: Associated Press, 2008.

he believed a student hacked into his Web site, is later sentenced to life in prison.

Oct. 28, 2002: Failing student and Gulf War veteran Robert Flores, 40, walks into an instructor's office at the University of Arizona Nursing College in Tucson and fatally shoots her. A few minutes later, armed with five guns, he enters one of his nursing classrooms and kills two more of his instructors before fatally shooting himself.

Jan. 16, 2002: Graduate student Peter Odighizuwa, 42, recently dismissed from Virginia's Appalachian School of Law in Grundy, returns to campus and kills the dean, a professor and a student before being tackled by students. The attack also wounds three female students. Odighizuwa is serving six life sentences after pleading guilty.

May 17, 2001: Donald Cowan, 55, fatally shoots assistant music professor James Holloway at a dorm at Pacific Lutheran University in Parkland, Wash., then turns the gun on himself. He leaves a 16-page suicide note expressing anger at a colleague of Holloway's whom he dated briefly as a teenager.

Aug. 28, 2000: James Easton Kelly, 36, a University of Arkansas graduate student recently dropped from a doctoral program after a decade of study and John Locke, 67, the English professor overseeing his coursework, are shot to death in an apparent murder-suicide by Kelly.

June 28, 2000: Medical resident Dr. Jian Chen kills his supervisor and then himself in his supervisor's office at the University of Washington in Seattle. Faculty say Chen, 42, was upset he'd be forced to return to China because of his academic shortcomings.

APPENDIX B

Current Staffing Needs of SUS Police Departments to
Meet Recommended 1/600 Ratio as Reported by the Respective Chiefs as of
March 2008

<u>Campus</u>	<u>Student Pop.</u>	<u>Auth. Sworn</u>	<u>Ratio</u>	<u>Need</u>	<u>Sal./Ben.</u>	<u>Total</u>
FAMU	11,560	33 ¹⁴	1/350	0	45,112	0
FAU	27,934	43	1/650	4	53,685	214,740
FGCU	9,400	14	1/671	2	50,519	101,038
FIU	38,614	46	1/839	18	55,440	997,920
FSU	40,555	63	1/644	5	48,053	240,265
NCF	2,429 ¹⁵	13	1/187	0	45,776	0
UCF	48,497	60	1/808	20	46,200	924,000
UF	49,436	90	1/549	0	49,539	0
UNF	16,500	28	1/589	0	43,552	0
USF SP	3,396	13	1/261	0	50,160	0
USF TPA	36,614	49	1/747	12	50,160	601,920
UWF	9,734	23	1/423	0	40,948	0
		TOTAL:		61		3,079,883

¹⁴ FAMUPD has an additional 7 sworn positions at their law school campus located in Orlando.

¹⁵ Combined enrollment for New College and USF Sarasota. NCF police contract to provide services to USF Sarasota.

APPENDIX C

Active Shooter Intervention Equipment¹⁶ & Training Needs

Requested Funding per SUS Campus as

Reported by Respective Chiefs

as of March 2008

<u>Campus</u>	<u>Funding Requested</u>
FAMU	59,270
FAU	45,000
FGCU	15,000
FIU	54,090
FSU	36,276
NCF	13,050
UCF	158,000 ¹⁷
UF	53,510
UNF	47,400
USF SP	14,040
USF TPA	82,040
UWF	10,800
TOTAL:	590,476

¹⁶ Equipment referenced is comprised of tactical tools such as enhanced body armor, bullet-resistant helmets, rifles & accessories, entry tools and other police, specialized equipment.

¹⁷ UCFPD operates a SWAT team which has specialized needs in addition to active shooter training needs for this FY.

APPENDIX D

Chancellor's Request to SUS Institutions Regarding Budget Cuts and Impact on SUS Police Departments

From: Rosenberg, Mark
Sent: Friday, February 29, 2008 9:51 AM
To: Rosenberg, Mark
Subject: Please "hold harmless" all university campus public safety departments in budget reduction actions

Dear Presidents:

During the past year we have witnessed unfortunate and tragic events at several university campuses throughout the nation. We all acknowledge that there is nothing more important to each of us than the security and the safety of our students, faculty, and staff at your respective institutions.

The Board of Governors will continue to address some of the critical issues relating to campus safety at our March 26 -27 meeting in Tallahassee.

While you are faced with many challenges in this difficult fiscal climate, it is my expectation as the Legislature begins its 2008 Session next Tuesday, that all university campus public safety departments will be "held harmless" in budget reduction actions. Thank you.

Sincerely yours,
Mark B. Rosenberg
Chancellor
Board of Governors
State University System of Florida
325 W. Gaines Street, Suite 1614
Tallahassee, FL 32399-0400
Phone: 850-245-0466
Fax: 850-245-9685
Mark.Rosenberg@flbog.org
Visit us online at www.flbog.org

c: BOG Senior Staff



Bureau of Justice Statistics Special Report

February 2008, NCJ 219374

Campus Law Enforcement, 2004-05

By Brian A. Reaves, Ph.D.
BJS Statistician

During the 2004-05 school year, 74% of the 750 law enforcement agencies serving 4-year universities and colleges with 2,500 or more students employed sworn law enforcement officers. These officers had full arrest powers granted by a state or local government. The remainder employed nonsworn security officers only. Nearly all public campuses (93%) used sworn officers compared to less than half of private campuses (42%).

Two-thirds (67%) of campus law enforcement agencies surveyed used armed patrol officers during the 2004-05 school year. Armed patrol officers were used at nearly 9 in 10 agencies that employed sworn officers and at nearly 1 in 10 agencies that relied on nonsworn officers only.

These findings come from the first survey of campus law enforcement agencies conducted by the Bureau of Justice Statistics since the 1994-95 school year. Among agencies included in both the 1994-95 and 2004-05 surveys, the percentage using sworn officers increased from 78% to 79% and the percentage using armed patrol officers increased from 66% to 72%.

On campuses with 5,000 or more students, private campuses had a higher ratio of law enforcement employees to students than public campuses. Between the 1994-95 and 2004-05 surveys, comparable agencies increased their collective staffing levels from 2.8 full-time employees per 1,000 students to 3 per 1,000.

Almost all campus agencies using sworn officers conducted criminal record checks, reference checks, background investigations, and driving record checks of applicants for sworn positions. About 80% of agencies used these preemployment screening methods when hiring nonsworn officers. Most agencies also used additional screening methods—such as psychological evaluations, written aptitude tests, physical agility tests, and medical exams—when hiring sworn officers.

More than 9 in 10 agencies had a written emergency preparedness plan. During the 2004-05 school year, 58% of agencies participated in emergency preparedness exer-

About three-quarters (74%) of 4-year colleges and universities with 2,500 or more students were served by a campus law enforcement agency with sworn personnel

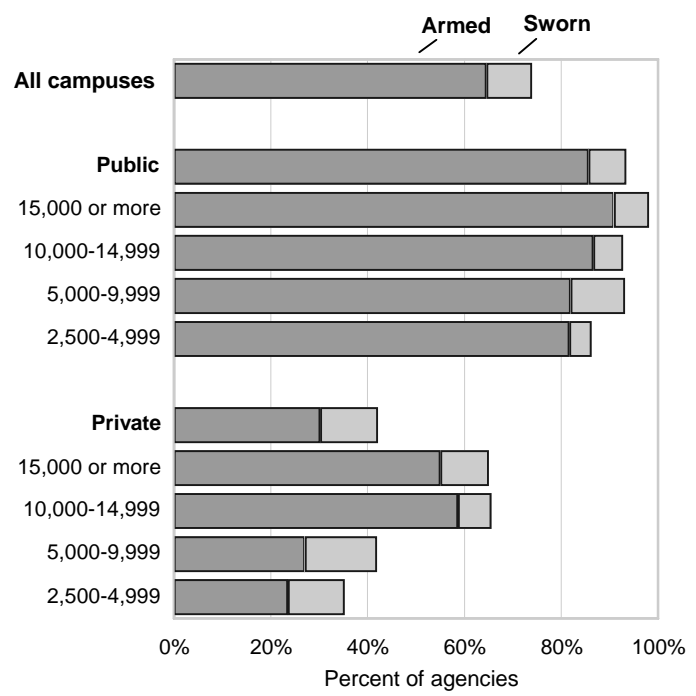


Figure 1

cises. Most agencies also used designated personnel to address a variety of crime and safety-related issues through prevention and education programs.

During the 2004 calendar year, campus law enforcement agencies received on average 62 reports of serious violent crime per 100,000 students and 1,625 reports of serious property crime. Violent crime rates for private campuses were about twice that of public campuses; property crime rates were 48% higher. Between 1994 and 2004, campus crime rates decreased by 9% for violent crime and by 30% for property crime.

Data by campus type and size and other detailed information are available in the Appendix tables on the BJS Website at <http://www.ojp.usdoj.gov/bjs/pub/pdf/cle0405.pdf>.

Three-quarters of campus law enforcement agencies used sworn officers with full arrest powers

During the 2004-05 school year, 74% of campus law enforcement agencies serving 4-year campuses with 2,500 or more students employed sworn personnel with full arrest powers (table 1). Nearly 9 in 10 agencies that employed sworn personnel used armed patrol officers, accounting for 65% of all agencies. Less than 1 in 10 agencies that relied only on nonsworn officers used armed patrol officers, accounting for 2% of all agencies.

Among agencies included in both the 1994-95 and 2004-05 surveys, the percentage of agencies that used armed patrol officers increased from 66% to 72%. The use of sworn personnel by campuses included in both surveys increased slightly, from 78% to 79% (figure 2).

Ten campus law enforcement agencies had at least 155 full-time employees

New York University had the largest agency with 345 full-time employees, followed by the University of Texas Health Science Center (Houston), Temple University (Philadelphia), and Howard University (Washington, D.C.).

Campus served	Full-time employees
New York University	345
University of Texas Health Science Center at Houston	235
Temple University	202
Howard University	200
University of Medicine and Dentistry of New Jersey	194
University of Southern California	190
Michigan State University	180
University of Alabama - Birmingham	170
George Washington University	156
University of Florida	155

Largest sworn campus agency had 166 full-time officers

The largest sworn campus law enforcement agency served Howard University, with 166 full-time officers, followed by Temple University (Philadelphia), University of Pennsylvania (Philadelphia), University of Medicine and Dentistry of New Jersey (Newark), and George Washington University (GWU) (Washington, D.C.). Of the ten largest sworn campus agencies, GWU was the only agency that used unarmed patrol officers.

Campus served	Full-time sworn officers
Howard University	166
Temple University	119
University of Pennsylvania	100
University of Medicine and Dentistry of New Jersey	97
George Washington University	95
University of Florida	86
Georgia State University	79
Yale University	78
University of Maryland - College Park	76
Vanderbilt University	76

Table 1. Sworn, nonsworn, and armed campus law enforcement by type and size of 4-year campus, 2004-05

Type and size of 4-year campus	Number of agencies	Percent of agencies using —			
		Sworn police		Nonsworn security only	
		Total	Armed	Total	Armed
All campuses	750	74%	65%	26%	2%
Public	465	93%	86%	7%	0%
15,000 or more	152	98	91	2	0
10,000-14,999	82	93	87	7	0
5,000-9,999	144	93	82	7	0
2,500-4,999	87	86	82	14	0
Private	285	42%	30%	58%	6%
15,000 or more	20	65	55	35	5
10,000-14,999	29	66	59	34	10
5,000-9,999	74	42	27	58	8
2,500-4,999	162	35	24	65	5

Between 1994-95 and 2004-05, the percentage of agencies using armed patrol officers increased

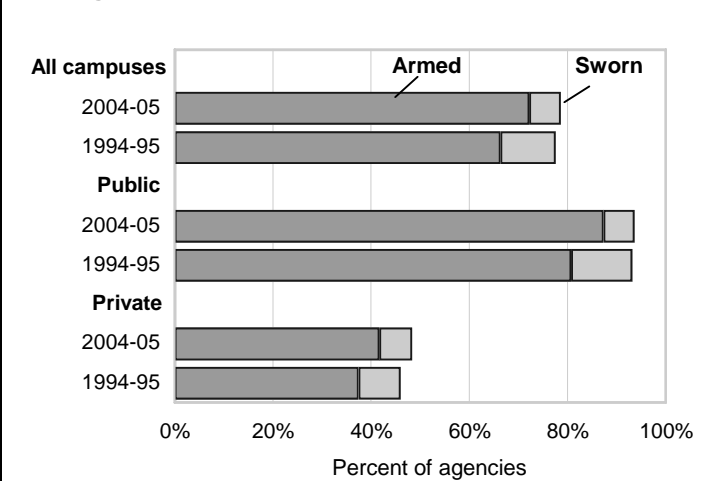


Figure 2

Other large campuses patrolled by unarmed sworn officers included the University of Iowa (Iowa City), Iowa State University (Ames), Portland State University (Portland, OR), University of Oregon (Eugene), and Oregon State University (Corvallis) (not shown in table).

New York University was the largest campus—with more than 39,000 students—to use nonsworn officers only. Other large 4-year campuses that used nonsworn officers only included the University of Southern California (Los Angeles), DePaul University (Chicago), and Columbia University (New York) (appendix table 2).

Typically campus law enforcement agencies have working relationships with local law enforcement and draw on their resources when needed. Depending on the type of campus agency, examples of local support may include arresting suspects, investigating crimes, providing armed support in dangerous situations, or operating a police sub-station on campus.

Among schools with 5,000 or more students, private campuses had more law enforcement employees per capita than public campuses

During the 2004-05 school year, the 750 agencies surveyed had more than 25,000 full-time employees, including about 13,000 sworn personnel. These agencies served more than 8 million students. The average number of full-time employees was 34, with a range of 96 on the largest private campuses to fewer than 20 on the smallest campuses (table 2).

Campuses had on average 3.8 full-time campus law enforcement employees per 1,000 students. Private campuses averaged 4.7 officers per 1,000 students compared to 3.3 per 1,000 on public campuses. Among schools with 5,000 or more students, private campuses had more law enforcement employees per capita than public campuses.

Campuses using sworn officers employed on average 2.3 full-time officers per 1,000 students. Private campuses averaged 3 sworn officers per 1,000 students compared to 2.1 sworn officers per 1,000 students on public campuses. On campuses of 5,000 or more students, private campuses had a higher ratio of sworn officers to students than public campuses.

Full-time agency employees increased from 2.8 to 3 per 1,000 students between 1994-95 and 2004-05

Campus law enforcement agencies included in both surveys increased the ratio of full-time employees to students between the 1994-95 and 2004-05 school years. The overall law enforcement staffing ratio increased from 2.8 per 1,000 students to 3 per 1,000 students (figure 3). Among campus agencies using sworn officers, the overall ratio of officers to students increased from 1.7 to 1.8 per 1,000.

In addition to total student enrollment, the number and type of employees in campus law enforcement agencies may be influenced by other factors such as campus land area, number of buildings, type of facilities (e.g., medical centers, stadiums, and arenas), number of full-time students, number of campus residents, number of school employees, characteristics of surrounding city and neighborhoods, and legislative statutes.

Agencies served on average 11,000 students and campuses of 485 acres and 89 buildings

On average, campuses included in this survey enrolled about 11,000 students and covered nearly 500 acres in land area (table 3). In terms of both average enrollment and average land area, public campuses were about twice as large as private campuses and included 37 more buildings on average. Private campuses (32%) had a higher percentage of students living on campus than public campuses (21%), a pattern that existed in all campus size categories.

Table 2. Average full-time employment by campus law enforcement agencies, 2004-05

Type and size of 4-year campus	All agencies		Agencies employing sworn officers	
	Full-time employees	Per 1,000 students	Full-time	Per 1,000 students
All campuses	34	3.8	23	2.3
Public	35	3.3	23	2.1
15,000 or more	59	2.3	37	1.5
10,000-14,999	31	2.6	21	1.8
5,000-9,999	23	3.4	15	2.2
2,500-4,999	19	5.4	12	3.4
Private	31	4.7	22	3.0
15,000 or more	96	3.9	50	2.3
10,000-14,999	61	5.0	45	3.9
5,000-9,999	33	4.7	18	2.8
2,500-4,999	16	4.7	11	3.0

Between 1994-95 and 2004-05, the ratio of full-time campus law enforcement employees per student increased slightly

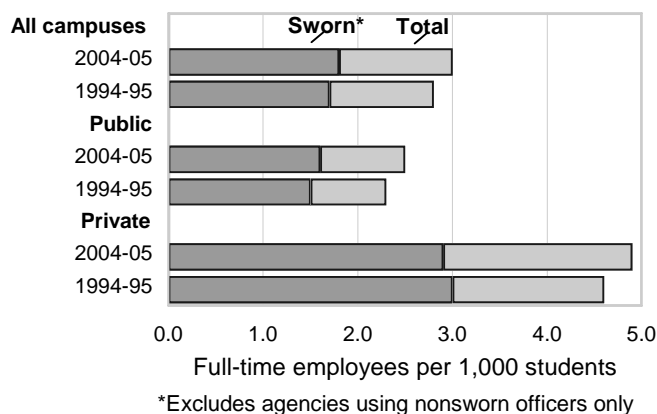


Figure 3

Table 3. Selected characteristics of 4-year campuses with 2,500 or more students, 2004-05

Type and size of 4-year campus	Average number of—			
	Students	Student residents	Acres	Buildings
All campuses	10,874	2,560	485	89
Public	13,413	2,838	614	103
15,000 or more	25,627	4,730	1,104	195
10,000-14,999	12,224	2,508	454	81
5,000-9,999	7,080	1,782	355	49
2,500-4,999	3,676	1,191	316	49
Private	6,730	2,130	272	66
15,000 or more	23,293	5,796	678	223
10,000-14,999	12,368	3,690	609	107
5,000-9,999	6,929	2,174	187	63
2,500-4,999	3,585	1,384	204	40

Nearly all campuses had 24-hour patrol, a 3-digit emergency number, and emergency blue-light phones

All agencies serving public campuses with 10,000 or more students and those serving private campuses with 5,000 or more students reported having 24-hour patrol services (table 4). Overall 99% of private campus law enforcement agencies and 97% of public agencies provided 24-hour patrol services.

Nearly all campuses had a 3-digit emergency phone number through a 6-1-1 on-campus system or a local 9-1-1 system. Most campuses (91%) also had blue-light emergency campus phones that provided direct access to campus law enforcement.

More than 9 in 10 public and private campuses with 5,000 or more students had blue-light emergency phones compared to about 8 in 10 campuses with less than 5,000 students. Among campuses with a blue-light phone system, the average number of blue-light phones increased from 8 per 2,500 students in 1994-95 to 13 in 2004-05. Private campuses had 17 blue-light phones per 2,500 students compared to 12 for public campuses (not shown in table).

Campus law enforcement agencies performed a wide range of functions

Overall agencies serving the 100 largest campuses performed more of the functions asked about in the survey than agencies serving the 100 smallest campuses (See appendix table 1 for functions). More than 4 in 5 campus law enforcement agencies performed functions related to special events security (98%), dispatching calls for service (92%), traffic enforcement (89%), property crime investigation (86%), building lockup (85%), parking enforcement (84%), and violent crime investigation (81%) (table 5).

Table 4. Campuses with 24-hour patrol and emergency telephone access to law enforcement, 2004-05

Type and size of 4-year campus	24-hour patrol coverage	3-digit emergency number	Blue-light emergency phones
All campuses	98%	95%	91%
Public	97%	94%	92%
15,000 or more	100	94	97
10,000-14,999	100	94	95
5,000-9,999	96	95	90
2,500-4,999	92	94	80
Private	99%	95%	90%
15,000 or more	100	100	100
10,000-14,999	100	100	92
5,000-9,999	100	95	96
2,500-4,999	97	94	85

Functions performed by a majority of agencies serving the smallest campuses, but not by a majority of agencies serving the largest campuses, included parking administration (87%), vehicle registration (84%), key control (60%), and fire prevention education (52%) (appendix table 1).

Nearly half of the agencies serving large public campuses used in-field computers

Overall about 1 in 4 (27%) campus law enforcement agencies used in-field computers during the 2004-05 school year (table 6). Nearly half (45%) of agencies serving public campuses with 15,000 or more students reported using in-field computers.

The majority of agencies with in-field computers reported that patrol officers had in-field access to motor vehicle records (61%) and driving records (54%) (not shown in table). Less than half reported that patrol officers used in-field computers to access criminal history information (37%), calls-for-service records (24%), or linked files for crime analysis (13%). A majority of agencies reported that patrol officers had fixed-site computer access to various types of records and other information.

Table 5. Selected functions performed by campus law enforcement agencies, 2004-05

Selected function	All 4-year campuses	Public	Private
Special event security	98%	99%	98%
Dispatching calls	92	90	95
Traffic enforcement	89	92	79
Property crime investigation	86	94	70
Building lockup/unlock	85	81	93
Parking/vehicle enforcement	84	81	89
Violent crime investigation	81%	92%	62%
Central alarm monitoring	77	78	77
Access control	75	72	83
Surveillance camera monitoring	69	64	77
Parking administration	67	62	78
Vehicle registration	55	47	70

Table 6. Campus law enforcement agencies using in-field computers, 2004-05

Type and size of 4-year campus	Percent of agencies using in-field computers
All campuses	27%
Public	31%
15,000 or more	45
10,000-14,999	33
5,000-9,999	24
2,500-4,999	13
Private	21%
15,000 or more	27
10,000-14,999	20
5,000-9,999	26
2,500-4,999	17

A sixth of sworn campus officers were women

During the 2004-05 school year, 31% of sworn campus officers were a racial or ethnic minority. A sixth (17%) of officers were women.

Characteristic	Percent of full-time sworn personnel
Male	83.3%
Female	16.7
White, non-Hispanic	69.4%
Black, non-Hispanic	21.0
Hispanic	6.5
Other race*	3.1

*Other race includes American Indians, Asians, Native Hawaiians, other Pacific Islanders, and persons identifying two or more races.

Among agencies included in both the 1994-95 and 2004-05 surveys, women increased from 14% to 17% of officers (figure 4). Minorities—blacks, Hispanics, Asians, and other minorities—increased from 27% to 30%; Hispanics increased from 4.4% to 6%.

Since 1994-95, starting salaries were up 5% for sworn officers but were unchanged for nonsworn officers

Starting salaries for entry-level sworn officers averaged \$30,600 for the 2004-05 school year, 5% more than in 1994-95 after adjusting for inflation (table 7). Average starting salaries (\$22,300) for nonsworn officers were unchanged after adjusting for inflation. During 2004-05, starting salaries in agencies with collective bargaining rights, compared to those without, were 25% higher for sworn officers and 16% higher for nonsworn officers (not shown in table).

About 1 in 6 agencies required new officers to have a college degree

More than a quarter (28%) of all campus law enforcement agencies had some type of college education requirement for new officers. About 1 in 6 agencies required a 2-year (13%) or 4-year (3%) college degree.

Minimum education requirement for new officers	Percent of agencies
With college requirement	28%
Any degree	16
4-year degree	3
2-year degree	13
Some college	12
Without college requirement	72

Agencies serving the largest public campuses required about 1,100 hours of training for new officers

Agencies required on average more than 800 hours of training for new officers, including about 500 hours of academy training (table 8). Training requirements ranged from about 1,100 hours at the largest public campuses to about 400 at the smallest private campuses. Some of this variation was attributable to the use of sworn versus nonsworn officers.

Minority and female full-time sworn personnel in campus law enforcement agencies, 1994-95 and 2004-05

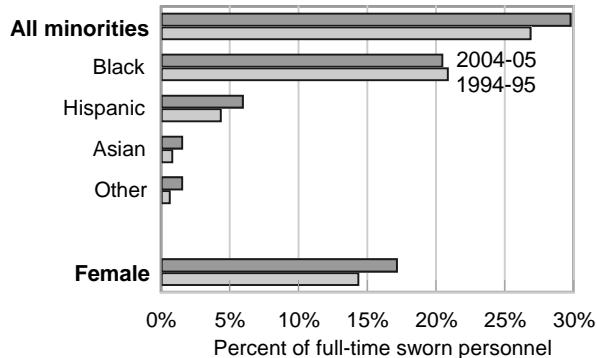


Figure 4

Table 7. Average base starting salary for selected positions in campus law enforcement agencies, 2004-05

Type and size of 4-year campus	Average base starting salary		
	Entry-level nonsworn	Entry-level sworn	Chief or director
All campuses	\$22,300	\$30,600	\$61,700
Public	\$21,500	\$30,700	\$63,300
15,000 or more	21,800	33,500	74,800
10,000-14,999	20,900	30,000	62,900
5,000-9,999	22,100	28,900	55,400
2,500-4,999	20,100	27,300	52,900
Private	\$23,200	\$30,300	\$58,000
15,000 or more	32,700	36,000	79,900
10,000-14,999	23,400	30,200	72,300
5,000-9,999	25,000	30,300	63,600
2,500-4,999	21,500	28,700	49,500

Note: Rounded to nearest hundred.

Table 8. Average training hours required for new campus law enforcement officers, 2004-05

Type and size of 4-year campus	All agencies		Agencies using sworn officers	
	Academy	Field	Academy	Field
All campuses	509 hrs.	305 hrs.	582 hrs.	357 hrs.
Public	568 hrs.	362 hrs.	584 hrs.	376 hrs.
15,000 or more	624	477	627	487
10,000-14,999	582	357	601	351
5,000-9,999	533	251	547	261
2,500-4,999	497	259	536	296
Private	355 hrs.	183 hrs.	569 hrs.	277 hrs.
15,000 or more	524	303	620	415
10,000-14,999	485	216	576	220
5,000-9,999	381	225	586	296
2,500-4,999	268	129	536	242

Note: Computation of average training requirement excludes agencies that did not require training of that type.

Training and education requirements were more stringent for sworn officers

On average, agencies required sworn officers to complete more than 900 hours of training compared to about 200 hours for nonsworn officers.

Type of officer	Average number of training hours required for new officers		
	Total	Academy	Field
Sworn police	937	580	357
Nonsworn security	203	93	110

Education requirements were also more stringent for sworn officers, with 30% of agencies requiring newly hired sworn officers to have at least some college compared to 21% for nonsworn officers. About 1 in 6 agencies required sworn officers to have at least a 2-year degree, compared to about 1 in 10 agencies for nonsworn officers (not shown in table).

Sworn officers were subjected to a wider range of preemployment screening methods

Preemployment screening methods—background screening, personal screening, and physical screening—were used more frequently when hiring sworn officers than nonsworn officers (figures 5, 6, and 7). Most agencies conducted criminal record checks, background investigations, driving record checks, and personal interviews when hiring nonsworn officers while less than half used the other screening methods.

Percent of campus law enforcement agencies performing selected functions by type of officers employed, 2004-05

	Sworn police	Nonsworn security only
90% or more	Routine patrol Special event security Violent crime investigation Property crime investigation Traffic enforcement Dispatching calls	Routine patrol Building lockup/unlock Special event security Parking enforcement Dispatching calls
80%-89%	Arson investigation Building lockup/unlock Parking enforcement Arena event security	Access control Parking administration Monitor surveillance cameras
70%-79%	Central alarm monitoring Stadium event security Access control	Arena event security Central alarm monitoring Vehicle registration
50%-69%	Drug enforcement Homicide investigation Monitor surveillance cameras Parking administration	Key control Traffic enforcement Fire prevention education Stadium event security Property crime investigation

Nonsworn agencies were more likely to handle building security and parking-related duties

Nearly all agencies provided routine patrol services, security for special events, and dispatch services. More than 9 in 10 agencies with sworn personnel also had primary

responsibility for crime investigations. Nonsworn agencies were more likely than sworn agencies to handle functions related to building security and parking; a majority of sworn agencies also performed these functions.

Nonsworn patrol officers were less likely than sworn officers to carry firearms, pepper spray, or batons

Nearly 9 in 10 agencies with sworn officers (87%) used armed patrol officers compared to about 1 in 10 agencies using nonsworn officers only (9%). About 9 in 10 agencies also authorized sworn officers to carry pepper spray (92%) and batons (91%). Among agencies using nonsworn officers, about three-fifths authorized officers to carry pepper spray (61%), and about half, batons (49%). About 1 in 5 agencies authorized sworn officers to carry hand-held conducted energy devices such as Tasers or stun guns (20%). About 1 in 4 agencies authorized such devices for nonsworn officers (24%) (not shown in table).

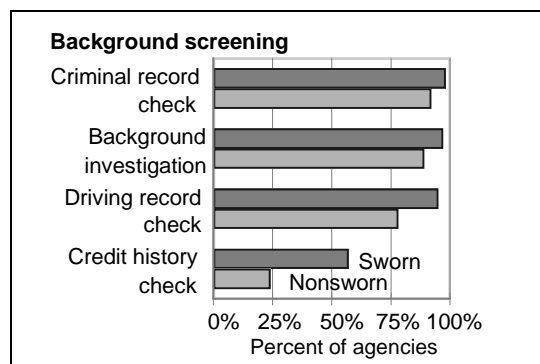


Figure 5

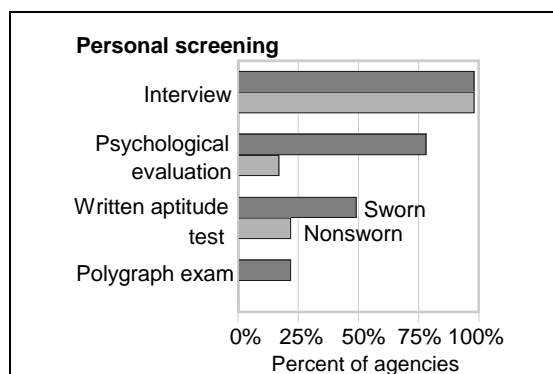


Figure 6

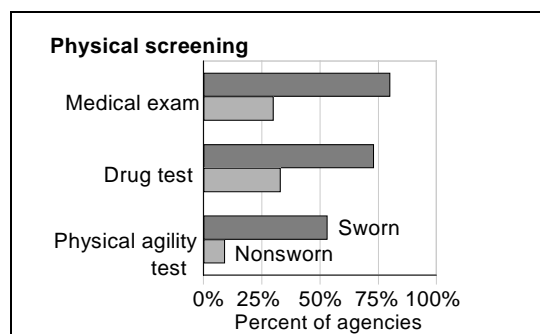


Figure 7

Community policing activities were more prevalent on public campuses than on private campuses

About two-thirds (69%) of campus law enforcement agencies had incorporated community policing into their campus security policy (table 9). Most agencies (59%) assigned patrol officers to specific geographic areas on campus. About half had upgraded technology to support community policing efforts (51%) and collaborated with citizen groups, using their feedback to support community policing strategies (47%).

Public campuses were more likely than private campuses to have implemented most of the community policing activities asked about in the survey. The largest differences were for student ride-a-long programs (49% public versus 22% private) and officer problem-solving projects (39% versus 23%).

More than 80% of agencies met regularly with faculty, staff, and student groups

Regular meetings with various groups played an important role in campus community policing efforts. During the 2004-05 school year, more than 80% of agencies serving public and private campuses met regularly with other law enforcement agencies (88%) and with on- and off-campus groups and organizations—such as student housing groups (86%), faculty/staff organizations (84%), and student organizations (83%)—to discuss crime and safety-related problems on campus (table 10).

Agencies serving public campuses were more likely than those serving private campuses to meet regularly with fraternity and sorority groups, advocacy groups, and domestic violence groups to discuss crime and safety-related issues. In comparison agencies serving private campuses were more likely to meet regularly with neighborhood associations and religious groups to discuss crime-related issues on campus.

About two-thirds of agencies had a written terrorism response plan

About 9 in 10 campus law enforcement agencies had a written emergency preparedness plan (94%) and had met with campus administrators regarding emergency preparedness issues (89%) during the 2004-05 school year (table 11). Nearly 7 in 10 agencies had disseminated emergency preparedness information to the campus community (67%) and had a written plan on how to respond in the event of a terrorist attack (66%).

A majority of agencies also conducted emergency preparedness exercises (58%), maintained intelligence sharing agreements with other law enforcement agencies (56%), and held campus meetings on emergency preparedness (55%). Nearly two-thirds of the agencies on public campuses had engaged in these activities compared to less than half of those on private campuses.

Nearly half of all agencies had formed partnerships with culturally diverse organizations on- and off-campus to address emergency preparedness on campus (45%). About a fifth of agencies had conducted a campus anti-fear campaign (21%).

Table 9. Community policing activities of campus law enforcement agencies, 2004-05

Type of activity	All 4-year campuses*	Public	Private
Included in campus security policy	69%	73%	63%
Geographic patrol assignments	59	59	61
Upgraded technology	51	53	47
Partnered with citizen groups	47	51	40
Student ride-along program	40	49	22
Written community policing plan	34	38	26
Officer problem-solving projects	33	39	23
Environmental crime analysis	32	36	25
Campus police academy	23	22	25

*See appendix table 3 for percentages by type and size of 4-year campuses.

Table 10. Groups that campus law enforcement agencies met with regularly to discuss crime-related problems, 2004-05

Type of group	All 4-year campuses*	Public	Private
Other law enforcement agencies	88%	89%	86%
Student housing groups	86	86	86
Faculty/staff organizations	84	83	84
Student organizations	83	83	85
Fraternity/sorority groups	57	64	43
Advocacy groups	47	52	36
Domestic violence groups	43	52	28
Local public agencies	40	44	33
Neighborhood associations	39	37	44
Business groups	27	30	21
Religious groups	20	17	25

*See appendix table 4 for percentages by type and size of 4-year campuses.

Table 11. Emergency preparedness activities of campus law enforcement agencies, 2004-05

Type of activity	All 4-year campuses*	Public	Private
Emergency preparedness plan	94%	94%	95%
Met with campus administrators	89	91	86
Disseminated information	67	71	60
Terrorism response plan	66	70	60
Emergency preparedness exercises	58	63	49
Intelligence-sharing agreements	56	65	41
Held campus meetings	55	61	42
Culturally diverse partnerships	45	48	39
Campus anti-fear campaign	21	25	15

*See appendix table 5 for percentages by type and size of 4-year campuses.

Agencies serving private campuses were more likely to have written policies related to student judicial officers and residence life officials

More than 9 in 10 campus law enforcement agencies had written policies and procedures regarding officer code-of-conduct (96%) and use of non-lethal force (91%) (table 12). About 8 in 10 had policies on handling citizen complaints (82%) and working with other law enforcement agencies (79%).

Agencies serving public campuses were more likely to have written policies to address areas such as domestic disputes, off-duty employment, mentally ill persons, and racial profiling. Agencies serving private campuses were more likely to have written policies pertaining to student judicial officers and residence life officials.

Table 12. Written policies and procedures of campus law enforcement agencies, 2004-05

Policy area	All 4-year campuses*	Public	Private
Code of conduct/appearance	96%	97%	94%
Non-lethal force	91	95	85
Citizen complaints	82	87	72
Other law enforcement agencies	79	84	71
Domestic disputes	72	80	57
Juveniles	72	81	52
Employee counseling assistance	70	70	72
Off-duty employment	70	83	48
Mentally ill persons	68	76	55
Victim services	63	63	63
Racial profiling	57	67	39
Student judicial officers	55	51	63
Residence life officials	54	47	66
Homeless persons	27	30	23

*See appendix table 6 for percentages by type and size of 4-year campuses.

Table 13. Problems and issues addressed by special programs or designated personnel in campus law enforcement agencies, 2004-05

Problem/issue addressed	All 4-year campuses*	Public	Private
Crime prevention	83%	88%	74%
Rape prevention	78	85	66
Drug education	73	79	60
Self-defense training	69	75	57
Alcohol education	67	75	53
Community policing	63	71	49
Victim assistance	62	67	54
Stalking	60	68	46
Cybercrime	54	62	40
Student security patrol	52	55	46
Bias/hate crimes	51	55	43

*See appendix table 7 for percentages by type and size of 4-year campuses.

Agencies serving public campuses were more likely to have designated personnel to address specific campus crime and safety-related issues

A majority of campus law enforcement agencies had designated personnel to address specific crime-related issues. On some campuses these personnel were assigned full-time to a specialized unit. About 8 in 10 agencies offered general crime prevention (83%) and rape prevention (78%) programs or had designated personnel to address these issues (table 13).

About 7 in 10 agencies had designated personnel for self-defense training programs (69%) while a similar proportion offered drug (73%) and alcohol (67%) education programs. About 6 in 10 agencies had personnel to deal with victim assistance (62%) and stalking (60%). More than half had designated personnel to address cybercrime (54%) and hate crime (51%).

Agencies serving public campuses were more likely than those on private campuses to have programs or designated personnel for each problem or task included in the survey. The largest differences between public and private campuses were in the areas of alcohol education, community policing, stalking, and cybercrime.

Nearly all students at 4-year schools with 2,500 or more students had access to crime prevention programs

Nearly 9 in 10 students were enrolled on a campus where campus law enforcement provided general crime prevention and rape prevention programs (figure 8). Forty percent of students were enrolled on a campus with a full-time dedicated crime prevention unit (not shown in figure). For each problem or task identified in the survey, 60% or more of all students were enrolled on a campus where personnel were designated to work at least part-time on that issue.

Most students were served by campus law enforcement agencies with special programs or designated personnel to address specific problems and issues

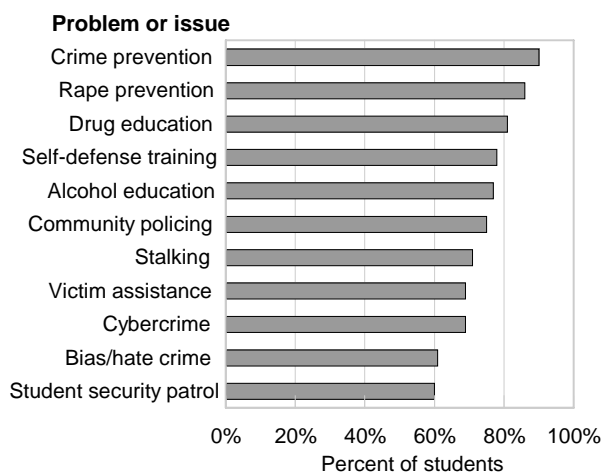


Figure 8

Campus police were more likely than local police agencies to assess recruits' community-relations skills prior to hiring

Campus law enforcement agencies with at least 10 but fewer than 100 full-time sworn officers were compared with local police departments in the same size range using data from the 2003 BJS Law Enforcement Management and Administrative Statistics Survey. Nearly all (96% or more) campus and local police agencies screened new officers through personal interviews, background investigations, reference checks, criminal record checks, and driving record checks (not shown in figures).

A large majority of both local (86%) and campus (83%) police agencies required psychological evaluations of applicants (figure 9). Nearly two-thirds of local police (64%) required a written aptitude test compared to about half of campus police (52%). Local police were more likely than campus police to conduct physical screening of recruits, including medical exams (97% versus 85%), drug tests (86% versus 76%), and physical agility tests (65% versus 57%) (figure 10).

Campus police were more likely than local police to assess recruits' community-relations skills (figure 11). This included assessments of analytical problem-solving skills (58% versus 37%), understanding of cultural diversity (57% versus 16%), and assessment of skills related to mediation and conflict management (42% versus 11%).

Campus police were more likely than local police to have a college degree requirement for new officers

Campus police were more likely to have a college education requirement for new officers. Campus police (91%) were also more likely than local police (57%) to have tuition waivers or reimbursements. While campus police required more education, local police required 11% more training, 1,092 hours versus 981 on average (not shown in table).

Education requirement	Campus police	Local police
With college requirement	30%	20%
Degree, any type	16	11
4-year degree	3	1
2-year degree	13	10
Some college	14	9

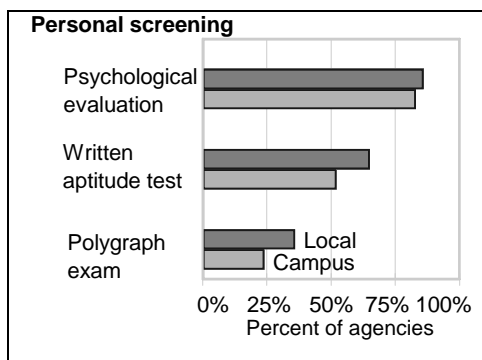


Figure 9

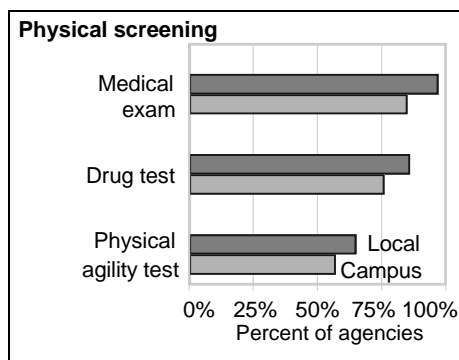


Figure 10

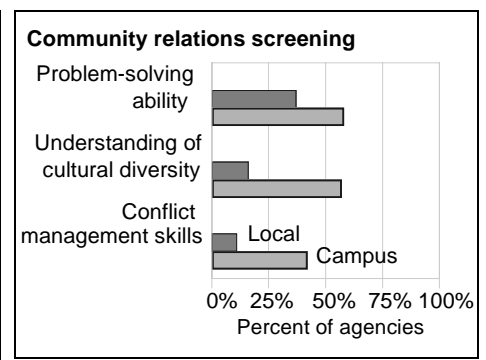


Figure 11

Starting salaries for campus police officers were 6% lower than starting salaries for local police

Starting salaries for entry-level campus law enforcement officers (\$31,200) were 6% lower on average than for local police (\$32,900) in similar size agencies. Starting salaries for campus police chiefs averaged \$65,800, about 2% higher than for local police chiefs (\$64,700) (not shown in table).

Campus police agencies were more likely than local police agencies to provide shift differential, merit, and hazardous duty pay for sworn personnel. Local police were more than twice as likely as campus police to offer education incentive pay.

Special pay categories	Campus police	Local police
Shift differential	56%	33%
Merit pay	47	29
Education incentive	24	54
Hazardous duty	11	6

Campus police were more likely to use computers for management functions; local police had more in-field computer capabilities

Campus police agencies were more likely than local police agencies to use computers for management functions related to investigations, dispatch, interagency information sharing, resource allocation, fleet management, and crime mapping.

Computer functions	Campus police	Local police
Investigations	92%	63%
Dispatch	74	59
Information sharing	64	40
Resource allocation	45	16
Fleet management	36	32
Crime mapping	34	26

Use of in-field computers was more prevalent among local police agencies than campus police agencies. Local police were more than twice as likely to provide officers in-field computer access to information such as motor vehicle records (51% versus 22%), driving records (47% versus 20%), criminal history records (29% versus 12%), and calls-for-service histories (26% versus 9%) (not shown in table).

The Clery Act and the reporting of campus crime

The Jeanne Clery Disclosure of Campus Security Policy and Campus Crime Statistics Act was signed into law in 1990. It requires institutions of higher education that participate in federal financial aid programs to keep and disclose information about crime on and near campus. The U.S. Department of Education monitors compliance. Violations can result in penalties of up to \$27,500 per infraction and suspension from federal student financial aid programs. The Clery Act's major requirements include:

- An annual campus security report must be published and distributed to current and prospective students and employees by October 1.
- The campus police or security department must maintain a public log of all crimes reported or otherwise known to campus law enforcement officials.
- Institutions must give timely warning of crimes that represent a threat to student or employee safety.
- Institutions must maintain statistics for the most recent three years for crimes committed on campus, in institutional facilities, in non-campus buildings, and on public property.

Campuses must submit an annual report to the U.S. Department of Education. The report should include statistics on criminal homicide, sex offenses, robbery, aggravated assault, burglary, motor vehicle theft, and arson. The Clery Act does not require the reporting of larceny/theft data. The report must identify incidents believed to have been hate crimes. The reports must also include arrests and disciplinary referrals for liquor law violations, drug law violations, and illegal weapons possession. Clery Act statistics are available at <http://ope.ed.gov/security/index.asp>.

Violent crimes accounted for 4% of the serious crimes reported to law enforcement agencies serving 4-year campuses with 2,500 or more students during 2004, compared to 12% of all serious crimes reported nationwide (table 14). Murder on campus was rare, with a total of 16 reported, 0.1% of all murders nationwide (not shown in table).

During 2004 campus law enforcement agencies received reports of 62 violent crimes per 100,000 students (figure 12). The violent crime rate was higher among private campuses (100) than public campuses (51), a pattern that existed in all campus size categories. Violent crime rates on campuses were far lower than the U.S. violent crime rate of 466 per 100,000 residents. Between the 1994 and 2004, violent crime rates on campuses decreased by 9%.

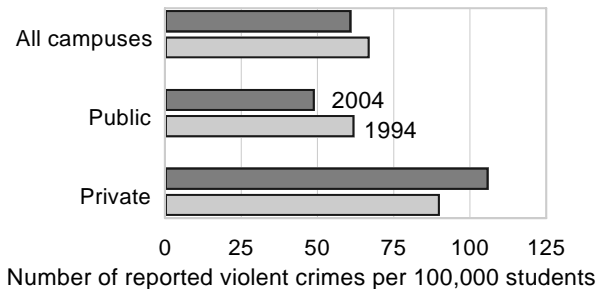


Figure 12

Campus law enforcement agencies received reports of 1,625 property crimes per 100,000 students during 2004. Similar to violent crimes, the overall property crime rate per 100,000 students was higher on private campuses (2,212) than public campuses (1,493). This pattern was consistent across all size categories. Nationwide, the rate for reported serious property crimes was 3,517 per 100,000 residents. Compared to 1994, campus property crime rates were 30% lower in 2004.

Table 14. Average number of serious crimes reported to campus law enforcement agencies, 2004

Type and size of campus	Violent crimes					Property crimes				
	Total	Murder	Forcible sex offense	Robbery	Aggravated assault	Total	Burglary	Larceny/theft	Motor vehicle theft	Arson
All campuses	7	--	2	2	3	191	24	158	6	1
Public	7	--	2	2	3	208	25	174	7	1
15,000 or more	12	--	3	4	6	393	46	331	16	1
10,000-14,999	5	--	2	1	2	156	19	131	5	1
5,000-9,999	4	0	1	1	2	102	14	84	3	1
2,500-4,999	3	0	1	1	1	71	9	59	2	1
Private	7	--	2	2	2	153	23	122	5	1
15,000 or more	25	--	7	11	7	469	81	378	12	1
10,000-14,999	12	0	4	5	4	309	37	259	9	1
5,000-9,999	7	--	2	2	3	147	20	120	6	1
2,500-4,999	3	--	1	1	1	75	15	54	3	1

Sources: U.S. Department of Education, Bureau of Justice Statistics, and FBI Uniform Crime Reports.
-- Less than 0.5

Methodology

This report presents data covering the 2004-05 school year. Agencies serving 4-year U.S. universities and colleges with a fall 2004 enrollment of 2,500 or more, and those serving 2-year public colleges with a fall 2004 enrollment of 10,000 or more were surveyed. U.S. military academies and for-profit institutions were excluded.

Data were collected in conjunction with the 2004 BJS Census of State and Local Law Enforcement Agencies. The survey instrument was patterned after the BJS Law Enforcement Management and Administrative Statistics survey. Data were collected describing campus law enforcement agencies, including personnel, expenditures and pay, operations, equipment, computers and information systems, policies, and special programs.

BJS conducted an earlier survey of campus law enforcement agencies, covering the 1994-95 school year. The 1994-95 survey report, *Campus Law Enforcement Agencies, 1995*, is available at <<http://www.ojp.usdoj.gov/bjs/abstract/clea95.htm>>.

Both the 1994-95 and 2004-05 reports focus primarily on 4-year campuses with some summary data describing 2-year campuses presented in appendix tables.

The 2004-05 survey was initially conducted as a web-only data collection. Follow-up efforts provided agencies with fax and mail-in response options. The final response rate was 82%, with 749 of 913 potential respondents participating in the survey (tables 15 and 16). Nearly two-thirds (65%) of responses were received electronically through the survey website. The remainder were received by mail or fax.

Among 4-year institutions, 606 of 750 agencies responded to the full survey, for a response rate of 81%. Among 2-year institutions, 143 of 163 agencies responded to the full survey, for a response rate of 88%.

For agencies not responding to the full survey, an abbreviated survey instrument was used, giving agencies the opportunity to provide data on type and number of personnel, use of sworn officers, use of armed officers, physical campus characteristics, and number of crimes reported to campus law enforcement authorities. All non-respondents provided at least some of this information.

Campus crime statistics were compiled using data from the BJS survey, the FBI's Uniform Crime Reports, and the U.S. Department of Education's Campus Security Statistics Website at <<http://ope.ed.gov/security/index.asp>>.

Table 15. Response rates for agencies serving public and private campuses, by type and size of institution, 2004-05

Type and size of 4-year campus	Total			Public			Private		
	Surveyed	Responded	Rate	Surveyed	Responded	Rate	Surveyed	Responded	Rate
All campuses	913	749	82 %	628	536	85 %	285	213	75 %
4-year campuses	750	606	81 %	465	393	85 %	285	213	75 %
15,000 or more	172	157	91	152	141	93	20	16	80
10,000 - 14,999	111	93	84	82	67	82	29	26	90
5,000 - 9,999	218	173	79	144	118	82	74	55	74
2,500 - 4,999	249	183	73	87	67	77	162	116	72
2-year campuses	163	143	88 %	163	143	88 %	0	0	~

~ Not applicable.

Table 16. Response rates for agencies serving 4-year and 2-year campuses, by region, 2004-05

Regions	Total			4-year campuses			2-year campuses		
	Surveyed	Responded	Rate	Surveyed	Responded	Rate	Surveyed	Responded	Rate
All campuses	913	749	82 %	750	606	81 %	163	143	88 %
South Atlantic	153	127	81 %	129	106	82 %	24	21	88 %
East North Central	152	128	79	121	100	83	31	28	90
Mid-Atlantic	151	113	91	133	96	72	18	17	94
Pacific	125	106	73	73	62	85	52	44	85
West South Central	105	89	85	86	72	84	19	17	89
West North Central	69	58	84	66	55	83	3	3	100
New England	63	51	91	62	50	81	1	1	100
East South Central	50	39	84	47	38	81	3	1	33
Mountain	45	38	73	33	27	82	12	11	92

Notes: Represents regions of the International Association of Campus Law Enforcement Administrators. South Atlantic Region includes District of Columbia, Delaware, Florida, Georgia, Maryland, North Carolina, South Carolina, Virginia, and West Virginia. East North Central Region includes Illinois, Indiana, Michigan, Ohio, and Wisconsin. Mid-Atlantic Region includes New Jersey, New York, and Pennsylvania. Pacific Region includes Alaska, California, Hawaii, Oregon, and Washington. West South Central Region includes Arkansas, Louisiana, Oklahoma, and Texas. West North Central Region includes Iowa, Kansas, Minnesota, Missouri, North Dakota, Nebraska, and South Dakota. New England Region includes Connecticut, Massachusetts, Maine, New Hampshire, Rhode Island, and Vermont. East South Region Central includes Alabama, Kentucky, Mississippi, and Tennessee. Mountain Region includes Arizona, Colorado, Idaho, Montana, New Mexico, Nevada, Utah, and Wyoming.



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The Bureau of Justice Statistics is the statistical agency of the U.S. Department of Justice. Jeffrey L. Sedgwick is director.

This Special Report was written by Brian A. Reaves, Ph.D. Lynn Langton and Thomas H. Cohen, Ph.D., verified the report. Georgette M. Walsh edited the report, Tina Dorsey produced the report, and Jayne Robinson prepared the report for final printing, under the supervision of Doris J. James.

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Appendix table 1. Functions performed by campus law enforcement agencies, 2004-05

Type of function	All 4-year campuses	By size of enrollment		By type of officers employed	
		100 largest	100 smallest	Sworn police	Nonsworn security only
Building security					
Building lockup/unlock	85%	67%	100%	82%	96%
Access control	75	59	83	72	86
Central alarm monitoring	77	90	72	79	74
Surveillance camera monitoring	69	62	63	65	81
Key control	42	26	60	37	58
Communications					
Dispatching calls for service	92%	93%	91%	91%	93%
Campus switchboard operation	25	10	49	21	38
Crime investigation					
Property crime, any type	86%	98%	74%	97%	50%
Violent crime, any type	81	98	66	95	38
Drug sales	73	93	51	88	26
Arson	69	88	47	82	28
Cybercrime	69	93	45	82	25
Homicide	51	77	27	64	9
Drug/vice enforcement					
Drug law enforcement	55%	76%	34%	69%	13%
Drug task force participation	26	46	10	34	2
Vice enforcement	24	41	10	30	3
Detention (temporary)					
Temporary holding cell	17%	40%	5%	21%	6%
Temporary lockup facility	13	9	17	11	19
Special operations					
Search and rescue	17%	23%	9%	20%	7%
Tactical operations (SWAT)	9	26	0	12	0
Bomb/explosives disposal	3	11	0	4	0
Underwater recovery	1	3	0	2	0
Special public safety					
Fire prevention education	35%	23%	52%	28%	57%
Emergency medical services	31	26	39	27	44
Fire inspection	28	20	41	22	45
Environmental health/safety	24	11	30	20	37
Animal control	20	18	33	21	19
Emergency fire services	15	14	20	13	24
Special security					
Special events	98%	99%	96%	99%	97%
Stadium	68	84	56	74	51
Arena	83	92	72	85	76
Hospital/medical facility	14	30	11	14	11
Nuclear facility	6	19	3	8	1
Traffic-related functions					
Traffic direction/control	89%	91%	79%	92%	76%
Accident investigation	88	94	75	94	67
Traffic law enforcement	84	93	75	91	57
Vehicle-related functions					
Parking administration	67%	30%	87%	63%	83%
Parking enforcement	84	58	95	82	91
Vehicle registration	55	23	84	49	73
Campus transportation system	31	22	30	27	43

Appendix table 2. Campus law enforcement agencies serving the 100 largest enrollments in the U.S., 2004-05

4-year campus	Location	Fall 2004, enrollment	Total employees			Sworn personnel		
			Full-time	Part-time	Per 1,000 students	Full-time	Part-time	Per 1,000 students
Ohio State University	Columbus (OH)	50,995	103	0	20	51	0	10
University of Minnesota -Twin Cities	Minneapolis (MN)	50,954	101	80	28	43	20	10
University of Texas at Austin	Austin (TX)	50,377	127	2	25	65	0	13
Arizona State University	Tempe (AZ)	49,171	91	15	20	55	0	11
University of Florida	Gainesville (FL)	47,993	155	30	35	86	5	18
Auraria Higher Education Center*	Denver (CO)	46,645	59	0	13	25	0	5
Michigan State University	East Lansing (MI)	44,836	180	80	49	62	0	14
Texas A & M University	College Station (TX)	44,435	121	1	27	54	0	12
University of Central Florida	Orlando (FL)	42,465	69	12	18	44	0	10
University of South Florida	Tampa (FL)	42,238	57	0	13	40	0	9
Pennsylvania State University	University Park (PA)	41,289	53	127	28	44	0	11
University of Illinois at Urbana - Champaign	Champaign (IL)	40,687	70	13	19	55	0	14
University of Wisconsin - Madison	Madison (WI)	40,455	112	5	28	62	0	15
Purdue University	West Lafayette (IN)	40,108	50	0	12	39	0	10
University of Michigan	Ann Arbor (MI)	39,533	96	3	25	54	0	14
New York University	New York (NY)	39,408	345	10	89	0	0	0
University of Washington	Seattle (WA)	39,199	73	0	19	46	0	12
Florida State University	Tallahassee (FL)	38,431	85	5	23	62	1	16
Indiana University-Bloomington	Bloomington (IN)	37,821	57	75	25	45	43	18
University of Arizona	Tucson (AZ)	36,932	66	0	18	52	0	14
University of California - Los Angeles	Los Angeles (CA)	35,966	94	0	26	56	0	16
University of Houston	Houston (TX)	35,180	44	0	13	44	0	13
University of Maryland	College Park (MD)	34,933	115	100	47	76	0	22
Florida International University	Miami (FL)	34,865	64	1	18	45	0	13
Rutgers University	New Brunswick (NJ)	34,696	112	0	32	56	0	16
Brigham Young University	Provo (UT)	34,347	40	125	30	28	12	10
Temple University	Philadelphia (PA)	33,551	202	0	60	119	0	35
California State University	Long Beach (CA)	33,479	35	15	13	27	0	8
University of Georgia	Athens (GA)	33,405	79	11	25	62	0	19
University of California-Berkeley	Berkeley (CA)	32,803	116	65	45	64	0	20
California State University - Fullerton	Fullerton (CA)	32,744	28	32	13	21	0	6
Wayne State University	Detroit (MI)	32,386	54	26	21	39	0	12
University of Colorado at Boulder	Boulder (CO)	32,362	59	0	18	37	0	11
Louisiana State University	Baton Rouge (LA)	32,241	67	1	21	65	0	20
University of Southern California	Los Angeles (CA)	32,160	190	0	59	0	0	0
San Diego State University	San Diego (CA)	32,043	45	37	20	29	0	9
California State University - Northridge	Northridge (CA)	31,341	55	19	21	25	0	8
University of North Texas	Denton (TX)	31,155	58	4	19	46	0	15
North Carolina State University	Raleigh (NC)	29,957	71	0	24	54	0	18
Indiana University - Purdue University	Indianapolis (IN)	29,953	51	10	19	34	7	13
Boston University	Boston (MA)	29,596	57	0	19	50	0	17
University of California - Davis	Davis (CA)	29,210	73	2	25	42	0	14
San Jose State University	San Jose (CA)	29,044	66	6	24	32	1	11
University of Utah	Salt Lake City (UT)	28,933	100	9	36	32	1	11
George Mason University	Fairfax (VA)	28,874	62	12	24	49	0	17
San Francisco State University	San Francisco (CA)	28,804	37	13	15	20	0	7
University of Iowa	Iowa City (IA)	28,442	49	13	20	28	0	10
Texas Tech University	Lubbock (TX)	28,325	79	5	29	49	5	18
Virginia Commonwealth University	Richmond (VA)	28,303	128	37	52	71	0	25
Colorado State University	Fort Collins (CO)	27,973	51	20	22	35	0	13

Note: Per-student ratios were calculated using a weight of 0.5 for part-time employees.

*Includes University of Colorado at Denver, Metropolitan State College, and the Community College of Denver.

Appendix table 2 (continued). Campus law enforcement agencies serving the 100 largest enrollments in the U.S., 2004-05

4-year campus	City	Fall 2004, enrollment	Total employees			Sworn personnel		
			Full-time	Part-time	Per 1,000 students	Full-time	Part-time	Per 1,000 students
California State University - Sacramento	Sacramento (CA)	27,972	46	30	22	16	30	11
Western Michigan University	Kalamazoo (MI)	27,829	61	0	22	29	0	10
University of Tennessee	Knoxville (TN)	27,792	53	20	23	50	0	18
Central Michigan University	Mount Pleasant (MI)	27,683	30	0	11	21	0	8
Virginia Tech University	Blacksburg (VA)	27,619	58	35	27	39	0	14
University of Oklahoma	Norman (OK)	27,483	57	18	24	33	0	12
University of Nevada - Las Vegas	Las Vegas (NV)	27,339	51	52	28	33	22	16
SUNY at Buffalo	Buffalo (NY)	27,276	68	0	25	61	0	22
Georgia State University	Atlanta (GA)	27,261	116	28	48	79	0	29
University of Cincinnati	Cincinnati (OH)	27,178	143	0	53	69	0	25
University of Missouri	Columbia (MO)	27,003	50	32	24	31	0	11
University of Kansas	Lawrence (KS)	26,980	44	0	16	28	0	10
University of North Carolina at Chapel Hill	Chapel Hill (NC)	26,878	80	69	43	45	21	21
University of Wisconsin - Milwaukee	Milwaukee (WI)	26,832	37	27	19	28	0	10
Texas State University	San Marcos (TX)	26,783	68	0	25	31	0	12
University of Pittsburgh	Pittsburgh (PA)	26,731	130	0	49	74	0	28
Iowa State University	Ames (IA)	26,380	47	116	40	33	0	13
University of New Mexico	Albuquerque (NM)	26,242	59	0	22	34	0	13
University of Texas - San Antonio	San Antonio (TX)	26,175	68	0	26	47	0	18
University of Kentucky	Lexington (KY)	25,686	51	2	20	45	0	18
University of South Carolina	Columbia (SC)	25,596	73	3	29	57	1	22
NOVA Southeastern University	Fort Lauderdale (FL)	25,430	110	0	43	2	0	1
Florida Atlantic University	Boca Raton (FL)	25,319	71	12	30	35	0	14
University of Texas - Arlington	Arlington (TX)	25,297	80	12	34	33	0	13
West Virginia University	Morgantown (WV)	25,255	57	0	23	47	0	19
University of Illinois - Chicago	Chicago (IL)	24,865	113	23	50	68	0	27
Northern Illinois University	Dekalb (IL)	24,820	72	1	29	46	1	19
University of California - San Diego	La Jolla (CA)	24,663	83	56	45	30	0	12
Harvard University	Cambridge (MA)	24,648	91	1	37	71	0	29
University of Massachusetts	Amherst (MA)	24,646	98	0	40	57	0	23
Kent State University	Kent (OH)	24,347	33	6	15	26	0	11
University of California - Irvine	Irvine (CA)	24,344	38	2	16	27	0	11
Utah Valley State College	Orem (UT)	24,149	8	27	9	6	20	7
George Washington University	Washington (DC)	24,092	156	2	65	95	1	40
Eastern Michigan University	Ypsilanti (MI)	23,862	31	0	13	25	0	10
Oklahoma State University	Stillwater (OK)	23,819	39	40	25	32	31	20
DePaul University	Chicago (IL)	23,570	58	10	27	0	0	0
Portland State University	Portland (OR)	23,444	22	8	11	14	0	6
University of Virginia	Charlottesville (VA)	23,341	123	3	53	58	2	25
University of Pennsylvania	Philadelphia (PA)	23,305	100	0	43	100	0	43
Washington State University	Pullman (WA)	23,241	17	92	27	17	2	8
Kansas State University	Manhattan (KS)	23,151	44	20	23	26	0	11
Northeastern University	Boston (MA)	22,932	80	20	39	56	0	24
East Carolina University	Greenville (NC)	22,767	71	12	34	52	12	25
University of Connecticut	Storrs (CT)	22,694	81	3	36	62	0	27
Middle Tennessee State University	Murfreesboro (TN)	22,322	30	18	17	26	0	12
Grand Valley State University	Allendale (MI)	22,063	19	5	10	15	5	8
University of Nebraska	Lincoln (NE)	21,792	50	8	25	29	0	13
Stony Brook University	Stony Brook (NY)	21,685	95	0	44	58	0	27
Columbia University	New York (NY)	21,648	140	0	65	0	0	0

Note: Per-student ratios were calculated using a weight of 0.5 for part-time employees.

Appendix table 3. Community policing activities of campus law enforcement agencies, 2004-05

Type and size of 4-year campus	Type of community policing activity								
	Included in campus security policy	Geographic areas for officers	Upgraded technology	Partnered with citizen groups	Student ride-a-long program	Written community policing plan	Problem-solving projects	Environmental crime analysis	Campus police academy
All campuses	69%	59%	51%	47%	40%	34%	33%	32%	23%
Public	73%	59%	53%	51%	49%	38%	39%	36%	22%
15,000 or more	74	70	59	66	66	44	51	46	28
10,000-14,999	78	63	58	57	49	37	46	40	18
5,000-9,999	71	48	48	42	42	36	26	31	22
2,500-4,999	68	48	41	25	27	30	27	19	11
Private	63%	61%	47%	40%	22%	26%	23%	24%	25%
15,000 or more	87	60	47	53	53	33	47	53	27
10,000-14,999	64	72	52	60	52	28	24	38	36
5,000-9,999	65	70	50	44	17	26	28	28	19
2,500-4,999	58	53	44	30	12	24	16	15	25

Appendix table 4. Types of groups that campus law enforcement agencies met with regularly to discuss crime and safety-related issues, 2004-05

Type and size of 4-year campus	Type of group										
	Other law enforcement	Student housing	Faculty/staff	Student	Fraternity/sorority	Advocacy	Domestic violence	Local public agencies	Neighborhood	Business	Religious
All campuses	88%	86%	84%	83%	57%	47%	43%	40%	39%	27%	20%
Public	89%	86%	83%	83%	64%	52%	52%	44%	37%	30%	17%
15,000 or more	90	92	87	91	80	64	55	61	54	41	30
10,000-14,999	90	89	83	83	68	60	54	38	46	27	13
5,000-9,999	88	82	83	80	56	44	51	39	22	24	11
2,500-4,999	84	79	78	70	38	33	44	21	17	19	6
Private	86%	86%	84%	85%	43%	36%	28%	33%	44%	21%	25%
15,000 or more	93	93	87	87	47	53	33	53	67	53	33
10,000-14,999	96	88	96	92	54	62	42	54	69	46	46
5,000-9,999	89	89	85	89	59	43	30	44	46	22	30
2,500-4,999	81	84	80	80	33	25	22	20	34	10	17

Appendix table 5. Emergency preparedness activities of campus law enforcement agencies, 2004-05

Type and size of 4-year campus	Type of emergency preparedness activity								
	Emergency preparedness plan	Met with administrators	Disseminated information	Terrorism response plan	Preparedness exercises	Intelligence-sharing agreements	Held campus meetings	Culturally diverse partnerships	Campus anti-fear campaign
All campuses	94%	89%	67%	66%	58%	56%	55%	45%	21%
Public	94%	91%	71%	70%	63%	65%	61%	48%	25%
15,000 or more	95	95	79	77	81	76	70	64	36
10,000-14,999	92	91	74	63	54	63	58	54	26
5,000-9,999	92	88	64	70	60	60	56	35	17
2,500-4,999	95	87	65	60	40	49	54	27	14
Private	94%	86%	60%	60%	49%	41%	42%	39%	15%
15,000 or more	87	93	80	67	67	73	47	67	0
10,000-14,999	92	92	58	73	65	58	54	54	15
5,000-9,999	96	85	67	70	44	44	54	39	20
2,500-4,999	94	85	54	51	44	31	33	32	14

Appendix table 6. Written policies and procedures of campus law enforcement agencies, 2004-05

Type and size of 4-year campus	Percent of agencies with written policy pertaining to—						Employee counseling assistance
	Code of conduct	Non-lethal force	Citizen complaints	Other law enforcement	Domestic disputes	Juveniles	
All campuses	96%	91%	82%	79%	72%	71%	70%
Public	97%	95%	87%	84%	80%	81%	70%
15,000 or more	99	98	95	90	83	92	79
10,000-14,999	97	98	89	78	78	79	65
5,000-9,999	96	93	84	83	82	79	69
2,500-4,999	97	89	74	79	74	65	63
Private	94%	83%	72%	71%	57%	52%	72%
15,000 or more	87	100	80	87	80	80	73
10,000-14,999	96	92	88	76	68	64	72
5,000-9,999	93	81	80	69	56	48	69
2,500-4,999	95	79	64	69	52	48	73

Appendix table 6 (continued). Written policies and procedures of campus law enforcement agencies, 2004-05

Type and size of 4-year campus	Percent of agencies with written policy pertaining to—						
	Off-duty employment	Mentally ill persons	Victim services	Racial profiling	Student judicial officers	Residence life officials	Homeless persons
All campuses	70%	68%	63%	57%	55%	54%	27%
Public	83%	76%	63%	67%	51%	47%	30%
15,000 or more	92	87	65	82	51	45	34
10,000-14,999	86	68	60	65	48	49	32
5,000-9,999	75	71	67	62	46	42	28
2,500-4,999	74	66	56	47	61	56	21
Private	48%	55%	63%	39%	63%	66%	23%
15,000 or more	73	53	60	47	67	53	27
10,000-14,999	60	64	72	64	64	64	20
5,000-9,999	46	56	61	31	52	57	15
2,500-4,999	42	53	62	36	68	72	28

Appendix table 7. Selected crime and safety-related issues addressed by campus law enforcement agencies, 2004-05

Type and size of 4-year campus	Problems and tasks addressed with a full-time unit or specially designated personnel										
	Crime prevention	Rape prevention	Drug education	Self-defense training	Alcohol education	Community policing	Victim assistance	Stalking	Cybercrime	Student security patrol	Bias/hate crime
All campuses	83%	78%	73%	69%	67%	63%	62%	60%	54%	52%	51%
Public	88%	85%	79%	75%	75%	71%	67%	68%	62%	55%	55%
15,000 or more	96	94	91	88	87	83	73	79	80	67	68
10,000-14,999	89	83	78	75	77	75	72	75	66	64	56
5,000-9,999	85	83	75	66	68	59	62	59	53	50	46
2,500-4,999	71	73	63	63	56	60	55	56	35	32	44
Private	74%	66%	60%	57%	53%	49%	54%	46%	40%	46%	43%
15,000 or more	100	73	67	73	67	87	80	73	73	67	67
10,000-14,999	76	72	68	56	60	56	56	52	56	48	52
5,000-9,999	80	70	56	67	52	50	54	46	44	48	37
2,500-4,999	66	61	59	49	50	42	49	40	28	42	40

Appendix table 8. Selected characteristics of campus law enforcement agencies serving 2-year and 4-year public campuses with 10,000 or more students, 2004-05

Characteristic	Type of campus served	
	2-year	4-year
Total number of—		
Agencies	163	234
Full-time employees	3,575	11,567
Full-time sworn personnel	1,516	7,149
Average number of—		
Students enrolled	18,095	20,931
Campus buildings	31	155
Acres on campus	240	878
Percent of agencies using—		
Sworn officers	67%	96%
Armed patrol officers	58	89
Average number of full-time employees		
Total	22	49
Per 1,000 students	1.2	2.4
Average number of full-time sworn personnel		
Total	14	32
Per 1,000 students	0.8	1.6
Percent of agencies with—		
24-hour patrol coverage	79%	100%
3-digit emergency number	88	94
Emergency blue-light phones	72	96
Percent of agencies performing—		
Special event security	98%	100%
Parking enforcement	97	70
Building lockup/unlock	92	75
Dispatching of calls	87	92
Access control	83	66
Traffic enforcement	77	88
Property crime investigation	75	95
Parking administration	72	45
Central alarm monitoring	71	86
Violent crime investigation	69	93
Surveillance camera monitoring	69	67
Vehicle registration	45	31
Percent of sworn personnel who were—		
Female	15%	17%
White, non-Hispanic	59	71
Black, non-Hispanic	17	18
Hispanic, any race	19	8
Other, non-Hispanic	5	3
Percent of agencies with college requirement for new officers		
4-year degree	2%	3%
2-year degree	8	13
Non-degree requirement	10	13
Average number of training hours required for officers		
Academy	528	610
Field	309	441
Average base starting salary		
Chief	\$56,000	\$71,000
Entry-level sworn	33,900	32,400
Entry-level nonsworn	25,700	21,600

Appendix table 9. Selected activities, policies, and programs of campus law enforcement agencies serving 2-year and 4-year public campuses with 10,000 or more students, 2004-05

	Type of campus served	
	2-year	4-year
Percent of agencies engaging in community policing activities		
Incorporated into campus security policy	57%	76%
Geographic patrol assignments	55	68
Upgraded technology	40	59
Officer problem-solving projects	29	50
Partnered with citizen groups	24	63
Written community policing plan	24	42
Environmental crime analysis	20	44
Student ride-along programs	20	61
Campus police academy	16	25
Percent of agencies meeting regularly with—		
Faculty/staff organizations	89%	85%
Other law enforcement agencies	79	90
Student organizations	67	88
Advocacy groups	28	63
Local public agencies	25	54
Domestic violence groups	22	55
Neighborhood associations	18	52
Business groups	17	37
Religious groups	8	24
Fraternity/sorority groups	8	76
Student housing groups	8	91
Percent of agencies engaging in emergency preparedness activities		
Emergency preparedness plan	91%	94%
Meetings with campus administrators	89	94
Disseminated information	63	77
Terrorism response plan	62	73
Emergency preparedness exercises	53	73
Campus meetings	53	67
Intelligence-sharing agreements	47	72
Culturally diverse partnerships	28	61
Campus anti-fear campaign	15	33
Percent of agencies with written policies pertaining to—		
Code of conduct and appearance	93%	98%
Non-lethal force	81	98
Citizen complaints	79	93
Other law enforcement agencies	73	86
Juveniles	66	88
Domestic disputes	62	81
Employee counseling assistance	61	75
Victim services	61	64
Mentally ill persons	59	81
Off-duty employment	55	90
Student judicial officers	51	50
Racial profiling	50	77
Homeless persons	35	33
Residence life officials	3	46
Percent of agencies with programs or designated personnel for—		
Crime prevention	62%	94%
Rape prevention	48	92
Self-defense training	48	84
Victim assistance	47	73
Stalking	42	77
Community policing	40	80
Student security patrol	39	66
Drug education	36	87
Cybercrime	35	75
Alcohol education	30	84
Bias/hate crime	28	64