

UNIVERSITY OF WISCONSIN-MADISON POLICE DEPARTMENT 2021 ANNUAL REPORT

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UNIVERSITY OF WISCONSIN-MADISON POLICE DEPARTMENT

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2021 ANNUAL REPORT



TABLE OF CONTENTS

Message from Chief Roman	2
Our Mission/Values	
2021 Accomplishments	7
2022 Goals	
Patrol	
Communications Center	
Security	
Investigative Services	
Emergency Management	
Infrastructure Security	
Support Services	
Special Events	
UWPD Racial Equity Initiative	
Community Officers	
Lake Rescue & Safety	
K9 Unit	
2020 Awards	
Personnel	
2021 Citation Statistics	
Acknowledgments	



FROM CHIEF ROMAN



The mission and vision of the UW-Madison Police Department are rooted in a commitment to Reaching HIGHER, which demands that we resist the pull of "business as usual" and strive for continuous improvement. Navigating year two of the pandemic, of course, was anything but business as usual. As always, our primary goal this past year was to continue the excellent service our community expects even amid ongoing operational challenges as a result of COVID and its variants, and I'm proud of the many things we have accomplished together in 2021 as a department and as a campus community.

Good work starts with good people. This past year, I hired 17 new employees, made five promotions, swore in five new officers, and ushered three employees into retirement. Despite the operational challenges and often doing business through virtual meetings, we continued to engage our campus stakeholders in important

conversations related to campus safety, UWPD services, and prioritized addressing local concerns related to the national narrative on police reform. In particular, we continued the collaborative work of our Racial Equity Initiative and successfully launched our Equity Dashboard following months of community engagement to co-define metrics for success.

We completed installation, training, and implementation of fully functional digital radio consoles and new 911 phone conversion, and developed de-escalation training for our dispatchers to support their coordinated response

with patrol officers. We began work to transition and update our campus-wide access control system, and assisted all UW System campuses to develop baseline compliance with the UW System Emergency Management Standards. We collaborated with our partners in Housing to support students' return to on-site classes, and worked with UHS to launch a pilot program to co-respond to mental health crises involving students on campus.

These are but a handful of our many successes this past year. Not an organization accustomed to resting on our laurels, members of the UWPD understand and believe in the importance of Reaching HIGHER to support and facilitate the educational mission of the UW-Madison and cultivate a campus environment in which all students, faculty, and staff are safe.

On, Wisconsin!

Chisten Roman

Kristen Roman Chief of Police Associate Vice Chancellor

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

Guardianship

Health

Empathy

Respect





WHAT WE ACCOMPLISHED IN 2021

- Prioritized community outreach, engagement, and trust-building and supported camps-wide modified operations during the second year of the COVID-19 pandemic and its variants.
- Completed all phases of our Racial Equity Initiative and launched our Equity Dashboard that includes key data points to measure the department's adherence to fair, impartial, and just policing practices and outcomes.
- Completed installation, training, and implementation of fully functional digital radio consoles for dispatch and new 911 phone system conversion.
- Transitioned a third of our campus buildings to an updated campus-wide access control system.
- Assisted all UW System campuses to develop baseline compliance with the UW System Emergency Management Standards.
- Signed on to the national 30×30 Initiative our commitment to increasing the representation of women in police departments to at least 30 percent by 2030, and ensuring policies and culture intentionally support the success of qualified women officers throughout their careers.

OUR GOALS FOR 2022

- Develop and implement phase two of the Equity Dashboard buildout to include an updated community survey, point-of-contact surveys, and community engagement highlights.
- Begin our next strategic planning process to include stakeholder participation in establishing UWPD priorities and strategies to achieve these priorities over the next three years.
- Continue our work to diversify our department, particularly in our sworn officer ranks, and address staffing shortages through implementation of a phased growth plan.
- Enlist the Police Advisory Council to conduct regular review of key accreditation compliance metrics and increase community stakeholder involvement in UWPD hiring, training, and policy development processes.





PATROL

2021 continued to be a challenging year for police operations. The pandemic still affected the way officers engaged with the public. Plus, many campus partners were still working mostly remotely – having meetings and engaging with our partners was a challenge.

UWPD continued to be proactive and took several steps to enhance our response to mental health calls. The most significant change was the launch of our co-responder program with University Health Services.

- Collaborated with with University Health Services to create and launch a co-response program for UW students with experiencing mental health concerns.
- Continued our partnership with the School of Pharmacy with drug "take back" events.
- Developed a crisis resource guide to share with persons in crisis or looking for resources in the area.



COMMUNICATIONS CENTER

2021 brought many changes to the UW-Madison Police Department's Communication Center. An updated phone system was necessary – that project coincided with the transition to VoIP. This new system prepares the department for future 911 technology, including the ability to receive photos and video through 911, better location data, and increased ability to share information with other departments during critical incidents. An updated radio system was also installed in 2021, which improves interoperability with other departments and provides additional back-up for critical radio communications.

- Implemented new phone system to prepare the department for future 911 technology.
- Updated the department's radio system to improve interoperability with other departments.
- Managed 87,604 Event IDs to document incidents and record information.
- Handled 52,008 phone calls, including 911 and administrative lines.
- Acknowledged 91,805 alarms from UW-Madison buildings.



SECURITY

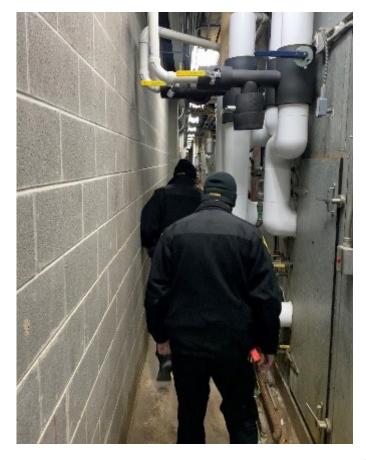
Security Officers continued to respond to calls for service on the UW campus throughout the COVID-19 pandemic. Continued changes to building hours kept the Security team very busy. They worked under great stress, with significant staffing challenges. The pandemic made it difficult to fill obligations and meet the needs of our partners – however, we were very successful in meeting the demands.

The Security team working at the Chazen Museum of Art had to adjust their schedules to the times and circumstances permitted to be open to the public due to COVID-19 restrictions. Throughout 2021, Security Officers met the challenges and went above expectations. The flexibility of the Security staff was a solid foundation for serving the Chazen Museum as well as campus overall.

- Security was able to supply information to law enforcement that led to arrests for damage to Chazen property.
- Resumed services to the National Primate Research Facility.
- Assisted with more than 1,500 lockouts and more than 41,000 additional calls for service.
- Implementation of new traffic signage for better traffic flow on East Campus Mall.
- New lock and sign for the rooftop of Bascom.
- Complete in-depth building checks were conducted for several campus buildings. This was to provide feedback to the facility managers of potential problem areas and to enhance building security. These checks resulted in changes in safety, increased security, and/or additional lighting for campus buildings.







INVESTIGATIVE SERVICES

Despite the ongoing concerns and limitations brought about by COVID-19, the Investigative Services Unit continued to work diligently to solve crimes, provide trainings, and keep the community safe in 2021.

The Investigative Services Unit is multi-faceted, made up of Detectives, the Threat Director, Communications Director, Clery compliance staff, Court Services, and our Property Custodian Police Officer.

- 160 cases assigned to Detectives
- 123 defendants referred to the DA's Office for criminal cases; 53 referred to Madison Municipal Court
- 119 referrals to Dane County Community Restorative Court second highest in Dane County
- 41 students referred to the Office of Student Conduct and Community Standards (OSCCS) for medical amnesty
- Digital Forensics detectives were able to continue fully operating two forensics labs, while working remotely
- Vehicular homicide in Eagle Heights-investigation and digital analysis of many devices
- Arrest of suspects for multiple bike thefts on campus
- Collaboration with the Threat Team for multiple cases
- Intake of 433 items of property
- Assisted area fire departments with five fire investigations
- Continuation of digital forensics training and attaining certifications to stay current with trends and techniques
- Clery staff trained thousands of Campus Security Authorities online, and continued to prioritize in-person trainings



EMERGENCY MANAGEMENT

The Emergency Management Unit (EM) leads the efforts to plan and prepare for critical incidents and emergencies. EM works not only with UW-Madison, but also the many campuses within the UW System. The EM Unit also conducts training and exercises each year to ensure campus is ready for a wide variety of emergencies or incidents.

- The COVID-19 pandemic continues to impact emergency management efforts within the UW System. It has forced the redirect of many resources to direct pandemic response or alternate duties for Emergency Management personnel due to staffing shortages. However, progress continues to be made in regard to updating plans, training, and exercises. Most notably, all campuses are in compliance with the UW System Emergency Management Standard based on the audits conducted in 2021
- Successfully delivered the annual Emergency Management Conference via WebEx in July 2021 to 168 registered attendees. Overall feedback was positive – attendees were thankful for the ability to attend the conference remotely. Planning has begun for the July 2022 conference to be held in-person. We can pivot and hold it virtually, if needed. The 2022 focus will be Emergency Occupant Plan (EOP) Annexes.
- The UW-Madison EOP base plan, functional annexes, and hazard specific annexes were all updated. This was a large undertaking that required a great deal of work and time from the team. It also required collaboration with campus and community partners to complete the annexes. The annex templates were made available to all UW System schools.

INFRASTRUCTURE SECURITY

The Infrastructure Security Unit (IS) unit of Planning & Development leads the UW'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. Their critical work is done in partnerships with Environmental Health & Safety, DoIT, FP&M, and other campus stakeholders.

- Assisted in converting more than 50 buildings to the new Lenel access control system.
- Conducted more than 540 fingerprints requests for our campus partners.
- Completed more than 50 security and scope reports.
- Provided security, access control, and video camera input for Vet Medicine, Bakke Wellness and Rec Center, OSCCI, and the Computer Data and Information Building.
- Completed RFPs for Axis, Milestone, Pivot 3, and BriefCam.
- Completed up-fitting all of Lowell Hall to residence hall standards in short order.
- Moving forward with new budget for Milestone.

SUPPORT SERVICES

The Support Services unit is represented by a wide variety of specialized personnel who work together to provide essential services to ensure UWPD remains operational and highly effective at all times. We are committed to providing high quality support services to all UWPD units, individual employees, campus community members, and the public as a whole. We strive for constant improvement through recruiting and hiring a diverse workforce, the delivery of training, holding ourselves accountable to innovative best practices, open communication, accessibility, and transparency – all while being good stewards of resources.

Support Services staff includes a Captain, the Executive Director of Recruitment, Diversity, and Inclusion, Human Resources Manager, a Human Resources Assistant, a Financial Manager, an Accreditation and Records Supervisor, a Public Records Assistant, a Data and Records Analyst, a Purchasing and Travel Administrative Assistant, the Professional Standards Lieutenant, the Training Unit Sergeant, the Training Unit Police Officer, the Personnel Sergeant, the Logistics and Equipment Specialist, an Information Technology Manager, and an Information Technology User Support Specialist.

- Prioritized resources, finances, and personnel towards the evolving COVID-19 pandemic response and ensured uninterrupted life, safety, and security services to the UW community.
- Recruited, hired, on-boarded, and assigned mentors to 17 essential employees during an extremely competitive job market.

- Collaborated with multiple internal stakeholders to implement the planning for success and retention initiative.
- Successfully implemented the campus-wide Title and Total Compensation (TTC) project within UWPD, including multiple personal touch points and considerations for all employees.
- Assisted in the creation, launch, and support of the Equity Dashboard which was the result of collaboration with community members and promotes transparency and success metrics for equity in policy.
- Incorporated and institutionalized wellness themes, efforts, initiatives, culture, and climate within Support Services, which were shared with the entire department.
- All trainings conducted throughout the year were intentionally focused on four categories: 1) racial equity, diversity, and implicit bias; 2) de-escalation, integrating communications, assessment tactics and professional communications skills refinement; 3) employee wellness and mental health training; 4) integrating community members into trainings.
- Responded to 894 records requests.
- Dedicated to continuous quality improvement and compliance of best practices based on the evolving triple accreditation standards.
- IT staff supported a 40-hour virtual training officer instructor course, a key management system upgrade, firewall upgrade, internal affairs, professional standards, and personnel early warning system integration, virtual court appearances for many officers, a phone/radio recording system upgrade, and a police center reconfiguration.

SPECIAL EVENTS

COVID once again had a significant impact on special events on the UW-Madison campus.

The spring 2021 sporting season was interrupted by COVID with canceled events, no fans permitted, or virtual events. UW Spring Commencement was held with two in-person, graduate only ceremonies in May. In June, the American Family PGA Championship returned to University Ridge and allowed fans on the course. There was no celebrity four-some, but the Championship brought back large crowds to watch Jerry Kelly win the tournament.

In mid-2021, UWPD was able to return to a special events season we are accustom to. In the fall, Badger Football opened the season at Camp Randall with record crowds. UWPD provided support for the athletes, staff, and fans for home and away games, ending with a Las Vegas Bowl win on December 30, 2021.

UWPD was also honored to welcome home the NCAA Women's Hockey and Volleyball national champions in 2021.

The 2021/2022 sports season has started on a strong note and fans are happy to cheer on their favorite teams – in person – once again.





RACIAL EQUITY DASHBOARD

After more than a year of community meetings, listening to concerns, and collecting feedback, the UW-Madison Police Department is embarking on a one-of-a-kind approach to sharing key data with a focus on racial equity.

The UWPD Equity Dashboard was launched on December 9, 2021 and is the result of a collaboration with community members and stakeholders to develop a unique and powerful tool that promotes transparency and provides a set of success metrics that speak directly to the UWPD's commitment to equity in policing.

"We've worked very hard alongside our UWPD Police Advisory Council and other community members over the past 18 months to find ways to further build trust and create opportunities for more engagement," UWPD Chief Kristen Roman said. "We acknowledge we have a long road ahead in our efforts in promoting change – but we

believe the UWPD Equity Dashboard is a significant step forward in deepening collaboration, inspiring partnership, and continuing important conversations about policing."

On the Equity Dashboard, users can view a wide variety of data points – all with a laser focus on equity. UWPD calls for service, arrests, citations, use of force, and more can all be viewed and filtered by year, demographics, etc. Users can also view complaint data – including the total number of complaints, how



the complaints were resolved, how many complaints involved use of force, and the number of officers with multiple sustained complaints.

"I commend UWPD's efforts to continue promoting transparency and building community trust by demonstrating its practical commitment to equity," UW-Madison Chancellor Rebecca Blank said. "The Equity Dashboard is another example of the power of collaboration and partnership, and I am confident it will bring great value to the entire UW-Madison community."

In addition to the numbers, the dashboard also shares general information about programs and services offered by the UW-Madison Police Department – department policies, staff demographics, department programs, and how community members can get involved in UWPD's work are all highlighted.

"As a step forward, we hope the UWPD Equity Dashboard will serve as a key tool internally and in collaboration with our campus community in achieving a more just society," said Dr. Louis Macias, UWPD's Executive Director of Recruitment, Diversity, and Inclusion. "There is much work to be done and few simple solutions. We hope the dashboard inspires the questions, discussions, partnership and critical examination needed to fully align with our mission."

An incredible amount of work went into this effort – as such, UWPD would like to convey our sincere thanks to everyone who was involved in the dashboard development process. The work the department has done with our community members and stakeholders has started important conversations, cultivated partnerships, and is inspiring change. We're excited to keep the momentum moving forward.







COMMUNITY OFFICERS

The UWPD Community Officers continued to work with building managers and stakeholders with implementing ever-changing COVID rules and policies throughout 2021. With the return of faculty and staff to campus, as well as on-site classes, the Community Officers were once again able to host building manager meetings, participate in SOAR programming, and deliver active threat presentations. The Community Officers were also able to reinstate the Coffee with a Cop program – a valuable tool used to help our department connect with students and staff.

As part of our MedDrop program, managed by the Community Officers, UWPD took in a total of 810 pounds of expired and/or unwanted prescription drugs in 2021. The Community Officers also partnered with the Wisconsin Society of Pharmacy Students to host two prescription drug take-back days.

In addition to their duties throughout the UW-Madison campus community, the Community Officers were also often used to assist in providing patrol when UWPD staffing levels were impacted by COVID.



LAKE RESCUE & SAFETY

The UWPD Lake Rescue & Safety (LRAS) unit successfully sailed into the many waves of COVID-19 in 2021, navigating through ever-evolving protocols in order to provide uninterrupted rescue service to Lake Mendota boaters. During the preseason, LRAS-required policy and annual refresher training was transitioned to virtual sessions, ensuring LRAS took to the water in the spring with propellers turning and a trained crew onboard.

The UW-Madison waterfront returned to somewhat normal activities in 2021, but with various capacity and COVID policies at Outdoor UW and the Hoofer Sailing Club. As water activities increased, call volume also increased – LRAS rescue boats were dispatched 354 times in 2021, assisting 402 lake users.

Lake Rescue & Safety continued a progressive training program in 2021, logging 794 training hours and conducting 304 on-the-water training exercises. Two LRAS employees and one UWPD officer successfully completed the National Safe Boating Council (NSBC) Essentials of Open Waters and Close Quarters Boat Control courses. LRAS NSBC certified instructors also supported the refresher training for UWPD officers participating in the Upham Woods Boat Patrol program.



UWPD LAKE RESCUE & SAFETY

In the fall of 2021, LRAS began the process of hosting a 35-hour Boat Operator for Search and Rescue (BOSAR) course with instructors from the National Association of State Boating Law Administrators (NASBLA). Participants completing this course in the spring of 2022 will earn a certificate recognized by the U.S. Coast Guard and the Federal Emergency Management Agency.





UWPD K9 UNIT

The UW-Madison Police K9 Unit is comprised of three K9 Teams:

- **K9 Maya** (partnered with Sgt. Banuelos) and **K9 Ritter** (partnered with Officer Zurbuchen) are the department's two explosives detection K9's and are primarily utilized at large scale events most notably for Badger Football games held at Camp Randall Stadium. Our explosives detection K9s were also utilized throughout the year to locate shell casings and firearms that were evidence in various gun-violence cases off-campus.
- **K9 Kobalt** (partnered with Officer Zautner) is our department's narcotics detection K9 and is primarily utilized on traffic stops. K9 Kobalt is also trained in evidence recovery and was utilized throughout the year to locate hidden or thrown items of evidence associated with fleeing suspects and vehicle pursuits off-campus.

All three of our K9 Teams are also trained in human tracking and assisted in multiple cases to help locate missing persons and fleeing suspects.

All of our K9 teams are certified annually through the North American Police Work Dog Association. This is a rigorous certification process that ensures our teams perform their assigned duties to an exceptional level. Each of our explosive K9 teams are also certified in the National Odor Recognition Test by the ATF.

Throughout this year, our K9 Unit had a total of 53 deployment requests for various cases in Dane County and the surrounding area. This number is down due to the vast majority of large scale events being cancelled. Outside of assisting with law enforcement cases, a large part of our K9 Unit's mission involves community engagement. COVID forced the K9 Unit to be creative and finds ways to engage virtually with members of our campus community.

The UWPD K9 Unit also hosts an annual training day at Camp Randall Stadium where explosive K9 teams and Bomb Squads from around the state are invited and trained. This is a very well-attended training event and kicks off the start of the upcoming football season.

K9 Maverick (soon to be paired with Officer Davis) is the department's newest explosive K9 officer. Officer Davis will start training with his new partner in March 2022.

- Located 299g of marijuana inside a vehicle on a single traffic stop.
- Assisted with multiple dignitary protection visits, including the Secretary of Education.
- Assisted with multiple tracks for outside agencies -- helping them identify key pieces of evidence.
- Explosive searches for all home Badger Football games.
- Suspicious packages searches on the UW campus.



2021 AWARDS CEREMONY

In a virtual ceremony on May 14, 2021, 48 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 2020 with an emphasis on public safety. The awards ceremony was UWPD's 30th annual event — for the second year in a row, it was held virtually due to COVID-19.

Meritorious Service Commendation Bill Curtis

Excellent Service Commendation

Sgt. Juan Avila PO Stew Ballweg Lt. Adam Boardman PO Jake Colvin PO Brad Davis Anthony DeVito PO Barrett Erwin Sean Geib PO Eric Grudzinski PO Corey Johnson Dave Krueger ESC Josh Larson PO Patrick Lau

PO Heidi Laundrie (ret.) ESC Ed Lawson PO Jake Lepper Marc Lovicott Lt. John McCaughtry Mandi Meier PO Erik Pearce (2) Andy Rose ESC Tim Slater William "Smiley" Stebbins PO Jake Tincher Paul Wittkamp

Lifesaving Award

PO Krista Bayley PO Ryan Bridges (3) PO Nick Gries PO Justin Jones PO Jessie Koutoulas

Problem Solving Award

LED Jake Birkhaug PO Jeff Kirchman SO Andrew Monk SO Dean Olsen (2)

Professional Service Award

Tracey Berman Cindy Blankenship SO Patrick Horne

Chief's Award

Grethe Jennings, community member Ben Miller, University Relations Dr. Elisavet Paplomata, UW Hospital Dr. Christine Seibert, UW Hospital UW Fleet and Service Garage Matt Winchell, UW Fleet



2021 PERSONNEL

FULL-TIME HIRES

Suzanne Brandt Mario Cruz Mark DeRee Ercan Dzelil Kenan Goyette Anthony Huset Robert Johnson Adam Koss Christopher Linssen Pirarre Miller Alejandro Ortiz Peter Quilling Duncan Schult Jared Wagner

PROMOTIONS Suzanne Brandt

RETIREMENTS

Peter Fowler Patrick Horne Karen Soley





2021 CITATION STATISTICS

OFFENSE	2017	2018	2019	2020	2021
Alcohol Related Citations					
Absolute Sobriety	2	2	7	2	3
Driving While Intoxicated-1st offense	70	63	91	48	64
Open Intoxicants in Motor Vehicle	20	20	27	13	6
Procuring Alcoholic Beverages	2	9	0	1	0
Underage Alcohol Citations	705	549	494	145	331
Driver's License Related Citations					
False or Altered Driver's License	8	27	46	10	9
No Valid License	61	116	79	52	71
Revoked/Suspended License	171	250	318	123	123
Bicycle Violations	3	19	2	1	0
Too Fast for Conditions/Imprudent Speed	9	20	24	33	38
Endangering Safety by Reckless Driving	5	4	7	4	7
Equipment Violations	20	16	28	14	17
Failure to Notify Police of Accident	0	6	0	2	2
Failure to Obey Sign/Signal	32	27	48	27	27
Failure to Yield Right of Way	40	13	21	7	11

OFFENSE	2017	2018	2019	2020	2021
Hit and Run (unattended vehicle)	8	5	8	3	6
Illegal Riding (includes two on moped)	19	4	1	3	2
Improper/Expired/No Vehicle Registration	99	90	88	26	46
Inattentive driving	3	4	4	4	3
License Restriction Violation	1	2	8	0	5
Motor Vehicle Operated on Sidewalk	5	3	2	2	2
Motorcycle Permit Violations	2	3	5	3	3
No Motor Vehicle Insurance	0	7	3	2	1
Other Motor Vehicle Violations	32	56	79	31	50
Seat Belt Violations	20	11	24	2	88
Speeding in Excess of Posted Limits	405	455	496	252	253
Stop Sign Violations	45	76	70	27	57
Suspended License Plates	30	35	28	4	3
Texting while driving	0	0	0	0	0
Unsafe Lane Deviation	19	13	30	20	17
Violation of Traffic Control Signal	122	153	142	80	167

Statistics continued on the next two pages ...

OFFENSE	2017	2018	2019	2020	2021
Stadium Violations					
Body Passing	0	0	2	0	6
Possession of Alcohol	1	4	4	0	2
Throwing Objects	1	0	0	0	1
UW Administrative Codes					
Assaultive Behavior	3	10	11	0	2
Camping on UW Lands	5	105	39	18	7
Climbing/Walking on Roof	3	31	22	10	22
Computer Crimes	0	0	0	1	1
Depositing Human Waste	7	9	12	4	10
Disorderly Conduct	12	32	22	19	24
Open Intoxicants on UW Lands	9	16	17	15	4
Possession of Drug Paraphernalia	137	81	40	31	20
Possession of Marijuana	87	94	26	21	13
Present During Closing Hours	37	53	34	103	96
Providing False Information/Obstructing	12	24	18	21	15
Restricted Use of Unions	4	31	7	4	2
Selling, Peddling, Soliciting, Ticket Scalping	1	3	1	0	0
Skateboarding/play vehicles prohibited	1	5	1	3	3

OFFENSE	2017	2018	2019	2020	2021
Theft	49	26	40	58	18
Theft of Library Materials	0	0	0	0	0
Unauthorized Presence	6	12	12	7	10
Vandalism	7	7	6	16	23
Other UW Administrative Codes	25	32	7	13	16
Other Ordinances/DNR	0	0	3	2	1
TOTAL	2,365	2,620	2,504	1,287	1,708

Please see the 2021 <u>Annual Security Report & Annual Fire Safety Report</u> 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.















ACKNOWLEDGEMENTS

PRODUCED BY Kristen Roman, Chief of Police Marc Lovicott, UWPD Exec. Director of Communications UWPD Officers and Staff

PHOTOGRAPHY

UWPD Officers and Staff University Communications John Urban



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