



UNIVERSITY OF WISCONSIN-MADISON POLICE DEPARTMENT

2017 ANNUAL REPORT





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TABLE OF CONTENTS

Message from Chief Roman	2
Our Mission/Values	4
Goals for 2018.....	7
2017 Accomplishments.....	8
Field Services	10
Investigative Services.....	12
Emergency Management	14
Infrastructure Security.....	15
Support Services.....	17
Special Events.....	18
Community Officers.....	21
UWPD First Responders	22
2017 Awards.....	24
2016 Statistics	26
Our New Home	31
Remembering K9 Odin.....	32
Acknowledgments.....	35





FROM CHIEF ROMAN

The mission and vision of the UWPD are rooted in a commitment to Reaching HIGHER which demands that we resist the pull of business as usual and strive for continuous improvement. To this end, I am proud of the many things we have accomplished together in 2017 as a department and as a campus community.

Good work starts with good people. This past year, I hired 24 new employees, made 16 promotions, swore in 14 new officers and ushered 4 employees into retirement. We established the first UWPD Employee Advisory Council comprised of elected representatives from various work units to address employee issues ranging from vacation pick processes to uniform adjustments to equipment needs and together we improved information sharing and department transparency. We bolstered our partnership with the Madison Police Department through improved communication, crowd management support at Freakfest, collaborative training opportunities, and special team support. We worked with UW's Center for Healthy Minds to apply for and receive grant funding to include UWPD officers in a two-year study researching mindfulness and resiliency for police officers. We partnered with the Division of Student life to develop response guidelines for campus demonstrations and protests, and established an Incident Review Group comprised of key campus stakeholders to gather information about specific incidents that have occurred on certain campuses across the country in order to identify our own potential vulnerabilities and areas in need of attention or improvement. We hosted our first in an ongoing series of Community Forums, conducted webchats to engage the community in conversations about campus safety, and after months of collaborative planning and discussion, this past January we convened the first UWPD Police Advisory Council.



These are but a handful of our many successes this past year. Not an organization accustomed to resting on our laurels, members of UWPD understand and believe in the importance of advancing our vision to support and facilitate the educational mission of the University and cultivate a campus environment in which all students, faculty, and staff are safe. As such, in 2017 we worked to develop a strategic plan to establish a framework for specific employee, department, and community initiatives with the shared primary objective of ensuring safety and wellbeing. This plan provides a foundation from which we will continue Reaching HIGHER in the years ahead and to move, in all ways, forward.

On Wisconsin!

Kristen Roman
Associate Vice Chancellor and Chief of Police

REACHING *HIGHER*



OUR MISSION

As leaders in innovative problem-oriented policing, we value diversity and respect the dignity of all people. We uphold individual and constitutional rights, and promote campus community wellbeing through collaborative approaches to ensuring safety.

OUR VISION

Serving in partnership to support and facilitate the educational mission of the University of Wisconsin-Madison, we seek to cultivate a campus environment in which all students, faculty, and staff are safe.

Honor

Integrity

Guardians

Health

Empathy

Respect





August 20, 2017 -- UWPD officers and staff, along with their family, participated in the annual Madison OutReach Pride Parade on State Street. It's the first time UWPD has participated in the annual event.

OUR GOALS FOR 2018

- Move forward with a strategic plan and begin implementation of identified projects in each of the priority areas.
- Migrate the UW Lake Safety & Rescue program from Facilities Planning & Management (FP&M) to UWPD and implement program improvement recommendations.
- Procure and implement a new and improved Body Worn Camera system.
- Develop and implement strategies for the campus-wide access control system.
- Develop and implement a pilot program extending our emergency notifications to include students and staff living off-campus, but in close proximity (Langdon Street, State Street, etc.).
- Further develop recruitment and hiring strategies/programs focused on creating a diverse department.



WHAT WE ACCOMPLISHED IN 2017

- Successfully on-boarded a new Chief of Police and developed a new mission and vision statement consistent with new leadership, department values, and goals.
- Integrated our RICH values (**R**espect-**I**ntegrity-**C**ompassion-**H**onor) into our new vision and core values statement: Reaching **HIGHER** (**H**onor-**I**ntegrity-**G**uardians-**H**ealth-**E**mpathy-**R**espect).
- Embarked on a strategic planning process, that included stakeholder input, to project out three to five years.
- Established a formal campus community advisory group, comprised of various stakeholders, to provide the department with ongoing feedback, input, and review where appropriate.
- An internal Employee Advisory Committee was formed, comprised of elected representatives from throughout the department -- the group meets regularly with the chief.
- Developed recruitment and hiring strategies/programs focused on creating a diverse police department.
- Completed construction of our building addition and moved all UWPD personnel into one location.





FIELD SERVICES

The Field Services Unit at UWPD is representative of the operations of the department. Our 24/7 dispatch center operations, police patrol operations, all special event planning and staffing and security operations all make up the majority of the employees at UWPD.

Field Services saw many leadership personnel changes in 2017. All three lieutenants -- the Special Events, Day Shift Patrol, and the Night Shift Lieutenants -- were all promoted into their positions in 2017. Lt. Cherise Caradine was promoted from the training sergeant to the special event lieutenant. Lt. Caradine is now responsible for all the planning, staffing and operations of events on campus from UW Badger games to the small fun runs that happen on campus. Lt. Brent Gruber was promoted from the sergeant of day shift patrol to the lieutenant of day shift patrol. Lt. Gruber oversees the operations of days shift police and security operations. He is also the manager of the UWPD Care Team and organizes all of UWPD's training, police and response to mental health situations. Lt. Jeff Ellis was promoted from evening patrol sergeant to the night shift patrol lieutenant. Lt. Ellis oversees the operations of second and third shift police and security. Lt. Ellis is also the commander of the police training program. This program has been extremely busy beginning in the fall of 2017 and will continue training several new police officers into 2018.

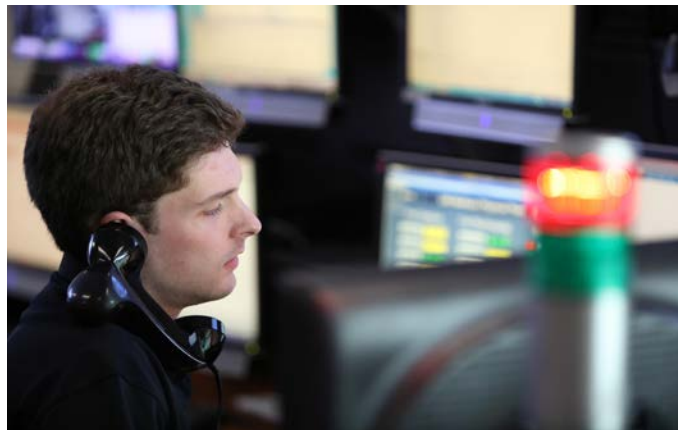
UWPD Security provides 24/7 security to campus and many specific buildings like the Chazen Museum of Art. Security added five new officers in 2017. Security officers play a critical role in the safety and security of people and buildings on this campus. Most times, they're the first person to an alarm or first set of eyes on a security or mechanical issue inside campus buildings. Their efforts have prevented thousands of dollars of damage to buildings by finding these types of issues. Last year, security responded to over 29,000 calls for service -- this is up from the previous year of 24,700 calls.



UWPD also added two new dogs to the police ranks in 2017. K9 Ritter joined us in the summer and is an explosive detection dog handled by Police Officer Justin Zurbuchen. K9 Kobalt joined us in December of 2017 and is a drug detection dog handled by Police Officer Nicole Zautner.



The UWPD communications center, which operates 24 hours a day, seven days a week, handles all incoming calls, alarms, radio traffic and camera monitoring for campus and is the life hub of UWPD. Dispatchers handled over 62,000 calls on the phone in 2017. This is up from 52,210 in 2016. Those numbers don't include the amount of time they spend monitoring the radio for our police and security operations.



UWPD's law enforcement dispatchers have a very unique and challenging job in which they operate a number of complex systems throughout their workday.

INVESTIGATIVE SERVICES

The Investigative Services Unit is represented by UWPD Detectives, Clery staff, the Threat Director, court officer, and property custodian police officer. A wide range of activities occurred in 2017, with highlights from each of these areas described below.

UWPD Detectives saw two retirements amongst their ranks as well as two new hires. Two new Digital Forensics Detectives were hired and new equipment was purchased to allow them to process evidence faster, thus reducing downtime during investigations. Detectives attend a variety of training to better serve victims of crimes, and in 2017 two attended the End Violence Against Women International conference regarding stalking, sexual assault, and domestic violence.

UWPD Clery staff identified and trained thousands of campus security authorities. They successfully released the year's Annual Security Report (ASR), and also assisted in the successful launch of the first campus-wide sexual harassment and sexual violence prevention training program for employees. The Clery team also created a Crime Warning video to educate students, faculty, and staff about the differences between Crime Warnings and WiscAlerts.





The Threat Director oversees and coordinates the University's Threat Assessment Team to ensure concerns are addressed and monitored. The team is represented by many departments on campus to ensure there is adequate information sharing, and students, staff, faculty, and visitors on campus remain safe. The Threat Assessment Team conducted approximately 40 assessments during 2017. It developed and is in the process of implementing a threat assessment database and tracking system to better manage its work.

UWPD's court officer referred more than 160 cases to the District Attorney's Office for their review, and we transitioned to a paperless system so that we can now e-file criminal complaints.

A new position, Property Custodian Police Officer, was added to the Investigative Services team in 2017. The new position is responsible for managing the property and evidence as well as in-taking all property items. Currently, there are approximately 2,000 items in property/evidence.

EMERGENCY MANAGEMENT

Emergency Management is one of two divisions that make up the Planning & Development Unit at UWPD. Emergency Management works with UW-Madison as well as other campuses of the UW System to plan and prepare for critical incidents and emergencies. The Emergency Management unit conducts training and exercises each year to ensure campus is ready for a wide variety of emergency incidents.

2017 ACCOMPLISHMENTS

- Project Twisted Willow, a three day functional exercise simulating a tornado hitting the western side of campus.
- Second Annual Wisconsin Collegiate Conference on Emergency Management was held at the School of Nursing on July 26, 2017. More than 100 individuals attended from most UW System institutions, including county, city, and private representatives.
- The Emergency Management unit rolled out the new UW System Emergency Management Standard in conjunction with the conference, along with follow up meetings with the various UW System campuses. In partnership with the UW System, the Emergency Management unit developed the new standard specifically for UW System institutions. The Emergency Management Unit has begun assisting the UW System institutions in implementing the standard which will take an estimated three years.
- The unit assisted UW-Stevens Point following a severe weather event that impacted their campus. A small team from the EM Unit initially provided remote support, with staff eventually providing on-campus support.
- In May, a new Emergency Services Coordinator position was added specifically to work with the two year campuses on emergency planning.
- An estimated 41 Active Killer Response training sessions were held with an estimated 740 individuals trained.

INFRASTRUCTURE SECURITY

Infrastructure Security is the other division that makes up UWPD's Planning & Development Unit. IS leads the university's access control and camera system. The unit also provides security assessments, oversees the master key policy and stand-alone locking systems, and provides input into security features in new construction and major renovations on campus.

2017 ACOMPLISHMENTS

- Memorial Union Phase II – UWPD assisted in the planning and construction phases to ensure access control and video surveillance were included in the project in a manner that would protect users of the facility, at the same time providing seamless access for authorized users of the space.
- Alumni Center Renovation & Addition – Provided guidance to occupants during planning and construction phases to provide a safe and accessible space for those working, studying, or visiting at UW Madison and the new Alumni Park.
- IS staff assisted with creation of ID cards for police officers linked to the Wisconsin Incident Credentialing and Asset Management System (WICAMS) run through Wisconsin Emergency Management. This system was successfully tested during a Badgers Football game in 2017. This allows UWPD to quickly log officers from many law enforcement agencies into the event and account for all officers at the end of the event.
- IS completed more than 85 separate scope reports for access control or physical security updates to campus facilities 2017. These recommendations by our security and access experts provide valuable information to campus partners to help better secure their space to prevent and/or help solve crimes that may occur on campus.



April 30, 2017 -- UWPD hosted its fourth annual Dog Jog, with all proceeds benefiting the UWPD K9 Unit. Runners and walkers -- along with their four-legged friends -- enjoyed a two-mile run/walk along UW-Madison' Lakeshore path.

SUPPORT SERVICES

The Support Services Unit is represented by a wide variety of specialized personnel who work together to provide essential services to ensure the UWPD remains operational and highly effective at all times.

The wide range of highlights from the Support Services Unit in 2017 included:

- Recruited, hired, on-boarded, and assigned mentors to 24 new UWPD employees.
- Recruited and facilitated the promotional processes for three Captains, four Lieutenants, four Sergeants, two Lead Security Officers, one Detective and one Digital Forensics Detective.
- Actively engaged in the renewed recruiting efforts reaching across all Units within the Department.
- Continued our commitment to the UW Recruitment Initiative for Student Employees (RISE) program.
- Successfully transitioned to our new building addition and consolidated our entire department into one building. The effort was work and resource intensive for all members of the Support Services Unit. Support Services staff were able to provide nearly seamless support to all other units and department operations throughout this choreographed process.
- Actively engaged in (and continue to engage in) the campus wide Title and Total Compensation project.
- Provided all hands on deck support to many large scale events including but not limited to home football games, protests and demonstrations.
- Facilitated a realignment of leadership and continuity of operations for all department specialty units and programs.
- Audited, restructured, and retrained all supervision and management staff on the internal affairs process.
- Sustained triple accreditation standards, and still remain one of only a few departments in the country to do so.
- Responded to 261 open records requests.

SPECIAL EVENTS

The 2017 Special Events season for UWPD included many of our traditional large scale, staffed events. Each year, UWPD staffs Badger Basketball, Hockey, Volleyball and Football. The 2017 Badger Football season kicked-off at Camp Randall on a Friday night -- prior to that, it had been six years since the Wisconsin Badgers played a non-Saturday game at home. Wisconsin Football had a successful undefeated regular season leading them to the B1G 10 Championship Game in Indianapolis and eventually winning the Orange Bowl to complete the season. UWPD Athletic Liaison Officers regularly travel with the football team during regular and post season games to ensure player and coach safety.

Outside of Wisconsin athletic events, UWPD provides police protection at WIAA Wrestling, Boys Basketball and Football Championships held on campus. UWPD staffed Spring and Winter Commencement which had record attendance, thanks in part to nice weather. June 19-25, the PGA Championship returned to University Ridge Golf Course, including the celebrity foursome of Brett Favre, Derek Jeter, Darius Rucker, and Andy North playing the course on Saturday.

UWPD also staffed two concerts at the Kohl Center in 2017 -- DJ Khaled and the Foo Fighters.







June 10, 2017 -- UWPD joined hundreds of first responders from across Dane County for the annual Safety Saturday On the Square. UWPD's K9, Motor, Bike, and Field Services Units all participated in the family-friendly event.

COMMUNITY OFFICERS

UWPD's Community Policing Team works closely with the campus community to prevent and solve crimes and other community-related problems or concerns. UWPD currently has three Community Officers, covering five campus communities (Central Campus, University Apartments, Lower Campus, Southeast Campus, and West Campus) – it's their job to keep the campus informed of crimes and provide them with information about what they should/can do to keep safe. The Community Policing team supports many campus safety initiatives, including Citizens Academy, our MedDrop prescription drug collection program, the Be Bright bike safety initiative, Shop with a Cop, Badger Watch Buddies, and much more.

BADGER WATCH

Badger Watch began in 2002 with just four buildings on the UW-Madison campus -- it has since grown to more than 4,000 volunteers across the entire campus. Badger Watch Volunteers are the “extra eyes and ears” of UWPD. The Badger Watch team continues to provide the Badger Watch Volunteer training to anyone and anywhere it is wanted. With this training you will be empowered to address safety concerns in your work area, observe and report suspicious and criminal activity to the police, and identify any crime prevention needs.

In lieu of a Badger Watch Conference, the Badger Watch team is working on updating Badger Watch to include a newsletter with monthly statistics and alerts as well as quarterly meetings to review goals, address safety concerns, and discuss any crime trends with volunteers. Badger Watch will also host more frequent trainings throughout the year.

UWPD FIRST RESPONDERS

The UWPD First Responders is a dynamic student-run, volunteer EMS service that provides excellent care to the campus community. The First Responders serve the campus community by providing quality emergency medical services. While the group operates at a first responder level, all of the group members are licensed EMT-Basics. A majority of the 30 members are undergraduates studying to become doctors and nurses.

During the school year, the UWPD First Responders work Friday and Saturday nights. A majority of their calls are related to alcohol and drug use in the residence halls. The First Responders team assess patients, provide care, and if needed, contact the Madison Fire Department for more advanced medical assistance.

The First Responders also provide medical coverage during special events on campus, such as community fun runs, political rallies, and concerts. At home football games, the First Responders provide support in the Camp Randall Police Center (aka... Bucky Jail).





December 2017 -- UWPD was proud to participate in the annual Toys for Tots campaign, aimed at collecting new, unwrapped toys for area families for the holidays. We collected five large boxes of toys for the campaign!

2017 AWARDS CEREMONY

On April 18, 2017, 50 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 campus community in 2016, with an emphasis on public safety. The awards ceremony was UWPD's 26th annual gathering.

Meritorious Commendation

LED Katelyn Gamache

Chief's Awards

Valerie Donovan

Rachel Fay

Anna Gamm

Mary Grunow

Jacob Royston

University Health Services

University Recreational Sports

Lifesaving Award

Officer Corey Johnson

Community Service Awards

Officer Stew Ballweg

Cindy Blankenship

Lt. Clark Brunner

Bill Curtis

Officer Barrett Erwin

Det. Peter Grimyser

Det. Carol Ann Kashishian

David Kromm

Michael Lackey

David LaWall

Cathryn Mosher

Sean Rausch

Security Officer Tim Slater

Ser Vang



Excellent Service Commendation

Officer Juan Avila
Officer Heather Banuelos
Officer Anthony Barnes
Sgt. Adam Boardman
Officer William Brown
Sgt. Amanda Buckley
LED Charles Cedarquist
Officer John Deering
Officer Corey Johnson
Officer Heidi Laundrie
Officer Jenson Lee
Officer Tricia Meinholz
Officer Andy Nielsen
Det. Truli Nielsen
K9 Odin
Det. Marshall Ogren
Officer Erik Pearce
Lt. Brent Plisch
Security Officer Andrew Ross
Det. Douglas Scheller
Security Officer Paula Schenning

Officer Matt Schirmacher
Officer Matt Shaw
Officer Megan Staab
Officer Brett Volkmann
Officer Elizabeth Waite
LED Christina Whitworth



2017 STATISTICS

OFFENSE	2013	2014	2015	2016	2017
Alcohol Related Citations					
Absolute Sobriety	4	4	3	0	2
Driving While Intoxicated-1st offense	113	96	75	45	70
Open Intoxicants in Motor Vehicle	17	17	6	12	20
Procuring Alcoholic Beverages	3	4	5	4	2
Prohibited Alcohol Offense-1st offense	85	94	55	35	60
Underage Alcohol Citations	727	916	688	670	705
Driver's Licenses					
False or Altered Driver's License	19	6	23	19	8
No Valid License	74	103	60	41	61
Revoked/Suspended License	294	253	175	141	171
Bicycle Violations	65	0	10	2	3
Too Fast for Conditions/Imprudent Speed	21	14	13	11	9
Endangering Safety by Reckless Driving	4	3	1	2	5
Equipment Violations	32	27	11	17	20
Failure to Notify Police of Accident	2	4	1	0	0
Failure to Obey Sign/Signal	42	45	34	29	32
Failure to Yield Right of Way	6	13	110	7	40

OFFENSE	2013	2014	2015	2016	2017
Flee/Elude Officer	1	CRIMINAL			
Hit and Run (unattended vehicle)	2	8	4	5	8
Illegal Riding (includes two on moped)	18	7	15	12	19
Improper/Expired/No Vehicle Registration	58	81	36	43	99
Inattentive driving	0	3	19	2	3
License Restriction Violation	2	7	1	2	1
Motor Vehicle Operated on Sidewalk	1	2	4	3	5
Motorcycle Permit Violations	9	4	0	2	2
No Motor Vehicle Insurance	3	1	0	2	0
Other Motor Vehicle Violations	36	32	38	43	32
Seat Belt Violations	43	29	11	14	20
Speeding in Excess of Posted Limits	347	303	227	254	405
Stop Sign Violations	40	77	33	27	45
Suspended License Plates	35	46	19	10	30
Texting while driving	1	0	0	0	0
Unsafe Lane Deviation	9	16	14	5	19
Violation of Traffic Control Signal	86	148	76	99	122

Statistics continued on the next two pages...

OFFENSE	2013	2014	2015	2016	2017
Stadium Violations					
Body Passing	0	0	0	0	0
Possession of Alcohol	4	10	3	3	1
Throwing Objects	0	0	1	1	1
UW Administrative Codes					
Assaultive Behavior	7	5	7	8	3
Camping on UW Lands	2	4	6	8	5
Climbing/Walking on Roof	43	42	14	6	3
Computer Crimes	2	0	0	0	0
Depositing Human Waste	19	19	21	13	7
Disorderly Conduct	29	36	33	19	12
Open Intoxicants on UW Lands	18	21	12	16	9
Possession of Drug Paraphernalia	58	90	115	86	137
Possession of Marijuana	82	104	82	58	87
Present During Closing Hours	42	94	55	65	37
Providing False Information/Obstructing	33	28	22	21	12
Restricted Use of Unions	15	9	5	1	4
Selling, Peddling, Soliciting, Ticket Scalping	5	5	0	4	1
Skateboarding/play vehicles prohibited	14	3	4	4	1

OFFENSE	2013	2014	2015	2016	2017
Theft	35	24	18	47	49
Theft of Library Materials	0	0	1	1	0
Trespassing-Remains after Notice	16	20	10	11	7
Unauthorized Presence	23	7	4	4	6
Vandalism	7	9	5	10	7
Other UW Administrative Codes	24	21	9	16	25
Other Ordinances	0	4	0	3	0
TOTAL	2,677	2,918	2,194	1,963	2,432

Please see the 2017 [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.

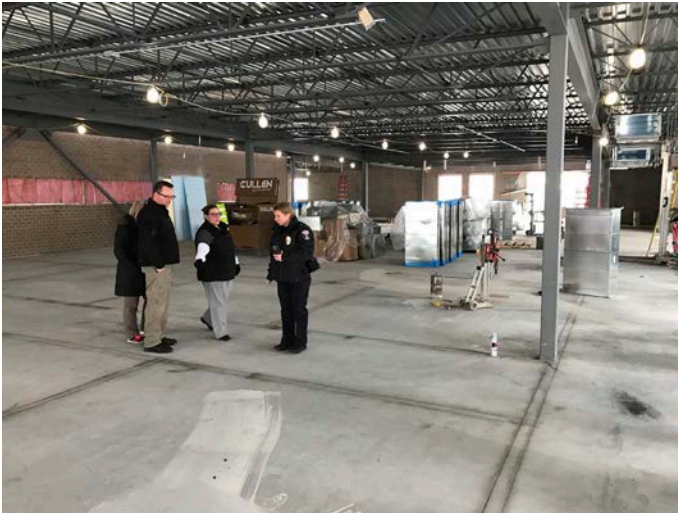
UW-MADISON
POLICE DEPARTMENT



OUR NEW HOME

In July 2017, UWPD took occupancy of its new 24,000 square foot addition -- the new space brought every UWPD employee under one roof for the first time in years.

Construction on the massive addition began in September 2016 -- JP Cullen worked hard to complete the project ahead of schedule, while keeping UWPD fully operational during construction. The \$4.8 million expansion project added new garage space for our squads, additional offices, and a much needed larger training space for the department.



IN MEMORIAM

On October 3, 2017, the UWPD family said farewell to K9 Odin, who was laid to rest following a brief illness.

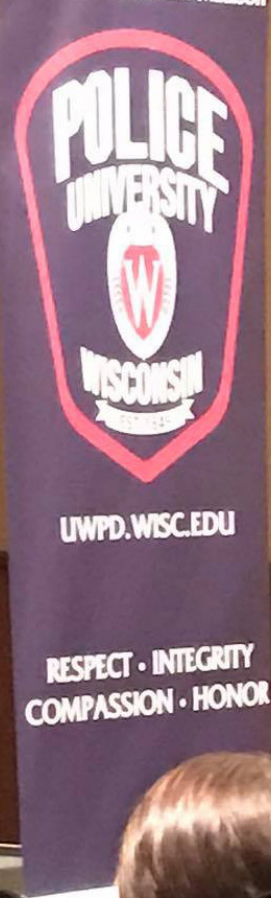
Officer Odin was nine years old -- he joined UWPD in June 2010 and specialized in explosive detection and tracking. He was partnered with Capt. Brent Plisch. Odin was due to retire in January 2018. Odin took his work very seriously, but he also had an infectious personality -- he was adored by his human co-workers at UWPD. Odin could be found regularly in nearby offices saying hello and asking for head scratches and treats.

K9 Odin protected presidents, vice presidents, cabinet members, governors, first ladies, presidential candidates, heads of state, His Holiness the Dalai Lama, and hundreds of thousands of spectators and athletes at sporting events, protests, and other large social gatherings. Odin was one of only a few dogs in the nation to have found a live explosive device while on a deployment. He worked with the U.S. Secret Service, the ATF, DEA, FBI, countless local, county, and state agencies, and has attended thousands of hours of training and certifications.

Odin's accomplishments were impressive -- but what's bigger is the impact he had on his family at home, his UWPD family, and his handler, Capt. Brent Plisch. Odin was adored by many across campus -- always bringing a smile to faces. He will be greatly missed.







March 1, 2017 -- After more than 32 years of service to the UW-Madison community, Assistant Chief Brian Bridges officially retired his badge. We thank him for his tireless service to campus!

ACKNOWLEDGEMENTS

PRODUCED BY

Kristen Roman, Chief of Police
Marc Lovicott, UWPD Director of Communications
UWPD Officers and Staff

PHOTOGRAPHY

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