

**CLEMSON UNIVERSITY  
POLICE DEPARTMENT**

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**ANNUAL REPORT 2019**

# 2019 ANNUAL REPORT

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## MISSION

Our mission is to enhance safety, reduce risk and prevent harm from affecting the Clemson University community.

## VISION

Clemson University Police Department (CUPD) is an organization setting the standard of excellence in law enforcement through integrity, compassion, service before self and honor above all.

## CORE VALUES

Honor, Integrity, Courage, Inclusion, Respect

## GUIDING PRINCIPLES

We will collaborate with university partners to create and foster a safe, secure campus through education, community service and strategic enforcement. We will utilize innovative technology, specialized training, community policing strategies and strong partnerships to enhance the university's living and learning environment.

We will create an environment that champions the success and well-being of our students, faculty, staff and visitors through professionalism and a commitment to service. We will foster a climate of trust and respect through a commitment to diversity, equity and procedural justice principles.

## A letter from the *Chief*

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I am pleased to present the Clemson University Police Department's 2019 Annual Report. This publication features information about our agency and provides a summarized report of accomplishments and statistics for the year.

To accomplish our goals and continue our focus on excellence required us to strengthen existing partnerships and forge new ones. The support of the President, members of the Executive Leadership Team, and our campus and community partners continue to allow us to expand our capabilities and develop strong strategic relationships with entities like the National Police Foundation, National Alliance on Mental Illness, and New Orleans Police Department for EPIC. These initiatives along with regional partnerships with Pickens County Sheriff's Office, the State Department of Mental Health, and Clemson researchers have allowed us to obtain grant funding that will assist CUPD, as well as our regional partners. These efforts along with the hard work, commitment, and selfless service, of our officers and professional staff has kept us moving toward our vision of setting the standard for law enforcement excellence.

One of our major accomplishments during 2019 was the partnership between CUPD and the National Police Foundation to implement CompStat 360. This process will become operationalized in 2020 and provide the agency a broader approach to addressing crime, maximize organizational effectiveness, and further integrating community and governmental partners. With this process, we will also increase the transparency between the department and our community. This will provide the opportunity for us to co-create an understanding of what successful policing means.

During the year, we continued to provide our officers with basic and advanced training to ensure they have the skills and competencies required to meet the challenges of their ever-changing profession. This includes Mental Health First Aid, Bystander Intervention, and instruction in Cultural Competency. We also added additional equipment to help us be more effective and prepared to face the challenges presented by today's environment.

Our technology vision continued to be implemented with the deployment of new safety and security cameras and the integration of legacy cameras into the centralized monitoring system. These efforts along with the opening of our real-time operations centers has led to additional capability and capacity

that supports field units as they proactively address crime response and complete follow up investigations. We anticipate having the Center fully staff during 2020 that will provide for a 24/7 operation.

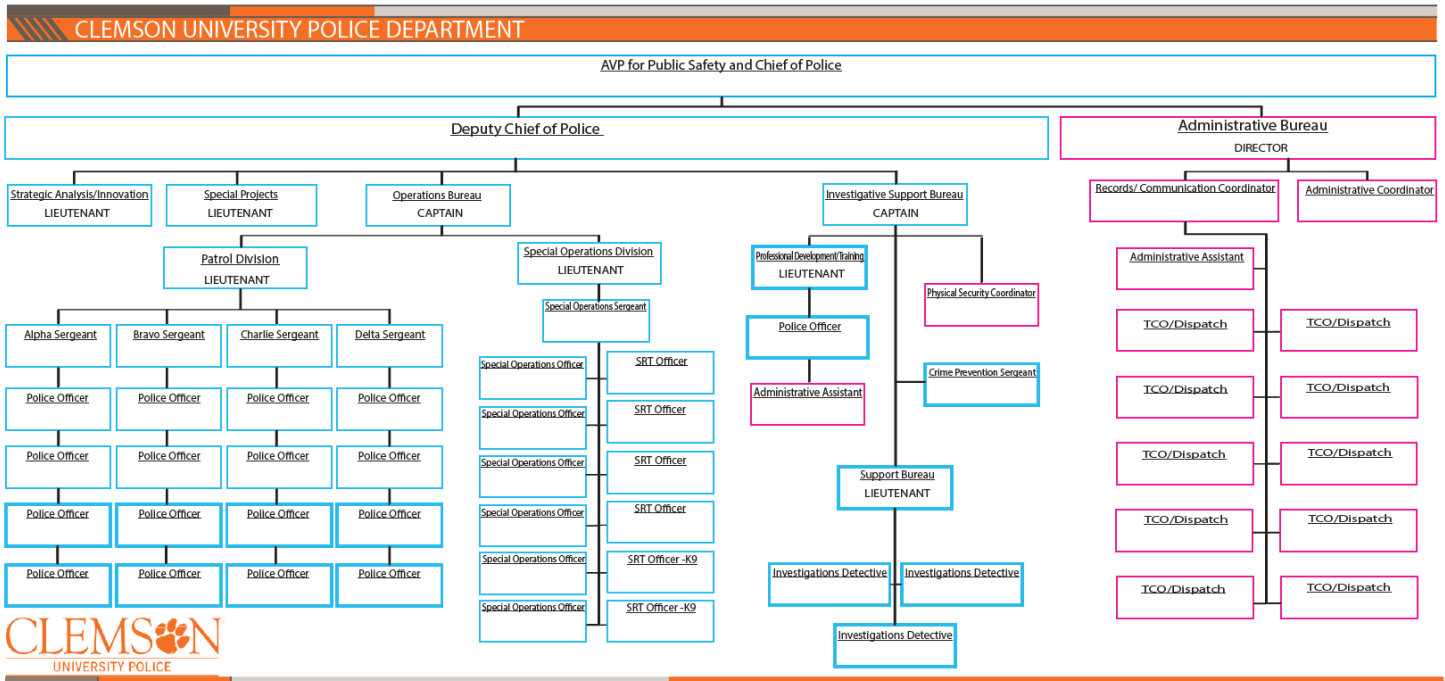
During 2019, the organization also applied for national accreditation through the Commission on Accreditation of Law Enforcement Agencies (CALEA). CALEA is the gold standard in law enforcement accreditation and only approximately 3% of the nation's 18,000 law enforcement agencies receive this prestigious award. Our goal is to achieve this designation in 2020 and join those who proudly display the CALEA emblem.

The Clemson University Police Department is committed to excellence. Our shared purpose of enhancing safety, reducing risk, and preventing harm drives our daily operations. It motivates us to stay on the cutting edge of our profession and has never been more important. With these values leading us, I am confident that our Department will continue to provide the Clemson community with the professional, dedicated, and honorable policing service that they deserve and expect.

***Gregory Mullen***

Gregory G. Mullen  
AVP for Public Safety | Chief of Police

# 2019 ORGANIZATIONAL CHART



## GRANTS

Clemson University faculty and police received a grant award from the 2019 Justice Mental Health Collaboration Program to design a strategy that improves responses and connection to treatment for people with mental health disorders. The focus of the research project will be Clemson University and surrounding areas, including Anderson, Oconee and Pickens counties. The grant was awarded in October 2019 for \$99,997. This grant supports cross-system collaboration to improve responses and outcomes for individuals with mental illnesses (MI) or co-occurring mental illness and substance abuse (CMISA) who come into contact with the justice system. This program supports officer and public safety and violence reduction through social service and other partnerships that will enhance and increase law enforcement responses to people with MI and CMISA.

## CAMP 911

Camp 911 is a summer program developed by the Clemson University Police Department and the city of Clemson Police Department where a group of youth, ages 7-12, during a two-week period, spent time learning about public safety and connecting and building relationships with public safety professionals in their community. The camp is meant to provide students with a positive recreational and educational experience during their summer break, along with mentorship and positive interaction with area public safety officials.



## AWARDS AND RECOGNITIONS

CUPD recognized and celebrated several awards this year. Lieutenant Chris Harrington was accepted into the 2019/2020 cohort of the Clemson University President's Leadership Institute.

Officer Tyler Brown was named the James E. Bostic Housing Partner of the Year. This award is given annually to a University partner or staff member that consistently partners with Clemson University Residential Living to enhance the residential experience of a specific community or communities.

Officer Bennett Hendricks was named the Pickens County Police Officer of the Year, awarded to an officer who displays exemplary service throughout the year, going above and beyond the call of duty, and nominated by peers and supervisors, and endorsed by the Chief of Police.

## PHYSICAL SECURITY

A new security program was installed at Sikes Hall where two full time security guards manned entry positions to assist and monitor visitor entries into the facility. The guards were trained to use the genetic system to lockdown the facility in case of emergency and to use the surveillance system to monitor activity within the facility. The Physical Security Coordinator worked closely with campus and Innovation campus partners at Edisto R.E.C., Sandhill facility, and Coastal R.E.C. to assess and make recommendations regarding camera coverage.

### New Camera Projects

The Department received a State award to enhance its current Safety and Security Video Security System. This enhancement project expands current coverage areas of campus to be addressed with new cameras as well as working with Tiger One's team to accomplish legacy camera system conversions. This project is ongoing and large scale with 80+ new cameras proposed along with multiple legacy systems for which to plan conversion.

## HEALTH & WELLNESS

CUPD, in partnership with the Joseph F. Sullivan Center, launched a targeted health and wellness program called CU4Health for all departmental staff. This program is a comprehensive health risk assessment providing each employee with an overall Health Risk Appraisal, blood analysis, and personalized counseling session to review results. This campaign increases efforts to make sure the department has access to the care required to maintain physical, mental and emotional health. The partnership allows access to personalized education and health recommendations

in all these areas. It provides proactive assistance to anyone seeking advice and offers follow-up related to maintaining current good health and/or how to improve overall health. On site physical assessments were followed with one on one consultations for a myriad of health-related concerns such as weight loss, smoking cessation, lowering blood pressure, reducing cholesterol, maintaining healthy blood sugar levels, making time for exercise, etc. In addition, this partnership created an opportunity for all departmental personnel to experience a UPTSM Orthopedic Assessment Screening with state of the art equipment and technology to assess posture and range of motion assessment of the spine, flexibility and body strength assessment, as well as a cardiac endurance test.

## **PROFESSIONAL DEVELOPMENT & TRAINING**

By end of calendar year 2019, 21 of the agency's 38 sworn personnel (year-end staffing total) had completed the National Alliance on Mental Illness (NAMI) 40-hour CIT training for a total of 55% of sworn staffing. This represented an increase of 600%. Prior to the separation of several personnel throughout the year the agency had been on track to reach 26 sworn personnel having completed this training for a total of 68% of the agency's sworn staff, an increase of 766% above the three (3) personnel who had completed this training prior to 2019. While substantial progress toward this goal was made, the target increase of 900% was not met. This can be attributed to several circumstances such as the cancellation of a planned training course by the course provider due to lack of instructor availability, the onboarding of a large number of new hire trainees attending basic law training and completing the Police Training Officer (PTO) program, and shift staffing conflicts around the offered training dates. With the awarding of the Justice and Mental Health Planning Grant for Federal FY 20 this shortfall will be remedied in the first half of 2020 as new courses are already scheduled for the agency.

In addition, the agency began the process of training personnel in the Mental Health First Aid program with the first six attendees completing this training in December 2019. This group included members of sworn and professional staff. Additional courses are planned in this subject area in conjunction with the JMHP grant.

## **OPERATIONS BUREAU – PROCESS IMPROVEMENT**

While efficiency, accountability, and accuracy have all been department-wide efforts throughout the 2019 calendar year, the Operations Bureau has taken a leadership role for several specific areas of improvement and accountability. During the fall, preparations began to implement the CompStat360 process to assess community needs and feedback in conjunction with crime and



traffic data to better monitor trends and deploy resources. Full implementation will begin late January of 2020.

To create more accountability and accuracy in reporting, members of the Operations Bureau, in collaboration with members of the Investigative Support Services Bureau, created a workgroup to assess the need for improvement in documentation and reporting. The Operations Bureau Commander and Records Manager identified immediate areas for improvement and scheduled training for SCIBRS, or the South Carolina Incident Based Reporting System, to be conducted in January of 2020 for all department members tasked with entering information into the Zuercher records management system. Additionally, they met with the Clemson University Lean Project Manager to implement a Lean improvement process event to take place in early 2020.

## **PATROL OPERATIONS DIVISION**

The Clemson University Police Department Operations Bureau consists of the Patrol and Special Operations Divisions. 2019 was a year that focused on investment – both within our agency and within our community. The Operations Bureau was committed to the goal of investment through our performance in daily operations, training, relationship building and process improvement. There were many enhancements seen in all areas and are believed to have had and continue to have the most impact on the community and the Clemson University Police Department.

For the thirteenth consecutive year, the Clemson University Police Department was committed to the CUPD & Residential Living Liaison Program. The goals of the program are to provide an environment for University Housing and CUPD to work together as an area team to enhance both community building and public safety efforts. As partners, CUPD and University Housing work together in embracing the community policing model as a philosophy, management style, and organizational strategy that promotes proactive problem solving and police-community partnerships to address the causes of crime and fear, as well as community issues. During the calendar year, 11 night shift officers were assigned to 11 residential community areas. In addition to serving as direct liaison and CUPD contact for problems and educational efforts, liaison officers met with residential staff multiple times to discuss community trends and participated with nightly “rounds” on a routine basis. An officer within the Operations Bureau – Patrol Division was awarded the James E. Bostic Housing Partner of the Year by Clemson University Residential Living. The Bostic Housing Partner of the Year is given annually to a University partner or staff member that consistently partners with Clemson University Residential Living to enhance the residential experience of a specific community or communities.

The Operations Bureau continued the theme of investment by being committed to investing in members of the Patrol and Special Operations Divisions in the form of training. Training accomplished during the 2019 calendar year included opportunities that focused on leadership, specialized topics, and on-shift training.



Operations Division commanders attended training in the areas of Command Leadership. One commander attended the FBI LEEDA Command Institute while three other commanders and two Sergeants in the Operations Bureau attended ICS400 training. These specific training initiatives served to prepare command and supervising officers to better manage and lead as well as function within the Incident Command System.

In the areas of specialty training, officers within the Operations Bureau attended a variety of training opportunities. Sixteen officers attended NAMI CIT training. With the increase in mental health responses seen over the last few years, this training was critical to prepare officers assigned to the Operations Bureau to be able to provide the best response possible to those within the Clemson University community requiring our assistance.

During the 2019 calendar year, ten officers and three supervisors completed the Police Training Officer program (PTO). This training is among the most vital of CUPD Operations, as it serves as an opportunity to train officers in the fundamentals of policing, as well as an opportunity to instill the core values and guiding principles that are essential to serving our community. In addition to training new recruits, eight officers assigned to the Operations Bureau attended training to become Police Training Officers.

## **SPECIAL RESPONSE TEAM IMPLEMENTATION**

During the course of 2019, the Clemson University Police Department implemented and began operations of a Special Operations Division. Early in the year the department undertook the planning phase and put together the basic qualifications and standards for the new team to operate within. After reviewing recent and past trends of major incident types and response criteria, an in-depth review of policies, and collaborative efforts with other standing teams, a field guide was developed, and the Clemson University Police Departments Special Response Team was implemented.

During the summer of 2019, the process of recruitment and hiring for positions began. During the latter part of 2019, the Special Response Team (SRT) vacancies were filled with six sworn officers and a supervisor. These officers are currently undergoing training to familiarize themselves with tactics and methodologies to enhance their skills and capabilities in response efforts to a wide variety of circumstances. Training for these officers were vast and included response to active assailant, trauma and first aid, and civil unrest.

Additionally, as part of the Special Response Team, a second Explosive Ordinance Detection (EOD) canine and handler were certified in EOD detection and article searches. The second handler and canine will be essential to the success of EOD operations due to the number of special event sweeps, security enhancements, and mutual aid responses. During 2019, the two canine handlers and their partners participated in fifteen combined searches for mutual aid request as a result of bomb threats in neighboring jurisdictions. The two handlers and their canines conducted a combined total of seventy pre-event sweeps and also presented two canine demonstrations to the community.

Members of the Special Response Team have presented training to employees and staff as part of a campus wide initiative of staff preparedness in the areas of Stop the Bleed, Run Hide Fight, and other events related to incident response and preparedness. Moving into 2020 SRT will continue its efforts to provide excellence through training to the Clemson University Community.

Team members have also assisted in increasing the security efforts of locations across campus through security assessments. The assessments have focused on areas of physical security, crime prevention, security monitoring, and assisting staff with options to keep themselves and building patrons safe on a daily basis. The security assessments completed during 2019 were for the Allen Reeves Football Complex and the Robert Muldrow Cooper Library.

SRT will become an integral part of the Operations Bureau within the Clemson University Police Department as it partners with other divisions to increase the overall safety of the community. They will continue to look for innovative and effective response tactics to ensure the best product is being presented to the community, and through community partnerships across campus. SRT members will also conduct training with mutual aid agencies to enhance the response capabilities in the event of a campus event.

## **ALCOHOL RELATED INCIDENTS – DEPARTMENTAL GOAL**

The goal of the agency was to reduce Alcohol Related Incidents campus-wide by 10%. In 2018 there were 105 total incidents documented in the categories indicated in the chart below. In 2019 there were 120 incidents. It is believed that the 12.5% increase can at least partially be attributed to the 44% (from 22 charges in 2018 to 39 charges in 2019) increase in proactive enforcement related to Driving Under the Influence incidents.

<b>Clemson University Police Alcohol Related Incidents</b>	<b>2018 Data</b>	<b>2019 Data</b>
<b>Driving Under the Influence</b>	<b>22</b>	<b>39</b>
<b>Alcohol Related Medical Calls for Service</b>	<b>15</b>	<b>27</b>
<b>Alcohol Related Medical Transports</b>	<b>22</b>	<b>24</b>
<b>Public Disorderly Conduct (Drunkenness</b>	<b>43</b>	<b>30</b>
<b>Total</b>	<b>102</b>	<b>120</b>

Strategies used to address Alcohol Related Incidents included enhancing campus education and engagement, addressing identified patterns immediately, enhancing information obtained in preliminary offense reports, and addressing problem locations, offenders, and behavior through problem-solving approaches. During the calendar year, officers assigned to the collaborative Housing Liaison program along with the Residential Living Division of Student Affairs participated in ongoing conversations and informal communications during residential rounds. This allows officers the ability to identify issues within their assigned community in collaboration with the Residential Living staff. The officer assigned to Lightsey Bridge community was able to identify trending problems within the community and met with Residential Living staff to discuss issues and expectations. Commanders within the Operations Division also met with full-time Residential Living staff on multiple occasions to discuss expectations, problems observed within the housing communities, and legal issues.

Additionally, officers began proactively inquiring and reporting the sources from which offenders obtained alcoholic beverages. In the vast majority of incidents, offenders did not disclose specific information as to where they obtained their alcohol.

Throughout the year, officers identified problem areas through community feedback, firsthand observations while on routine foot patrols, and by identifying patterns of alcohol-related incidents in specific areas. To address these problem areas, officers took a proactive approach to enforcing South Carolina state laws related to possession of alcoholic beverages under the age of twenty-one. In 2019, 152 criminal charges were made for alcohol-related offenses. This is a

43.42% increase from the 2018 calendar year. A sergeant within the Operations Bureau – Patrol Division was a recipient of the 13th Circuit Alcohol Enforcement Team Officer of the Year Award for his liaison efforts in coordinating alcohol enforcement activity reporting to the South Carolina Department of Alcohol and Other Drug Abuse Services.

It should be noted that while the areas analyzed showed an 12.5% increase in alcohol-related incidents, future consideration should be given to considering arrests for Driving Under the Influence offenses as a proactive measure to reduce risk and enhance safety. The Roadway Safety Goal discussed later within this report also considered DUI charges a performance indicator for success. Therefore, DUI numbers should be considered separately from alcohol related offenses. Conducting an analysis of alcohol-related offenses within these parameters and removing the DUI offenses from both 2018 and 2019 statistics shows a 2.41% reduction in alcohol-related offenses (from 83 incidents in 2018 to 81 incidents in 2019).

## **ROADWAY SAFETY**

CUPD implemented a goal to increase roadway safety through the use of traffic enforcement. The success indicator for this goal is to decrease public roadway collisions 10% by increasing enforcement efforts targeting DUI, Aggressive Driving, Distracted Driving, Driving under Suspension and Seatbelt violations. Data analysis indicates an increase in collisions from 2018 to 2019 by 2% (102 to 104 collisions) with a 23% decrease in collisions involving injuries (17 to 13).

The chart below indicates the campus roadways with the highest collision rates for the 2019 calendar year. The collisions on US 76 occurred in the area of Perimeter Road. This data is representative of the correlation between traffic collisions and the increase in vehicle traffic on Perimeter Road.

<b>CLEMSON UNIVERSITY POLICE DEPARTMENT 2019 Traffic Collisions – Main Roadways</b>				
<b>Roadway</b>	<b>Fatal Collision</b>	<b>Injury Collision</b>	<b>Property Damage-Only Collision</b>	<b>Total Collision</b>
<b>US 76</b>	<b>0</b>	<b>2</b>	<b>15</b>	<b>17</b>
<b>Perimeter Road</b>	<b>0</b>	<b>4</b>	<b>29</b>	<b>33</b>
<b>SC 93 (Walter T. Cox Blvd.)</b>	<b>0</b>	<b>2</b>	<b>6</b>	<b>8</b>
<b>Williamson Road</b>	<b>0</b>	<b>2</b>	<b>5</b>	<b>4</b>
<b>Heisman Street</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>2</b>
<b>Bryan Circle</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>

The chart below indicates the campus intersections with the highest collision rates. The intersection with the most collisions from 2016-2018 (US 76 and SC 93) has dropped to the position of sixth in relation to collision occurrences for 2019 with two collisions during the calendar year. The intersection with the second highest number of collisions from 2016-2018 (US 76 and Perimeter Road) has moved to the position of first in relation to collision occurrences for 2019 with 13 collisions during the calendar year. The intersection with the third highest number of collisions from 2016-2018 (SC 93 and Cherry Road) has dropped to the position of eighth in relation to collision occurrences for 2019 with one collision during the calendar year. This information shows a need to continue to focus targeted traffic enforcement efforts in the area of US 76 and Perimeter Road.

<b>CLEMSON UNIVERSITY POLICE DEPARTMENT</b>					
<b>2019 Traffic Collisions – Top Intersections</b>					
<b>(Base Distance Offset less than 0.11 miles)</b>					
<b>Route 1</b>	<b>Route 2</b>	<b>Fatal Collision</b>	<b>Injury Collision</b>	<b>Property Damage Only Collision</b>	<b>Total Collision</b>
<b>US 76</b>	<b>Perimeter Road</b>	<b>0</b>	<b>2</b>	<b>11</b>	<b>13</b>
<b>Perimeter Road</b>	<b>Theta Kappa St.</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>3</b>
<b>Perimeter Road</b>	<b>Williamson Rd.</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>
<b>Morrison Road</b>	<b>Eaton Circle</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>
<b>Perimeter Road</b>	<b>Garden Trail</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>
<b>US 76</b>	<b>SC 93</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>
<b>Perimeter Road</b>	<b>Zeta Theta Street</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>
<b>Cherry Road</b>	<b>Perimeter</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>

The chart below indicates the top three contributing factors for collisions occurring on Clemson University roadways for 2019. This information was not adequately tracked in past years, and the information gathered in 2019 will be essential in strategically focusing future traffic enforcement efforts to continue collision reduction efforts.

<b>CLEMSON UNIVERSITY POLICE DEPARTMENT</b>				
<b>Traffic Collision Primary Contributing Factors</b>				
<b>Percentage based on Multiple Factors &amp; not Number of Collisions</b>				
<b>Contributing Factor</b>	<b>Property Damage</b>	<b>Injury Collision</b>	<b>Total Collisions</b>	<b>Percentage</b>
<b>Speed Related</b>	<b>78</b>	<b>10</b>	<b>88</b>	<b>85</b>
<b>Disregarding Signs, Signals, etc.</b>	<b>7</b>	<b>1</b>	<b>8</b>	<b>8</b>
<b>Failure to Yield Right Away</b>	<b>14</b>	<b>2</b>	<b>16</b>	<b>15</b>

During the course of the year, the Clemson University Police Department Operations Bureau conducted vehicle saturations on targeted roadways and intersections. Through the course of these operations, there was a significant increase in the enforcement of South Carolina state traffic laws. These efforts contributed to making the roadways of Clemson University a safer place. Additionally, 109 criminal charges were made as a direct result of traffic enforcement efforts during the 2019 calendar year. The chart below indicates the number of traffic-related charges made during the 2019 calendar for those areas identified as a focus of the Roadway Safety Goal. One officer within the Operations Bureau – Patrol Division met the qualifications for nomination for the DUI Hero in the silver category (25-49 DUIs) through the South Carolina Department of Public Safety.

<b>CLEMSON UNIVERSITY POLICE DEPARTMENT</b>				
<b>Traffic Enforcement Data - 2019</b>				
<b>Charges</b>	<b>2018</b>	<b>2019</b>	<b>Difference</b>	<b>Increase Decrease</b>
<b>Driving Under the Influence</b>	<b>22</b>	<b>39</b>	<b>16</b>	<b>44% +</b>
<b>Driving Under Suspension</b>	<b>19</b>	<b>35</b>	<b>20</b>	<b>46% +</b>
<b>Speeding</b>	<b>330</b>	<b>464</b>	<b>134</b>	<b>28% +</b>
<b>Seatbelt</b>	<b>2</b>	<b>33</b>	<b>31</b>	<b>1550% +</b>
<b>Disregarding Signals, Signs, etc.</b>	<b>143</b>	<b>69</b>	<b>74</b>	<b>51% -</b>
<b>Reckless Driving</b>	<b>1</b>	<b>4</b>	<b>3</b>	<b>300% +</b>
<b>Failing to Yield Right of Way</b>	<b>6</b>	<b>16</b>	<b>10</b>	<b>62% +</b>

The year 2019 was one of opportunity, growth, and investment for the Operations Bureau within the Clemson University Police Department. Training, strategic planning, and the implementation of a new division brought many challenges but also brought many opportunities for improvement and enhanced service to the Clemson University community. While the bureau will continue to strive for enhancement and excellence within the aforementioned areas, 2020 will bring new challenges and opportunities with a focus on process improvement and the implementation of the Power Shift within the Special Operations Division.

# INVESTIGATIVE/SUPPORT BUREAU

The Investigative Support Bureau is under the command of a Captain of Police. The bureau is comprised of police detectives, civilians and support staff to include Crime Prevention, Professional Development and Training, Physical Security, Victim Services, Evidence, Special Events and the Investigative Unit. The Investigative Unit supports the core mission of the Clemson University Police Department.

## **INVESTIGATIONS**

### **2018 PART 1 OFFENSES**

MURDER	RAPE	ROBBERY	AGGRAVATED ASSAULT	BURGLARY	LARCENY	MOTOR VEHICLE THEFT	ARSON
0	3	1	5	10	109	25	2

### **2019 PART 1 OFFENSES**

MURDER	RAPE	ROBBERY	AGGRAVATED	BURGLARY	LARCENY	MOTOR VEHICLE THEFT	ARSON
0	4	3	0	4	133	21	0

There were 169 cases assigned to the Investigative Bureau in 2019 and 50 cases cleared for a 29% clearance rate. There were 4 cases unfounded.

## **ENHANCING CAMPUS SAFETY**

As part of the Bureau's efforts at enhancing campus safety, detectives utilize peer-to-peer mentoring with surrounding agencies in an effort to expand investigative capabilities and information sharing. To this end, Investigative Division personnel participated in 22 regional investigator meetings in 2019. Additionally, detectives collaborated with the Clemson CitPolice Department to form a Sexual Assault Response Task Force in 2019 and participated in quarterly meetings with Pickens County Sexual Assault Response Team (PCAC-SART) and the Clemson Community Coalition.

The Investigative Division and Crime Prevention staff attended ten (10) advanced training programs in 2019 aimed at enhancing investigative expertise in relevant areas impacting the campus community. Subject matter included sexual assault, intimate partner violence, and child exposure to violence and narcotics abuse among others.



In 2019 the Investigative Division developed tracking and audit mechanisms for case load, closure, and clearance rates, creating a more efficient process through the Department’s RMS system Zuercher (launched in 2018). Staff conducted bi-monthly case reviews for quality control and progress management.

**EVIDENCE**

Evidence and Property staff are responsible for following all procedures that permit the proper collection and preservation of evidence. This is a collateral assignment for one of our detectives. This office is also responsible for found and confiscated properties which must be handled with equal diligence to insure proper reunification or disposal as appropriate.

Early 2019 there was a reassignment of the property and evidence custodian. According to national accreditation standards, whenever there is a transfer from the position of property and evidence custodian an audit of the property and evidence room is required to ensure that records are accurate and properly annotated. This audit was conducted by the South Carolina State Law Enforcement Division. Additionally, security measures were upgraded in the evidence room to include the installation of a new security camera along with a new temperature monitoring system that alarms whenever the temperature changes outside of acceptable range due to power failure.

**SPECIAL EVENTS**

**Events for 2019**

<u>No. of Events</u>	<u>No. of Hours of Events</u>	<u>PERSONNEL</u>	<u># of Incident Action Plans</u>	<u>Operational Plans</u>	<u># of VIP Plans</u>
~211	~1288.75	~3088	20	2	423

Special events are a common occurrence on the campus of Clemson University. Events may range from a major college athletic event to theatrical performances. Events are coordinated by a Lieutenant who collaborates with campus partners to ensure that events are staffed appropriately. The Lieutenant liaises with local law enforcement agencies to provide additional mutual aid staffing for events as needed.

**ASSESS AND ENHANCE INCIDENT MANAGEMENT PROTOCOLS**

In an effort to create greater consistency in event and incident management, the Support Services Bureau developed a catalog of existing special events occurring at Clemson University. For the 2019 calendar year, there were approximately 211 events where law enforcement personnel conducted security functions and approximately 300 events not staffed by law enforcement.

The Support Services Bureau, with assistance from other divisions, evaluated and developed Incident Action Plans (IAPs) for each event that requires oversight and management. This process was utilized to develop the framework for future events with nine (9) overarching individual event categories developed to date. In conjunction with Clemson University Fire and EMS (CUFD), and Clemson University Emergency Management (CUEM), an evaluation matrix was developed for special events to identify IAP and staffing requirements. A Special Events Committee was developed with CUPD, CUFD, CUEM, Campus Life, and Special Event Coordinators to evaluate unique events as well as develop a consistent and singular assessment process.

In 2019, Department personnel completed 561 hours of advanced training in special events and incident management. Additionally, the Bureau collaborated with CUEM to identify management systems to increase effectiveness, efficiency, and functionality across Departments regarding the management of planned and unplanned events/incidents. To date, Clemson University Public Safety has deployed RAVE Mobile Safety platforms and the Rhodium Incident Management system, along with the development of a Common Operating Picture RFP submitted in November 2019.

## **CRIME PREVENTION**

### **Crime Prevention Activities for 2019**

<b># of PRESENTATIONS</b>	<b>ATTENDEES</b>	<b># of COMMUNITY ENGAGEMENTS</b>	<b>ATTENDEES</b>
<b>32</b>	<b>1,004</b>	<b>80</b>	<b>9,009</b>

The Crime Prevention Unit consists of one (1) Sergeant who is responsible for reviewing reports and related documents to track, map, and implement crime prevention and reduction strategies in response to crime trends and reported incidents. The Crime Prevention Unit is responsible for training personnel in best practice crime prevention techniques and working with the Building Security Coordinator program to strengthen campus physical security and safety procedures. The Crime Prevention Unit remains abreast of local crime trends from surrounding jurisdictions and presents crime safety tips to community organizations through in-person delivery, social media platforms, and University Media Services.

## **BUILDING INTERNAL & EXTERNAL RELATIONSHIPS**

The Support Services Bureau carries out the guiding principles of the Clemson University Police Department through collaborative relationships with campus partners in an effort to foster a safe and secure campus through training, communication, and strategic partnership opportunities. To this end, Support Services provide representation to new student orientation, Run-Hide-Fight and targeted violence training (34 sessions in 2019), alcohol and substance use awareness,

personal safety presentations, suspicious package/activity awareness, Bystander Intervention, and workplace violence. Support Services engages the campus community through a variety of public outreach programs such as Popsicle with the Police, Coffee with a Cop, CUPD Face-to-Face, and Clemson Against Drunk Driving. CUPD also partners with the Clemson City Police Department for National Night Out, Walk a Mile, Rape Aggression Defense (RAD), and Camp 911.

Support Services participates in the Department’s organizational liaison programs as part of continuing initiatives to develop community connections. Personnel maintain associations with CU Athletics, Greek Life, Faculty and Staff, Residential Living, along with LGBTQ, Muslim, Hispanic, and African American student organizations.

**PROFESSIONAL DEVELOPMENT AND TRAINING**

# OF ON-CAMPUS PRESENTATIONS	# OF OFF-CAMPUS PRESENTATIONS	# OF ATTENDEES	# OF OFFICER TRAINING CLASSES	# OF PERSONNEL TRAINING HOURS
28	11	2,062	146	10,225

The Professional Development and Training Unit (PD&T) consists of one (1) Lieutenant and one (1) Administrative Assistant. Future staffing plans call for a reallocation of one additional sworn staff member to Professional Development and Training Unit as part of expanded operational needs. The PD&T Commander is responsible for the training of all CUPD officers and professional staff, oversees the training committee, fleet management, and serves as the Department Quartermaster. PD&T is responsible for subject matter instruction to the campus community and University Innovation Campuses across South Carolina and maintains liaison with the South Carolina Criminal Justice Academy, the State Training Officers Association, and the local mutual aid training collaboration.

In 2019, three (3) members of the Inv/Support Services Bureau completed the FBI-LEEDA Command Leadership Institute; two (2) members completed the FBI-LEEDA Executive Leadership Institute; one member attended the PERF Senior Management Institute for Police; Lt. Harrington completed Clemson University’s Master of Public Administration Program; CUPD personnel completed 56 hours of sexual assault training and three members completed Valor Mid-Level Leadership with 18 personnel completing Ethical Policing Is Courageous (EPIC) training.

**PHYSICAL SECURITY**

The Physical Security Unit consists of one (1) full-time coordinator. The Coordinator manages all employees engaged in Physical Security Programs along with the purchase, management, and maintenance of program equipment. The Coordinator directs Physical Security Systems including

live video monitoring, system condition monitoring and reporting, and forensic review/investigative assistance. The Coordinator manages departmental access design consultation for video surveillance coverage in both existing and planned university space and reviews policy and plans ongoing program development.

Legacy Conversion added Devices	New Installations	Total Additional Devices
107	74	181

New Legacy Views	New Views	Total Added Views
179	240	419

## **VICTIM SERVICES**

The Victim Services Unit consists of one (1) Victim Service Provider (VSP). The VSP coordinates Victim Services and serves as an advocate to crime victims along with coordinating training for Department personnel. The VSP ensures that services follow South Carolina State Law, contacts victim(s) within 24 hours of notification of incident, and documents actions in the Zuercher Report Management System. In 2019 a new tracking system was developed to document Victims Advocate activities and the administration of Victims Services along with a revised Victims Services General Order. The VSP participates in the CDVCC and PC SART quarterly meetings.

### **Cases assigned for Victims Services in 2019**

JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC
10	10	16	7	8	2	3	6	5	20	22	7

## **PROFESSIONAL STANDARDS**

The Professional Standards Office is responsible for ensuring that the Clemson University Police Department is operating within the boundaries and established guidelines of public trust and confidence. The Department is committed to providing the highest standards of integrity and our administrative investigative process plays an integral role in building and maintaining that public trust.

One of the functions of the Professional Standards Office includes the investigation, management, and review of complaints and allegations of misconduct against department personnel, both civilian and sworn.

The Police Department's image and reputation depend on the personal integrity and discipline of all departmental employees. To a large degree, the public image of the department is determined by a professional response to allegations of misconduct against its employees.

The Professional Standards Office also manages the reporting of all “Response to Resistance / Aggression” reports submitted by Clemson University Police Department officers throughout the year, the reporting of all employee-involved vehicle collisions, and the reporting of all vehicle pursuits.

## **INTERNAL INVESTIGATIONS**

Investigations are conducted either at the Sergeant Level, the Command Level, or by the Professional Standards Office. The nature of the complaint determines the investigating entity.

Throughout the calendar year of 2019, the Professional Standards Office documented, managed, or handled 8 investigations. This is an increase of 60% from the previous year of 2018, during which the Professional Standards Office managed 5 investigations.

Depicted in the following table and graph are the number of investigations in 2019, as compared to the number in 2018, and the percentages of the cases that were generated internally, by someone within the police department, and those cases generated externally, by someone outside of the police department.

<b>PSO Investigations</b>	<b>2018</b>		<b>2019</b>	
<b>Total Cases</b>	<b>5</b>	<b>100%</b>	<b>8</b>	<b>100%</b>
<b>Internally Generated</b>	<b>1</b>	<b>20.00%</b>	<b>4</b>	<b>50.00%</b>
<b>Externally Generated</b>	<b>4</b>	<b>80.00%</b>	<b>4</b>	<b>50.00%</b>

As previously noted, we incurred an increase in the overall number of investigations in 2019. Of particular significance is the increase incurred in the number of internally generated investigations, from 1 in 2018 to 4 in 2019. This increase can be attributed to the increased accountability on the part of the supervisors. That is, when possible issues present themselves, they are being noticed and subsequently dealt with, accordingly, by the supervisors.

In 2018, 20% of the cases were generated in-house. With regard to the complaints generated in-house in 2019, all resulted in at least one sustained allegation against the employee. This is evidence that we, as a Department, we hold our staff accountable when we see possible violations that need to be addressed. Moreover, we value the importance of identifying an issue and then taking proactive measures to correct any deficiencies the employee may have.

There was a total of eight allegations linked to the eight cases in 2019.

A closer review of the type of allegations investigated during 2019 was conducted and the results are shown in the table below.

For instance, there were 11 different allegations linked to the eight investigations.

<b>Allegation Types – 2019</b>	<b># of Allegations</b>
<b>Conformance to Laws</b>	<b>1</b>
<b>Failure to Notify of Criminal Investigation</b>	<b>1</b>
<b>Accidental Discharge (CEW)</b>	<b>1</b>
<b>Weapons Handling</b>	<b>1</b>
<b>Courtesy</b>	<b>1</b>
<b>Supervision</b>	<b>2</b>
<b>Rudeness</b>	<b>1</b>
<b>Violation Civilian Code of Ethics</b>	<b>1</b>
<b>Disparaging Remarks</b>	<b>1</b>
<b>Truthfulness</b>	<b>1</b>
<b>Response to Resistance</b>	<b>2</b>
<b>Total</b>	<b>13</b>

## **BODY WORN CAMERAS**

In 2016, the Clemson University Police Department began full implementation of its new body worn camera program. In 2017, the Department completed its implementation program. To date, over 47 officers, including patrol and Special Response Team, have been trained on and issued the new Axon devices.

The training potential found in body worn cameras video is certainly worthy of mention. The footage can be used to coach and mentor officers in how they conduct themselves while interacting with the public and community. The videos could be utilized in one-on-one sessions, for example, in which newer officers actually train with their own footage. This could potentially improve their demeanor and safety awareness when dealing with suspects, victims, and witnesses.

Under camera scrutiny, people become more conscious that unacceptable behaviors will be captured on film, and that they are expected to follow the rules. This “self-awareness effect” caused by the camera affects the actions of officers and suspects alike, prompting suspects to take less aggressive actions and deterring officers from reacting with excessive or unnecessary force and unprofessional behavior.

The body worn cameras have so far shown to be invaluable in providing an objective view of police and citizen encounters, as well as being useful in the collection of visual evidence during those important first moments of a police response. They are a valuable tool in enhancing transparency and the legitimacy of the police, thereby increasing accountability and trust.

As a next step in this process, the Department began a transition to Axion In-Car cameras. It is expected to be completed in 2020 when all vehicles will be upfitted with the new system. By integrating body worn and in-car cameras into a single system, evidence recovery and review process will be more efficient and provide a more holistic picture of officer's performance.