



UNIVERSITY OF WISCONSIN-MADISON
POLICE DEPARTMENT

2024 ANNUAL REPORT



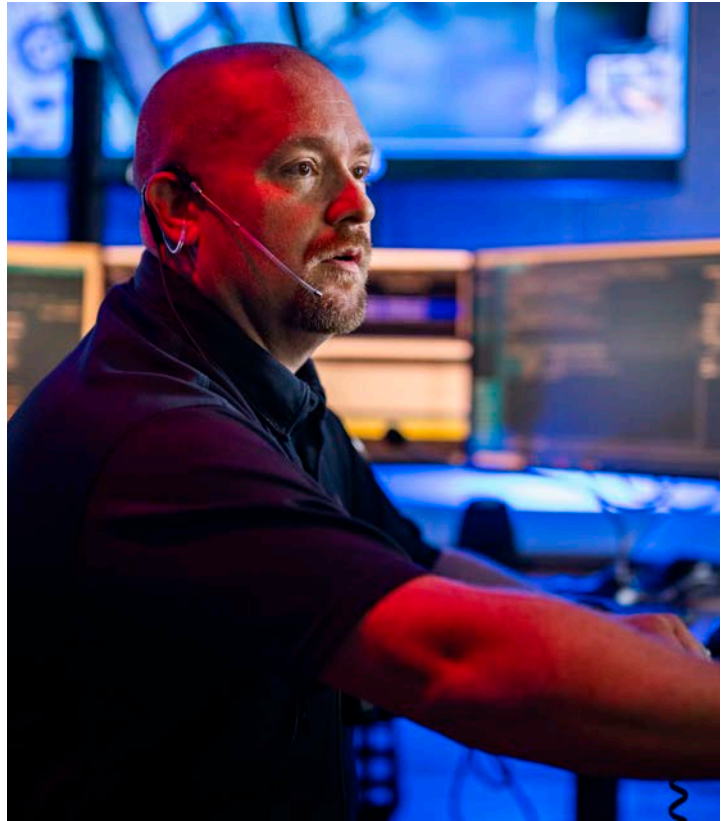
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MESSAGE FROM CHIEF PLISCH



On behalf of the dedicated employees of the UW–Madison Police Department, I am honored to present our 2024 UWPD Annual Report. This report highlights our department’s commitment to safety, service, and partnership with the campus community. It reflects the dedication, resilience, and innovation of our employees – all who work tirelessly to keep UW–Madison a safe and welcoming place.

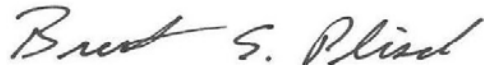
This past year has been challenging in many ways — from internal leadership transitions to geo-political events that have impacted our community and the department in many ways. Despite those challenges, we never wavered from our commitment to evolve and to continue to meet the needs of our community. A key part of our evolution as a department was re-defining our core values, vision, and mission. This was a department-wide effort, where everyone had a say. I’m incredibly proud of what our team came up with — you can read more about who we are and what we strive to do and be on page 5.

In 2024, we continued to expand and enhance our services, focusing on innovative solutions that align with our values. From strengthening community outreach initiatives to advancing our training programs, every effort was made to provide the highest level of service to our campus community. We’ve also been very busy recruiting and hiring — bringing 23 new people to the UWPD team. In addition, we had the pleasure of promoting 15 people within various UWPD units. Our people are our greatest asset, and it’s an honor to work alongside the best of the best.

As you explore this report, you'll learn more about our various units and find stories of collaboration and progress — each one a reflection of our team's hard work and dedication. I remain incredibly proud of our department and the positive impact we continue to make on the UW-Madison campus — and beyond.

Thank you for taking the time to learn more about our work and for your continued support of UWPD.

On, Wisconsin!



Brent Plisch
Chief of Police





OUR MISSION

Our mission is to provide public safety to the UW–Madison community. We are committed to providing exceptional service that upholds the law, protects and respects rights, and promotes well-being.

OUR VISION

Together, we strive to be a national leader in public safety by using values-based approaches and collaborative strategies involving our entire community to ensure the safety and well-being of UW–Madison. Further, we are dedicated to the growth and support of all our employees, empowering them to succeed, enabling them to develop professionally, and encouraging them to attain wellness.

OUR CORE VALUES

INTEGRITY & HONESTY

We are dedicated to doing the right thing even when it's difficult, our actions are based on strong moral principles and adhere the highest ethical standards.

TRUST & RESPECT

We strive to build confidence in our service and are committed to equity, inclusion, and fairness in all our interactions.

EMPATHY & COMPASSION

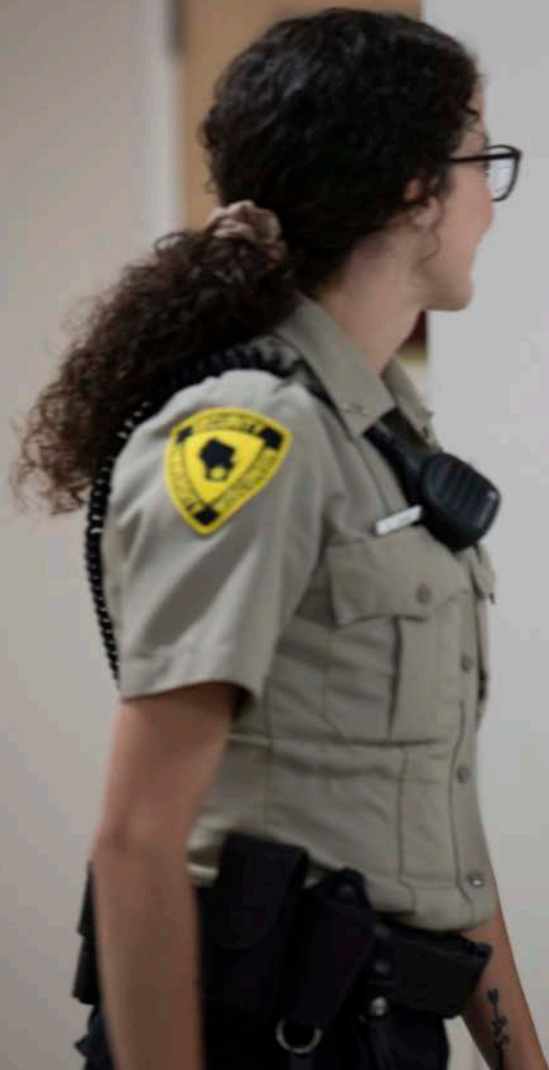
We seek to connect with others on a human level, recognizing differences, and willing to help those in need.

ACCOUNTABILITY & TRANSPARENCY

We take responsibility for our individual and collective actions and decisions. We are committed to being open and upfront about our actions and decisions.

SAFETY & GUARDIANSHIP

We work to create a secure environment where individuals feel safe and protected. We make the well-being of our community and UWPD employees an important priority.



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WHAT WE ACCOMPLISHED IN 2024

- Focused on recruitment efforts, develop marketing tools and strategies to attract and retain diverse talent. We successfully launched a new partnership with EPIC Recruiting to enhance our recruitment efforts.
- Added and enhanced several wellness initiatives, including offering support to UWPD families and launched the first annual Mental Health Checks Program, amplifying the importance of mental health support.
- Collaborated with campus stakeholders to launch phase two of the access control project, including the replacement of 5,000 card readers and planning for new access systems across campus. these upgrades help pave the way for future mobile credential integration, improving security and accessibility
- Bolstered leadership development efforts and continue to promote employee growth opportunities.
- Transitioned to a new Emergency Operations Center (EOC) structure, the Incident Support Model; the Emergency Operations Center is utilized to centralize the coordination of emergency response resources when critical incidents occur on campus.
- Worked in coordination with the budget office and UWPD personnel to secure funding from the VCFA to update and create a sustainable campus security camera project
- Significant increase in recruitment and staffing of officers at UW Football games, which allowed implementations of best practices in safety and security

OUR GOALS FOR 2025

- Provide expert-level planning and execution of services to ensure safe and secure venues for everyone who attends the return of large-scale concerts and other events at campus facilities
- Conduct advanced and comprehensive training department-wide on active threat detection, prevention, and response in coordination with local and regional partners
- Complete phase two of the campus-wide card reader replacement project, making the system more secure and mobile-credential ready
- Complete the 1829 Camera Replacement Project — upgrading all storage and all end-of-life video cameras
- Increase the number of in-person active threat classes offered to our campus community
- Create strategies for the evolving job markets while finding innovative solutions to ensure UWPD is able to be competitive in retention and recruitment of top talent
- Focus on employee wellness by supporting and encouraging mental and physical wellness of staff
- Develop leadership skills for line level staff through formal trainings and mentoring by supervisors through consistent and timely feedback
- Maintain and grow professional relationships with community partners
- Enhance victim outreach efforts through increased follow-up and usage of victim resources
- Utilize additional resources to close cases and increase awareness of technological capabilities within Field Services



PATROL

Patrol officers were busy in 2024, and continued delivering a high level of service to our community. Not only did they respond to calls for service, they also participated in many initiatives to ensure students, staff, faculty, and visitors to campus remain safe. One highlight of the year was a new initiative to bring various community partners to briefing trainings, to help educate officers and department staff about resources available to help community members in need. There were 19 different presentations — ranging from Safe Communities, Journey Mental Health, Wounded Warrior, Railway Safety, digital forensic capabilities, and many more.

New officers also attended Crisis Intervention Training to learn new techniques for de-escalation and assessing behaviors and risk levels. Officers continued to creatively problem-solve and build partnerships to further the mission of the department and the University.

2024 ACCOMPLISHMENTS

- Responded to 24,124 calls for service and conducted 3,204 traffic stops
- Held monthly briefing trainings revolving around campus and community resources
- Continued to work in partnership with University Housing to improve the Housing liaison program
- Worked with court services to improve work productivity and communication between work units
- Promoted training for officers to enhance their skills and knowledge
- Fully implemented Power PTO, an improved tracking system for trainees
- Partnered with Middleton and Cross Plains PDs for OWI and speed grants
- Night shift wellness liaison; Night Shift Wellness Retreat and Community Gathering

COMMUNICATIONS CENTER

Members of the UWPD Communications Center are highly trained professionals and the vital communication link between officers and people calling for help. They stay calm under pressure and, in addition to monitoring radio communication, they monitor cameras and alarms, answer emergency and non-emergency calls, and handle many other tasks.

In 2024, the Communications Center team not only continued their high level of service to the campus community and UWPD staff, they also branched out and added additional educational and outreach opportunities to enrich partnerships and build new relationships.

2024 ACCOMPLISHMENTS

- 59,100 phone calls handled — approximately 161 per day, with 315 on the busiest day
- Re-vitalized our Public Education program, which included educating students on mental health through Housing and student organizations, along with programs for Eagles Wing Daycare
- Promoted three new trainers; held our first training cadre retreat
- All LEDs received certification through National Association of Public-Safety Communications Officials
- Started a “Dignity Bag Project,” collecting personal hygiene supplies for distribution to those in need
- Continually used extensive knowledge of campus cameras to assist in finding vehicles, suspects, or people in need, including finding a missing child
- Participated in an Active Threat tabletop exercise designed to discuss and train on critical incident needs specific to the Communication Center

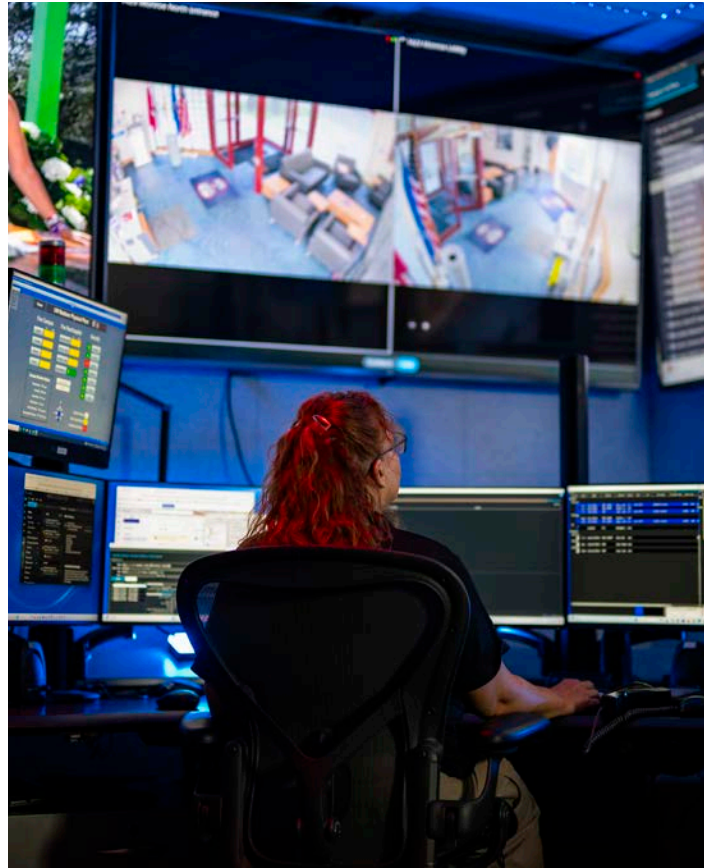
SECURITY

UWPD's Security Division was busy in 2024, adding several new members to the team. This involved thorough training to ensure each security officer has a well-rounded knowledge base, equipping them with the necessary tools to respond to any call for service on campus.

Security Officers are the department's experts in building layouts, responding to lockouts and fire alarms. They proactively walk buildings and conduct complete building checks to provide building managers with information on ways to improve safety in their buildings. But, it's not just about physical safety -- during walk-throughs, Security Officers have discovered water leaks and other maintenance issues — which were promptly called in to trades — saving thousands of dollars of damage if the problem had not been discovered until the next business day.

2024 ACCOMPLISHMENTS

- 28,457 calls for service, including 1,688 lockout calls and 11,979 doors opened or secured
- Second shift SOs completed 53 complete building checks; several resulted in enhanced security measures
- Dayshift added two new Security Officers and ensured they are fully trained to work independently
- Trained 10 new full time Security Officers totaling over 2,710 training hours in 2024
- Provided security for HSLC, Primate Research and the Chazen Museum of Art
- Implemented a more secure system for key accountability using KeyWatchers throughout the Chazen
- Updated and converted building CAD information to a new system with more organization
- A Lead Security Officer created a UWPD Run Club to promote the department's wellness initiative
- A Lead Security Officer revised all of the locking sheets for the entire campus



INVESTIGATIVE SERVICES

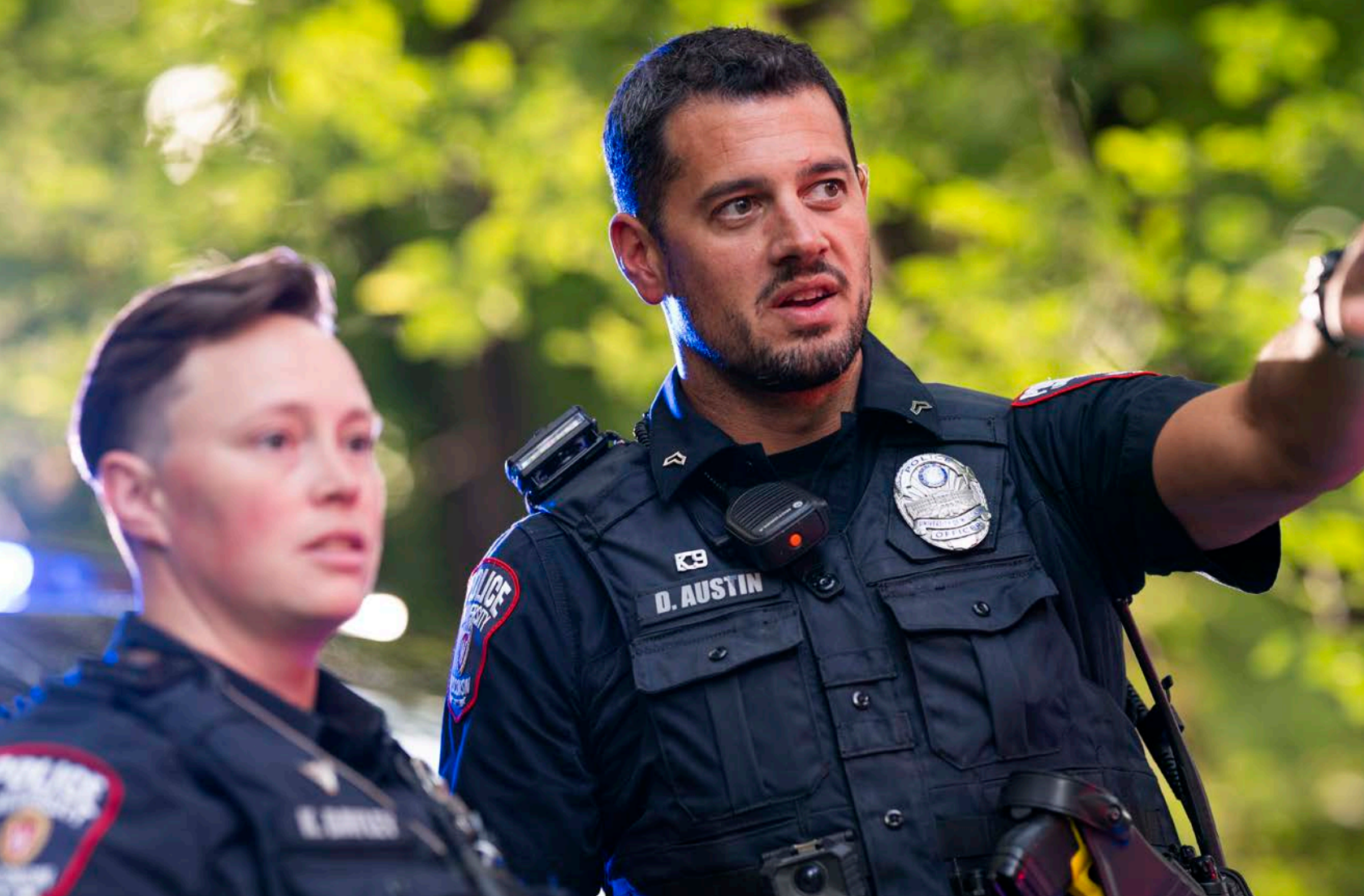
The Investigative Services Unit is made up of Detectives, Digital Forensic Investigators, Threat Intervention Services, Clery compliance staff, a Court Liaison, and a Property Custodian Officer.

The team actively collaborates with patrol officers and neighboring agencies to investigate and solve crimes, provide department training, and provide community resources.

2024 ACCOMPLISHMENTS

- 293 cases referred to the Dane County District Attorney's Office for criminal offenses; 19 City of Madison Municipal Court citations issued
- 54 referrals to Dane County Community Restorative Court (CRC)
- Assigned approximately 371 criminal cases for follow up
- 73 students referred to the UW-Madison Office of Student Conduct & Community Standards (OSCCS) and UW Housing for medical amnesty
- Threat Services analyzed approximately 126 concerns of threat to campus
- Clery staff trained thousands of Campus Security Authorities and successfully published the Annual Security & Fire Safety Report in the fall





EMERGENCY MANAGEMENT

The UWPD Emergency Management (EM) Unit is part of the UWPD Professional Standards & Planning Unit and leads the UW–Madison campus in planning and preparing for critical incidents and emergencies. In addition to serving UW–Madison, the unit collaborates with Universities of Wisconsin campuses, ensuring a comprehensive approach to emergency preparedness. Through training and exercises, the EM Unit works year-round to enhance campus readiness for a wide variety of potential emergencies.

2024 ACCOMPLISHMENTS

- The EM Unit continued to support multiple critical alerting technologies for campus including BadgerSAFE, Alertus, and WiscAlerts; BadgerSAFE, the official campus safety app, reached almost 33,000 subscribers in its first full year
- In July 2024, the EM Unit hosted the Wisconsin Collegiate Conference on Emergency Management at UW–Madison — the conference theme was focused on managing events and incidents that escalate over time and provided valuable networking opportunities for EM professionals
- The EM Unit led 63 active threat response classes, teaching 1,760 members of the UW–Madison community; EM also continues to oversee the online, self-led active threat response training program
- In 2024, the EM Unit transitioned to a new Emergency Operations Center (EOC) structure, the Incident Support Model, which is also used by the State of Wisconsin EOC; the Emergency Operations Center is utilized to centralize the coordination of emergency response resources when critical incidents occur on campus — in 2025, the EM unit will be focusing on training and testing the new structure



PROFESSIONAL STANDARDS

The Professional Standards Unit is part of the UWPD Professional Standards & Planning Unit and serves as a key point of contact between UWPD and the community, ensuring transparency, accountability, and compliance with law enforcement best practices. The team manages public records requests, community feedback, and department-wide accreditation.

2024 ACCOMPLISHMENTS

- In 2024, the Professional Standards team processed 898 public records requests while also managing community inquiries, compliments, and complaints
- The Records and Data team provides quarterly updates for the UWPD Equity Dashboard and on the UWPD website, ensuring ongoing transparency
- As the only triply-accredited law enforcement agency in Wisconsin, UWPD's Accreditation Team works year-round to maintain compliance with over 500 standards, policies, and directives; in 2024, UWPD successfully renewed its CALEA accreditation, a process required every four years to uphold national law enforcement best practices



ACCESS, VIDEO, & INFRASTRUCTURE SECURITY

The Access, Video, and Infrastructure Security (AVIS) team is part of the UWPD Professional Standards & Planning Unit and is responsible for managing electronic access, video surveillance, and infrastructure security across the UW–Madison campus. Their critical work, carried out in collaboration with Environmental Health & Safety, DoIT, FP&M, and other campus partners, ensures the safety and security of students, faculty, and staff.

2024 ACCOMPLISHMENTS

- Completed major upgrades to the campus's electronic access control system, including the replacement of over 5,000 card readers — these upgrades help pave the way for future mobile credential integration, improving security and accessibility
- Continued to conduct security assessments, oversaw the master key policy, and provided guidance on security considerations and features for new construction and major renovations
- Managed all video systems across campus, assisting in police investigations, HR inquiries, and risk management efforts; in 2024, the team processed more than 400 video requests
- Began the replacement of more than 1,800 outdated cameras, ensuring campus-wide security improvements — this effort is being carried out in close collaboration with DoIT, FP&M, and other campus stakeholders to modernize surveillance technology

SUPPORT SERVICES

The Support Services Unit is composed of highly skilled professionals who work collaboratively to provide essential services that keep UWPD operational and highly effective. The unit supports all UWPD divisions, individual employees, campus community members, and the public. Through strategic efforts, Support Services ensures we remain a leader in law enforcement best practices while being good stewards of resources.

Below is a snapshot of the many accomplishments within the Support Services Unit in 2024.

HUMAN RESOURCES: 2024 ACCOMPLISHMENTS

- Recruited, hired, on-boarded, and assigned mentors to 23 new employees and promoted 15 individuals
- Worked with EPIC Recruiting to implement a new recruitment website and data informed recruitment strategies
- Provided market informed total compensation increases and updated the hiring bonus program to be competitive
- Launched an outreach campaign to provide support to our employees on all shifts with their benefit choices

FINANCE: 2024 ACCOMPLISHMENTS

- Worked in coordination with the budget office and UWPD personnel to secure funding from the VCFA to update and create a sustainable campus security camera project
- Trained and assisted more than 80 employees with training and travel requests and reimbursements
- Prepared and processed nearly 500 purchase orders, totaling approximately \$6.4 million
- Prepared projects for a budget request for market informed salaries to support retention and recruitment efforts

WELL-BEING: 2024 ACCOMPLISHMENTS

- Increased employee engagement and satisfaction in the ongoing wellness program offerings, including massages and physical therapy
- Launched the first annual mental health checks program and policy, amplifying the importance of mental health support within a law enforcement agency
- Successfully completed department wide suicide prevention training (QPR) for accreditation standards and employee support
- Created and implemented a family engagement program, hosted a successful American Red Cross blood drive, and enhanced the department Peer Support programming and training

INFORMATION TECHNOLOGY: 2024 ACCOMPLISHMENTS

- Implementation of new federally mandated security features agency wide
- Upgraded the departments SharePoint software for improved agency communication
- Successfully participated and completed with high marks an IT Federal audit by the Wisconsin DOJ
- Supported and contributed to updates of the Game Day and Stadium Operations Centers, supported UYPD building remodel projects, and supported/serviced/maintained 400+ devices



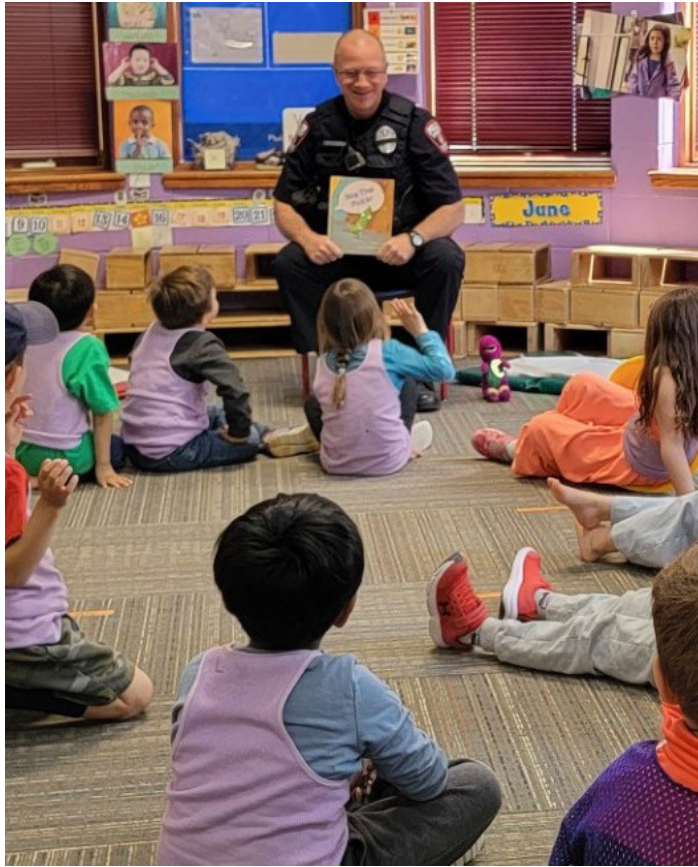
SPECIAL OPERATIONS

The Special Operations Unit is a group of diverse personnel who work together to provide exceptional training — guided by community expectations, evolving tools and technology — to best equip all UWPD staff to protect the safety, security, wellbeing, and sanctity of all people. We collaborate with community stakeholders to be leaders in coordinating safe special events and securing facilities. We deliver effective and efficient lake rescue and educational water safety services and specialty services to the community with an emphasis on safety, professionalism, customer service, and community building.

2024 ACCOMPLISHMENTS

- Significant increase in recruitment and staffing of officers at UW football games which allowed implementations of best practices in safety and security
- Coordinated specialty units' assistance to the Republican National Convention which had a state-wide impact
- Lake Rescue & Safety upfitted and conducted training with a new jetboat which enhanced safety around the boat
- In collaboration with stakeholders, procured modular vehicle barriers to protect people from vehicle ramming threats during large scale events
- Conducted advanced motor officer and dignitary escort training
- Collaborated with partner agencies in personal protection team cross-training for dignitary visits and events
- UWPD and partner agency Mounted Units were incorporated in crowd management/control trainings
- In collaboration with the Madison Fire Department and Madison Police Department, all sworn staff completed the Active Shooter Incident Management (ASIM) course to help ensure a county-wide unified response and structure to active killer incidents





COMMUNITY OFFICERS

UWPD recognizes the vital role of community policing in a campus setting. To strengthen relationships and enhance crime prevention efforts, Community Officers are assigned to specific geographical areas, fostering direct engagement with students, staff, and faculty. While all UWPD members embrace a community-focused approach to policing, designating Community Officers to particular communities helps build deeper trust and familiarity.

Community Officers serve as primary liaisons to building managers and key campus stakeholders, offering personalized service through meetings, safety trainings, and more. They also play a key role in campus outreach events like Coffee with a Cop, Shop with a Cop, the Be Bright campaign, and annual House Fellow training.

As part of the MedDrop Program, Community Officers oversaw the disposal of 864 pounds of expired and unwanted medications in 2024, most of which were collected at UWPD's MedDrop box. They also collaborated with University Health Services to host a successful take-back event in October.

Community Officers facilitated numerous safety training sessions in 2024, covering topics such as Active Threat Response, CPR, Trespass Mitigation, and general campus safety. These trainings not only equip participants with critical knowledge, but also serve as a valuable opportunity to strengthen relationships across campus.

Beyond their dedicated community engagement efforts, Community Officers also support campus safety by assisting with patrol duties, maintaining staffing levels, and responding to service calls as needed. Their commitment to both proactive outreach and operational readiness underscores UWPD's dedication to fostering a safe and connected campus environment.

LAKE RESCUE & SAFETY

In 2024, the UWPD Lake Rescue & Safety Unit (LRAS) completed its 115th season of service on Lake Mendota. Over the course of the season, the unit responded to 266 calls for service, assisting 269 individuals in various water-related incidents. Additionally, LRAS logged more than 650 training hours, including 161 on-the-water training exercises and a specialized nighttime search and rescue drill designed to enhance response effectiveness in low-visibility conditions.

This year marked two significant milestones for LRAS. The first was the addition of a third, full-time, supervisor. James Beaver, a recent UW-Madison graduate, was selected for the position. Having worked as a lifeguard at Bradford Beach in Milwaukee and at Recreation and Wellbeing at UW-Madison, James brings a wealth of valuable experience to the program.

The other milestone was the addition of a new auxiliary boat to the fleet, Boat 24. Boat 24 is a 22', twin-engine, jet boat, and is the first jet boat in the history of the program. With no external propellers, jet boats are inherently safer around people in the water. This particular safety feature was instrumental during the Madison Ironman in September, when Boat 24 was used to help support swimmers on Lake Monona. Boat 24 is also serving as a great platform to explore replacing the propeller-driven LRAS fleet with jet propulsion rescue boats in the near future.



UWPD
LAKE RESCUE & SAFETY



GARMIN

LAKE RESCUE & SAFETY

UWPD MOUNTED UNIT

The UWPD Mounted Unit had another active and impactful year, maintaining a strong community presence and fostering positive connections both on campus and throughout the greater Madison area. In addition to regular patrols and public engagement, the unit remained committed to ongoing training and operational preparedness.

This year, the Mounted Unit was key in supporting several presidential visits and assisting at the Republican National Convention in Milwaukee, WI. The team continued to collaborate and train alongside other mounted units across Wisconsin, strengthening coordination and enhancing operational effectiveness for large-scale events and public safety initiatives.

The Mounted Unit was prominently featured at several high-profile events throughout the year, including:

- UW-Madison 175th Anniversary Celebration
- UWPD Open House
- UW-Madison Badger Football Games
- Hero Weekend (Watertown, WI)
- Amigos en Azul Car Seat Clinic (Fitchburg, WI)
- Community Night Out (Fitchburg, WI)
- Oregon National Night Out (Oregon, WI)
- Community Outreach Rides with the MPD Mounted Unit



BADGERS

WISCONSIN

PAVIS ENTRANCE

UWPD K9 UNIT

The UWPD K9 Unit plays a crucial role in both campus safety and community engagement, utilizing highly trained teams to assist with security operations, law enforcement, and public outreach.

Explosive Ordinance Detection (EOD) & Tracking Teams

K9 Ritter, partnered with Officer Zurbuchen, and K9 Mavi, partnered with Officer Austin, serve as UWPD's Explosive Ordinance Detection (EOD) and tracking teams. In 2024, these specialized K9s were instrumental in securing presidential candidate visits across Wisconsin and ensuring safety at high-profile events, including Athletics competitions, Kohl Center events, Badger Football games, the PGA Tour, and large-scale community events like Ironman and Crazy Legs. Throughout the year, the EOD K9 teams were deployed both on and off campus 88 times.

Narcotics Detection & Tracking Team

K9 Kobalt, partnered with Sergeant Zautner, is UWPD's narcotics detection K9. In addition to narcotics detection, K9 Kobalt is also trained in tracking, providing critical support for various law enforcement operations. In 2024, the team was deployed 22 times, assisting with traffic stops, school and facility searches, and evidence seizures. K9 Kobalt played a key role in several narcotics and firearms recoveries, working in collaboration with both UWPD and external agencies.



K9 KOBALT RETIREMENT

In December 2024, after seven years of service to the UW-Madison community, K9 Kobalt officially retired.

Kobalt is originally from Holland and joined UWPD in 2018, when he was partnered with Sgt. Nicki Zautner. Kobalt's deployments over the years varied widely in scope — he and Sgt. Zautner worked with hundreds of agencies across the state, assisting with anything from traffic stops to school sniffs, public demonstrations, human tracking, search warrants, and currency seizures.

K9 Kobalt searched 1,741 vehicles, 334 rooms, 11,600 lockers, and 908 parcels. He has thousands of training hours and is one of 43 K9s in Wisconsin certified to differentiate between marijuana and hemp.

K9 Kobalt will live out the remainder of his retirement with the Zautner household. He will be given all the attention and relaxation he deserves.

Thank you for your service, Kobalt — and enjoy retirement!



UWPD THERAPY DOG PROGRAM

The UWPD Therapy Dog Program provides comfort and support during times of stress and crisis. Our therapy dogs are specially trained to work in law enforcement environments, remaining calm and focused in the presence of loud noises, flashing lights, sirens, and high-energy situations. While they offer critical emotional support to the UW-Madison community and beyond, they also serve as an important internal resource, helping UWPD officers and staff navigate stressful and traumatic cases.

K9 Dusty

Therapy K9 Dusty, partnered with Officer Barrett Erwin, has proven to be an invaluable asset during patrol calls, offering comfort to individuals facing difficult and emotional moments. In 2024, Dusty was deployed 23 times across campus, providing much-needed support while also bringing smiles to countless faces throughout the week. One of Dusty's most significant contributions this year was supporting families and staff affected by the Abundant Life Christian School shooting in December, offering comfort during an incredibly challenging time. Additionally, Dusty attended 37 special events, including Coffee with a Cop, the UWPD Open House, the SOAR Resource Fair, and various community outreach programs.



K9 Hoagie

This year, UWPD welcomed its newest therapy dog, Hoagie, an Australian Labradoodle partnered with Officer Krista Bayley. Joining the department in summer 2024, Hoagie has been undergoing intensive training both on and off campus, preparing to be fully deployable by fall 2025. Despite still being in training, Hoagie has already become a campus favorite, even making guest appearances on fatheads at UW–Madison athletic events!

You can follow Hoagie’s journey and training progress on Instagram at [@k9hoagie](#), where he’s eager to share his adventures. When fully certified, Hoagie will work alongside Dusty, expanding UWPD’s ability to provide consistent emotional support to those in need.



UWPD DRONE UNIT

Established in late 2023, the UW–Madison Police Department (UWPD) Drone Team has quickly become an invaluable asset to the department. The team consists of 13 certified operators from various units within UWPD, each holding a Part 107 certificate from the Federal Aviation Administration (FAA). Equipped with both indoor and outdoor drones, the team enhances situational awareness, supports critical operations, and improves overall public safety.

Throughout 2024, the Drone Team conducted 550 flights, accumulating over 129 flight hours. These operations included training exercises, special event monitoring, SWAT operations, search and rescue missions, and on-shift deployments. One notable mission involved assisting in the search for a missing child in Two Rivers, WI, where the team joined more than 60 drone operators from law enforcement agencies across the state.

The Drone Team has played a crucial role in locating individuals in extreme weather conditions and aiding in apprehending crime suspects. By providing a strategic “eye in the sky,” drones significantly enhance situational awareness for large-scale events and allow for more efficient deployment of resources where they are needed most.

As the team continues to expand its capabilities, its contributions to public safety, operational efficiency, and emergency response underscore its growing importance within UWPD.





SPECIAL EVENTS RECAP

2024 was a year of dynamic and diverse events at UW–Madison, bringing moments of celebration, challenge, and reflection. From thrilling athletic competitions to political and social activism, controversial speakers, concerts, and a busy presidential campaign season, the campus community experienced a wide range of emotions and events.

From global concerns surrounding the conflict in Gaza to the success of UW Athletics and the joy of Commencement, 2024 was a year that tested, engaged, and united the university community in unique ways.

The 2024 spring event season was packed with events, featuring:

- Journey and Toto at the Kohl Center, the UW Band Concerts, and Big Ten Rowing
- The Kohl Center remained busy, hosting dozens of basketball and hockey games, as well as WIAA events
- The UW Law School welcomed the 7th Circuit Court of Appeals, transforming campus into a temporary courtroom
- The 2024 AmFam Championship marked the last time the event was held at University Ridge, wrapping up a legacy of over \$17 million raised for charity since 2016; the tournament will move to TPC Wisconsin in 2025.

Amid the celebrations, protest activity surged, reaching its peak in the first half of the year. The Gaza Solidarity Encampment at Library Mall became a focal point of activism, requiring significant resources from UWPD and campus partners. The year also saw several high-profile and controversial guest speakers, adding to an already complex event landscape.

Fall 2024 events:

The fall season kicked off with the W-Project: Bucky's 5th Quarter, an energetic welcome event at Camp Randall. New Badgers joined Chancellor Mnookin, Bucky Badger, the UW Marching Band, and others to learn campus traditions and recreate the iconic "W" photo at center field.



Football season remained a massive undertaking, featuring:

- Friday night bookend games — one at the start and the other at the end of the season
- The introduction of alcohol sales at Camp Randall, a carefully coordinated effort between UWPD and Wisconsin Athletics; despite initial concerns, there was no appreciable change in alcohol-related police contacts
- Enhanced security measures, including expanded mobile response teams outside the stadium, reinforcing best practices for large-scale event safety

Beyond football, UW–Madison hosted major endurance events, including the NCAA Cross Country Championships at the Thomas Zimmer Championship Course at University Ridge and Ironman Wisconsin, a staple in Madison's endurance community for over 20 years, with much of the course winding through UW-Madison's campus.

As fall progressed, Badger Volleyball at the Field House and WIAA Football Championships added to the action, alongside the return of Men's and Women's Basketball and Hockey.

UWPD OPEN HOUSE

On September 18, 2024, UWPD hosted its first-ever open house, welcoming students, faculty, staff, and community members to connect, learn, and engage with the department in a relaxed and welcoming setting. The event was designed to foster relationships, increase awareness of UWPD's resources, and reaffirm the department's commitment to campus safety.

Throughout the afternoon, visitors enjoyed various food trucks while engaging in informal conversations with UWPD personnel. More than 30 UWPD staff members participated in the event, each eager to share their expertise and discuss the department's wide range of services.

Informational stations were set up to highlight key programs, including recruiting efforts, emergency management, officer training, security operations, digital forensics, and access and video security systems. Guided tours of the UWPD headquarters were also available, offering a behind-the-scenes look at emergency response operations, dispatch services, and security infrastructure.



Attendees also experienced live demonstrations, showcasing UWPD's specialized teams and capabilities. The Lake Rescue & Safety Unit provided insight into water-based emergency response, while the K9 and Therapy Dog teams demonstrated their unique roles in both detection and emotional support. The Mounted Unit, featuring Officer Conybear & Vetter, was a crowd favorite, drawing interest from visitors of all ages. Additional demonstrations featured the Drone Team, Bike Team, Motorcycle Officers, dispatch operations and 911 education, and squad car operations, illustrating the department's diverse and highly specialized skill sets.

The inaugural open house was a resounding success, creating an interactive and engaging environment where the campus community could ask questions and gain a deeper understanding of public safety efforts at UW–Madison. This event set the foundation for future engagement opportunities, strengthening UWPD's relationship with those it serves while reinforcing its mission to provide a safe, supportive, and inclusive campus environment.



2024 WELLNESS INITIATIVES

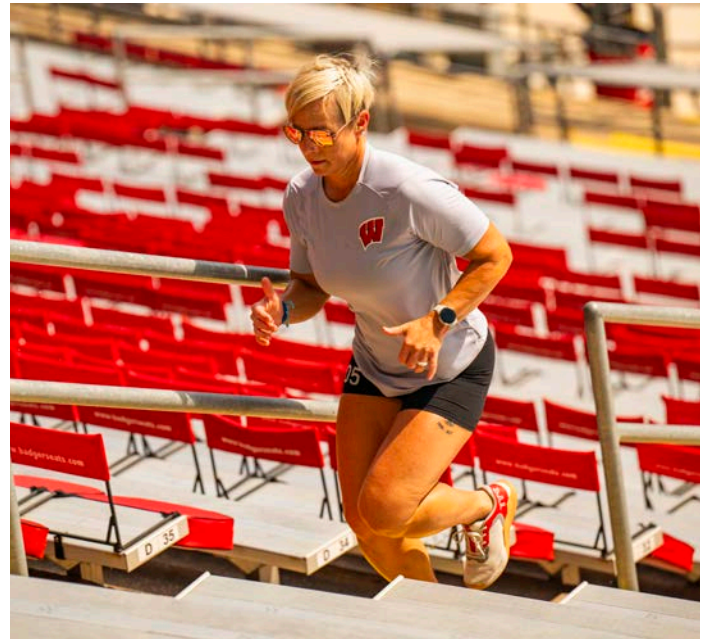
The UWPD Wellness Program is an organized set of initiatives and activities with the goal of improving the overall health and well-being of employees. The initiatives encompass a range of activities designed to enhance mental and physical health.

The UWPD Wellness Program includes a Mentorship Program, Physical Therapy Program, Peer Support Program, Fitness Program, Massage Therapy Program, Family Engagement Program, Run Club, management of the department Calm App account, programming related to the annual mental health checks, assignments for the Gender-Inclusive Locker Rooms, meditation nook, assistance with the annual functional fitness testing, and providing department trainings for the UWPD Mini-Academy and In-Service.

2024 ACCOMPLISHMENTS

- Successfully hosted the UWPD Blood Drive that secured 35 donors
- Participated in the Well Wisconsin Program and hosted a Biometric Testing event that had 25+ participants
- Awarded the IACP Family Grant and successfully hosted our Family South End Zone Event at Camp Randall with department wide attendance and engagement
- Proficiently created new policies for the Peer Support Program and Mentorship Program
- Peer Support Partners competently facilitated five department wide presentations emphasizing the importance of resilience, self-care, and overall wellness
- Successfully launched the first annual Mental Health Checks Program amplifying the importance of mental health support

- Exemplary employee engagement in the Massage Therapy Program with 91 employees participating in this service
- Efficiently managed Onward Physical Therapy Program; 369 visits completed, 90% of available timeslots filled
- Active engagement with the Calm App; 37 active users totaling 434 sessions and 5,708 minutes of mindfulness
- Successfully hosted the first Night Shift Wellness Retreat with 22 attendees engaging in yoga, meditation, etc.
- Effectively executed department-wide suicide prevention training (QPR) to meet CALEA accreditation standards



AMIGOS EN AZUL

Amigos en Azul was founded in 2004 as a grassroots initiative led by local police officers seeking to strengthen relationships and communication with Madison's Latino community. Since 2011, the UWPD has been an active member, contributing to the mission of breaking down cultural barriers, fostering partnerships, and opening lines of communication between the Latino community and law enforcement agencies throughout Dane County.

UWPD actively participates in several signature events, including a soccer series and a car seat clinic, which provide opportunities for officers to connect with families in a meaningful and supportive way. One of the most impactful initiatives is the Latino Youth Academy, co-hosted by the Madison Police Department's Community Outreach and Resource Education Unit. This academy offers a unique, immersive experience for young Latino students, giving them a firsthand look at careers in law enforcement and emergency services. During the academy, participants engage with specialized units, including Mounted Patrol, K9s, and Motor Officers, while also gaining insight into firefighting and emergency response.

Through its involvement with Amigos en Azul, UWPD remains committed to strengthening community trust, supporting youth education, and ensuring all members of the Latino community feel safe, heard, and valued.





SUPPORTING SPECIAL OLYMPICS WISCONSIN

On February 17, 2024, with temperatures hovering around 22° and a brisk wind adding to the chill, five brave members of UWPD took the plunge — literally — at the 2024 Polar Plunge at Lottes Park in Monona, WI.

The Polar Plunge for Special Olympics Wisconsin (SOWI) is an annual statewide event and part of the Law Enforcement Torch Run fundraisers, supporting athletes with intellectual disabilities. The Polar Plunge is SOWI's largest and most unique grassroots fundraiser.

Representing Dispatch, Security, and Administrative ranks, UWPD's *Cops & Bobbers* team proudly took the plunge, raising more than \$2,000 for SOWI. The Madison plunge site saw incredible support from several UW–Madison groups, contributing to an impressive \$221,000 total raised for the cause.

In addition to the Polar Plunge, UWPD also proudly participate's in SOWI's Cops on a Rooftop fundraiser — an annual event supported by area Dunkin' Donuts stores. On August 16, 2024, several UWPD officers scaled to the rooftop of the Park Street Dunkin' location, handing out donuts and collecting donations for Special Olympics Wisconsin.





2024 AWARDS CEREMONY

On April 3, 2024, members of the UW-Madison Police Department, the UW–Madison campus, and the general public were presented with awards for their extraordinary service to the UW-Madison community. These awards are for efforts and/or actions in 2023 with an emphasis on public safety. The ceremony was UWPD’s 33rd annual event.

Meritorious Service Commendation

PO Diego Lema Hernandez

Excellent Service Commendation

SO Mark Barnaba

PO Brian Bond

LED Kyleah Carruthers

PO Ryan Conybear

SO Andrew Dwars

SO Jonathan Femrite

PO Kenan Goyette

LED Cameron Handel

SO Anthony Huset

John McHugh

PO Adam Prescott

LED Kathleen Ryan

LED Emily Salvador

Sgt. Ian Shaw

LED Jason Smith

LEDS Dawn Veirs

SS Theresa Waage

Lifesaving Award

Lt. Adam Boardman

PO Devan Arbay

PO Derek Austin

PO Brian Bond

PO David Brnusak

PO Ryan Conybear

PO Adam Koss

PO Lema Hernandez

PO Jenson Lee

Sgt. Jake Lepper (2)

PO Audrey Maya (2)

Sgt. Vinson Mulvey

PO Luis Perez

Community Service Award

Former PO Katelyn Gamache

Problem Solving Award

SS Andy Kinzler



Professional Service Award

Suzanne Brandt
LED Kim Brunner
LED Charles Cederquist
LEDS Jon Gonring
Ed Lawson
Mandi Meier
Jessica Rodin

Chiefs Awards

Katherine Hutchinson
Brian Meyer
Kyle Kittelson
Bruce Schweiger
Ryan Schmelzer



UWPD Leadership Excellence Awards

Respect

Capt. Mark Silbernagel

Health

Capt. Cherise Caradine

Integrity

Brett Van Ess

Honor

Lt. Juan Avila

Empathy

Sgt. Dan Burgoni

Guardianship

PO Diego Lema Hernandez

2024 PERSONNEL

NEW HIRES

Emily Andersen
Melissa Babler
Ryan Boviall
Mary Copeland
Cayden Ellis
Samuel Erickson
Bailey Flanders
Julian Flores

Basri Hajdari
Kennia Hernandez
Nicholas Houck
Mickey Kienast
Haden Kilcoyne
Andrea LaBella
John Lind
Stephanie Ordaz

Evan Perez
Brock Prough
Andrew Russell
Mckenzy Suhr
Mclayne Vaughn
Theodore Veirs

PROMOTIONS

Devan Arbay
Mark Barnaba
Patrick Bucci
Kyleah Carruthers
Ryan Conybear

Petra Matuszka
Ryan Pharo
Adam Prescott
Kirk Robinson
Emily Salvador-Cabrera

Hans Schwoerer
Jason Smith
Mackenzie Truitt
Safiya Zahid

RETIREMENTS

Justin Jones





OUR VISION

Together, we strive to be a national leader in public safety by using values-based approaches and collaborative, strategic responses with our community to ensure the safety and well-being of all Wisconsinites. Our focus is on the dedication to the growth and support of all Wisconsinites, empowering them to become leaders, then to develop professionally and encourage them to attain wellness.



OUR MISSION

Our mission is to provide public safety to the state that can continuously and consistently be providing exceptional service that respects the law, protects and preserves rights, and promotes well-being.

VALUES

Our core values serve as a guide us to act. They represent our highest guiding principles:

- Integrity
- Community
- Respect
- Collaboration
- Professionalism
- Accountability
- Transparency
- Service
- Resilience
- Adaptability
- Continuous Improvement
- Teamwork
- Communication
- Leadership
- Empowerment
- Customer Focus
- Flexibility
- Innovation
- Efficiency
- Quality
- Compliance
- Security
- Privacy
- Accessibility
- Equity
- Inclusion
- Openness
- Accountability
- Integrity
- Respect
- Collaboration
- Professionalism
- Accountability
- Transparency
- Service
- Resilience
- Adaptability
- Continuous Improvement
- Teamwork
- Communication
- Leadership
- Empowerment
- Customer Focus
- Flexibility
- Innovation
- Efficiency
- Quality
- Compliance
- Security
- Privacy
- Accessibility
- Equity
- Inclusion
- Openness

Man in khaki pants and dark polo shirt.

Woman in black and red Christmas sweater.

Woman in grey 'I'm driving a Farmhouse Christmas' t-shirt.

Woman in 'Santa' Christmas sweater.

Woman in 'Santa' Christmas sweater with '25'.

Man in red and yellow Christmas sweater.

Man in blue and purple Christmas sweater.

Woman in black blazer and red shirt, sitting.

Woman in green jacket, sitting.

Woman in white Christmas sweater, sitting.

2024 CITATION STATISTICS

OFFENSE	2020	2021	2022	2023	2024
Traffic Related	723	999	719	894	1,050
Underage Alcohol	145	331	342	466	239
Driving While Intoxicated	62	78	97	152	181
Stadium Violations					
Body Passing	0	6	1	0	0
Possession of Alcohol	0	2	6	7	16
Throwing Objects	0	1	0	3	8
UW Administrative Codes					
Assaultive Behavior	0	2	3	0	3
Disorderly Conduct	19	24	29	25	27
Possession of Drug Paraphernalia	31	20	19	20	13
Possession of Marijuana	21	13	20	15	8
Theft	58	18	19	24	22
Trespass	148	139	72	28	20
Vandalism	16	23	12	15	14

Please see the 2024 [Annual Security Report & Annual Fire Safety Report](#) for additional crime statistics, statistics for on-campus residential housing fires, campus safety and disciplinary policies, alcohol and drug policies, and policies that specifically address prevention of and response to sexual assault, domestic violence, dating violence and stalking.





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Marc Lovicott, UWPD Exec. Director of Communications
UWPD Officers and Staff

PHOTOGRAPHY

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John Urban
EPIC Recruitment
Wisconsin Emergency Management Association
Dane County Emergency Management



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