

# UNIVERSITY OF KENTUCKY POLICE DEPARTMENT (UKPD)

Joe Monroe, Chief of Police



AN EQUAL OPPORTUNITY UNIVERSITY

## **MISSION AND VISION**

- The University of Kentucky Police Department's mission is to promote a safe and secure campus environment for students, faculty, staff and visitors at the university. We will provide quality police services ethically, fairly and equally in partnership with the members of our community.
- The University of Kentucky Police Department is committed to achieving the highest standards of professional ethics, performance and excellence. We are dedicated to the principles of community policing and to becoming one of the most progressive, innovative and professional police departments in the nation.

## WHO WE ARE NOW

- 61 authorized sworn strength, 54 current sworn staff
- 47 males (87%), 7 females (13%)
- 48 white (88.9%), 2 African American (3.7%), 4 Hispanic (7.4%)
- Officers attend the Department of Criminal Justice Training where they receive 20 weeks of instruction in a residential academy
- Upon completion, they return to UKPD where they must complete a 16-week Police Training Officer Program specific to UKPD operations and standards
- 8 specialized units where some of the units have received training from multiple federal partners
- 7 current supervisors have graduated from the FBI National Academy
- 28 (51.9%) officers with college degrees
- 7(13%) officers with graduate degrees
- 3 Supervisors that have completed advance training with the FBI and received the FBI LEEDA Trilogy Award
- All supervisors attend the 120 hour Academy of Police Supervision and the FBI's Southeastern Leadership Executive Development School

## WHO WE ARE NOW

- UKPD officers are authorized under Kentucky statute to possess full law enforcement powers anywhere in the Commonwealth that the University of Kentucky owns, leases or occupies property, in addition to all streets running through and adjacent to said property.
- UKPD focuses efforts on the 814 acres of the Lexington main campus, including providing security for UK HealthCare facilities.
- In 2014, UKPD became a founding member of the Bluegrass and Central Kentucky Police Protection System. This agreement shares law enforcement jurisdiction between 80 different city police and sheriff's departments and three university police departments.
- UKPD works closely with the Lexington Police Department, FBI, Secret Service and several other local, state and federal partners.
- UKPD has no contractual relationship with local or state agencies regarding their appearance on campus.

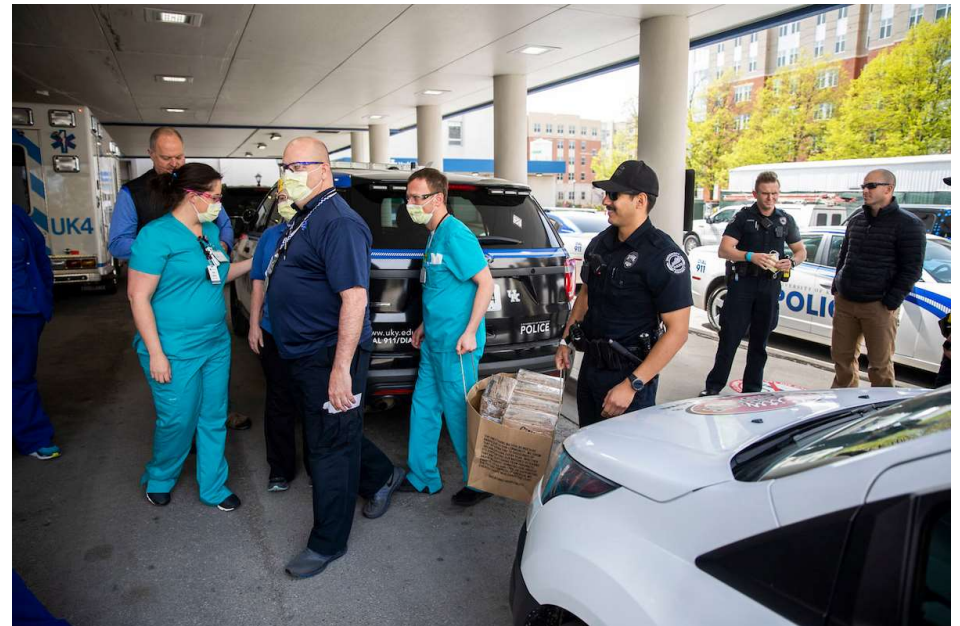
## WHO WE ARE NOW

### Accountability

- UKPD officers are not part of any union or collective bargaining agreement and follow the corrective action process as every other UK employee.
- Recently purchased software to assist in tracking and early warning intervention regarding an officer's use of force.
- Every officer is required to annually review and take a test over the use of force policy.
- Chokeholds and cardiovascular restraints are strictly prohibited unless encountering a deadly force situation.
- In 2014, UKPD became one of the first police departments in Kentucky to require the use of body cameras for police officers.
- Revised Use of Force Policy to include Duty to Intervene requirement

## WHAT WE'RE DOING

- Unconscious bias training
  - Entire department has completed or will complete training to help officers identify and recognize personal biases and build a culture of accountability to better serve all members of the UK community
- Verbal de-escalation
  - Officers have been or will be trained in different techniques to mitigate and diffuse escalated and potentially hands-on interactions
- Cultural Sensitivity Training
  - VIP/Sexual Assault
  - LGTBQ\*
- Autism Awareness Training



## WHAT WE'RE DOING

- Open and respectful dialogues with various audiences in the university community
- Coffee with the Chief
- Community service and outreach programs
- Crime prevention
- Self Defense Tactics and Risk Reduction (STARR) program
- Citizens police academy
- Active attack response training
- Campus community emergency response team
- Transforming the culture of law enforcement through organization affiliations with Kentucky Association of Chiefs of Police, Marcy's Law and others
- Re-accreditation for the sixth consecutive time
- Exceed the KRS requiring agencies with 30 or more officers shall have at least four officers trained in sexual assault investigation. UKPD has 15 police officers trained.



## LOOKING TO THE FUTURE

- Continue dialogues with various audiences in the university community
  - MLK Center
  - Office of LGBTQ\* Resources
  - Students, faculty and staff
- More creativity in recruiting for diversity
- Work with UK College of Social Work to create strategies to reduce the interactions with non-violent individuals
- Work with Office for Institutional Diversity to build better communication with marginalized groups to create a Diversity Liaison Officer within UKPD





**CHIEF MONROE BELIEVES THAT:**

A police department cannot be successful without four things:

- Transparency
- Accountability
- Trust
- Legitimacy from the community that we serve

# QUESTIONS



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