Executive Summary

Campus safety is an institutional priority, and the University of Iowa is dedicated to providing effective safety and security measures, personal safety planning, and support and care resources for individuals in distress. The Campus Safety Realignment project provides a comprehensive approach that involves reimagining functions and teams, clarifying roles, setting expectations for communication and collaboration, and developing a shared institutional dashboard.

CREATE STRUCTURE

Realign the current safety, security, and operations functions into a Campus Safety organization with distinct units reporting to the Assistant Vice President for Campus Safety.

PHASE 1

• Establish new, multidisciplinary, Campus Threat Awareness Roundtable (CTAR) that meets weekly to improve communication regarding high-risk, concerning, or potentially public cases.

• Realign the Threat Assessment Team (TAT) under the Campus Safety organization to provide increased support, collaboration, and communication while enhancing our ability to meet the Board of Regents, State of Iowa expectations related to threats on campus.

PHASE 2

• Reorganize units and functions currently under the UI Department of Public Safety including UI Police, Office of Clery Compliance, Security, Emergency Management, Dispatch, Fire Safety, and Key and Access Services.

COMMUNICATE

Develop robust communication plans and new tools to support organizational realignment and keep the campus community informed across units.

FORMALIZE PROCESS

Coordinate all administrative, financial, space, and human resources elements to support the realignment initiative.
High-level Timeline

**January 2023**
Initiative begins, stakeholder meetings occur

**January 2023**
Launch Campus Threat Awareness Roundtable (Phase 1)

**By March 2023**
TAT functional shift to AVP (Phase 1)

**July 2023**
Campus Safety organization restructuring begins (Phase 2)

**By January 2024**
Campus Safety realignment completed

**July 2024**
Review Year 1 progress

Realigned Organizational Structure

**Assistant Vice President for Campus Safety**

- **Threat Assessment Team (TAT)**
  Monitors and assesses the potential for individual and targeted acts of violence measured against a risk continuum and the pathway to violence.

- **Clergy Compliance**
  Responsible for compliance and reporting associated with the Campus Security Act.

- **Emergency Management and Communications**
  Ensures that the campus is as prepared as possible to mitigate, respond to, and recover from emergencies and disasters. Includes: emergency manager, dispatchers, and fire safety coordinator.

- **Security Technologies and Security Services**
  Provides safety services for campus buildings and events; operates NITE RIDE, SHOUT, lost and found, and fingerprinting. Responsible for the security and access to all campus building doors and locking devices; manages campus security camera system.

- **Police**
  Responsible for emergency response; made up of state-certified police officers who patrol the campus 24 hours a day, seven days a week.

**Campus Threat Awareness Roundtable (CTAR)**

- Threat Assessment Team (TAT)
- Employee and Labor Relations (ELR)
- Office of General Counsel (OGC)
- Office of Institutional Equity—Equity Investigations (OIE-EI)
- Office of Institutional Equity—Title IX and Gender Equity (OIE-TIXGE)
- Office of the Provost
- UI Police
- Office of Student Accountability (OSA)
- University of Iowa Hospitals and Clinics