



## **Guest Services**

**Key Issues:** training staff; enforcing university policies; cultural and community identities as they interface with the university; safety for guests; education on local and state laws; protection for mass gatherings; event security.

**Members:** Chair: Mindy Benson, Vice President of Alumni and Community Relations  
Josh Nielson, Interim Chief of Police  
Chris Ralphs, Director of University Housing  
Debbie Corum, Athletic Director  
Kami Paul, General Manager, Utah Shakespeare Festival

## **Human Relationships**

**Key Issues:** protection from physical danger, sexual misconduct, or other threats to safety; safe relationships; appropriate boundaries and behavior among employees, students; protocols for dealing with employee and student conflicts and complaints; ethicspoint.

**Members:** Chair: Schvalla Rivera, Assistant to the President for Diversity and Inclusion  
David Dyches, Deputy Executive Director for Aviation  
David McGuire, Director of Human Resources  
Curt Hill, Director of Counseling and Psychological Services  
John Meisner, Lecturer of Teacher Education and Family Development  
Jason Ramirez, Assistant Vice President for Student Affairs & Dean of Students  
Heather Ogden, Director of Ethics and Compliance & Title IX Coordinator

## **Emotional and Mental Health**

**Key Issues:** protection for open, diverse dialogue; respect for individual and community identity; employee training; transparency with administration; cultural identities protection; plans for emergency response regarding these issues; issues related to suicide.

**Members:** Chair: Jason Ramirez, Assistant Vice Pres for Student Affairs & Dean of Students  
Schvalla Rivera, Assistant to the President for Diversity and Inclusion  
Curt Hill, Director of Counseling and Psychological Services  
Hayden Carroll, Student Body President  
Debbie Corum, Athletic Director  
Helen Boswell, Associate Professor of Biology  
Payton Yerke, Student (Greek Council)

## **Communications and Response**

Key Issues: needs met in a timely manner; opportunities for professional development; adequate training and experience for those in decision-making roles; adequate resources; checks and balances for authority; emergency plans; response plans; appropriate fund dispersals; post-trauma reaction (parents and students); response after discovering unsafe individuals (physical removal of individuals who may pose a threat to campus); awareness; data-driven decisions; identifying and involving necessary individuals in crisis response situations, including in public communications about crisis situations.

Members: Chair: Josh Nielson, Interim Chief of Police  
Tiger Funk, Assistant Vice President for Facilities Management  
David McGuire, Director of Human Resources  
Mindy Benson, Vice President of Alumni and Community Relations  
Kami Paul, General Manager, Utah Shakespeare Festival

## **General Recommendations (In no particular order)**

- 1) **Training:** The University would benefit from a more comprehensive, coordinated and centralized approach to training its employees. Key characteristics of training coordination are:
  - Identifying mandatory (imposed by law, University policy or departmental practice) training for all employees and mandatory training for specific classes of employees; Identifying frequency requirements for mandatory training;
  - Locating appropriate training courses/mechanisms;
  - Notifying employees of training requirements and deadlines;
  - Tracking employee completion of training;
  - Enforcing compliance with University training requirements;
  - Maintaining groups of trained individuals, as required by policy and practice, from which various University departments can draw (i.e. investigators, hearing officers, event ushers, etc.);
  - Potentially adding training requirements to job descriptions.

The University should consider vesting the coordination of training employees under one individual, office or department.

- 2) **University Policies:** The University would benefit from significant revision of several University policies, deletion of unnecessary policies and passage of new, necessary policies. The Commission believes that University departments and the campus generally will function in a safer, more efficient manner with better direction and guidance from University policy. Among the needed policies are a minors on campus policy and a policy/protocol that supplements existing crisis response protocol by

adding a University Executive Crisis Response protocol that will identify critical University officials who need to be involved in response to crises that have the potential for expansive impact on the University.

- 3) **Additional Security Personnel:** The University would benefit from hiring another police officer in its police department.

## Conclusion

Commission chairs Jared Tippetts and Ann Marie Allen reported to the President that members of the Commission were uniformly engaged and enthusiastic in their charge to help him in “ensuring that all members of the University Community have a safe environment in which to learn and work.” Commission members benefitted significantly from the discussions held with one another during meetings throughout the year and, apart from the ultimate recommendations, were able to identify numerous smaller-scale areas for improvement and increased collaboration that they could implement immediately. At the conclusion of the Commission co-chairs’ meeting with the President, he thanked them for their work and indicated that his present intentions for the Commission have been fulfilled and that the Commission had completed its work at this juncture.