



BRANDEIS PUBLIC SAFETY DEPARTMENT

Progress Report

Chief Matthew Rushton

SPRING

2023

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I am grateful for our progress as a police department over the last 22 months, including building stronger relationships with our community, embracing new technologies, and achieving individual successes.

As the new chief of police, I am honored to work alongside such a dedicated and hardworking group of officers and staff. Over the last 22 months, we have made significant progress as a team and I want to express my gratitude.

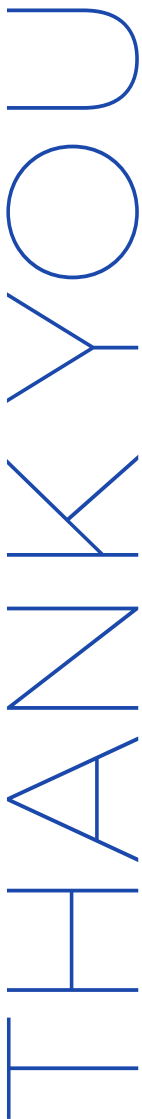
First and foremost, I am incredibly proud of our progress in building strong relationships with our community. By engaging with community members and actively listening to their concerns, we have better understood their needs and improved our services. This has increased trust and respect for our department, crucial to maintaining a safe and thriving community.

Additionally, our efforts to embrace new technologies and modern policing techniques have paid off numerous times. From adopting new communication tools to upgrading our equipment, we have been able to work more efficiently and effectively, ultimately improving our ability to respond to emergencies, prevent crime, and support our faculty, staff, and student community.

I am also grateful for the many individual successes of our officers during this time. Whether solving a complex case or providing critical support during a crisis, their hard work and dedication have made a real difference in the lives of the people we serve.

Finally, I want to thank the officers for their commitment to the highest standards of professionalism and integrity. Their unwavering dedication to our department and the people we serve is truly inspiring, and it is an honor to work alongside such an outstanding group of individuals.

As we progress, we will continue to build on these successes and progress further toward our shared goal, while reimagining and modernizing public safety. We will continue to serve our community with the utmost dedication, professionalism, and pride.



CHIEF RUSHTON

Why We're Here.

Our officers have my most profound appreciation for the exceptional work that they do day in and day out. As police officers, they face challenges and risks that most people could never imagine, yet they continue to show unwavering dedication and professionalism in pursuing justice and safety for our community.

Although this is meant to highlight our collective accomplishments, I would be remiss if I did not also acknowledge the tragic loss of student Vennessa Mark, an undergraduate student, killed in a shuttle bus crash near the university that left 26 other students injured. The grieving process continues for many, but our officers responded heroically and professionally on November 19, 2022. The care and ongoing support to the victims and their families is truly appreciated.



ACCOMPLISHMENTS

Over the last 22 months, our department has accomplished much through our collaborative efforts and commitment to excellence. We have implemented numerous initiatives to enhance our department's operations and services. In addition, we strengthened our partnerships with the community and enhanced our officers' training and development. As a result of our collective efforts, our department has become a more effective, efficient, and community-focused organization, and we remain committed to delivering the highest level of service to our community.

01

DEPARTMENTAL REORGANIZATION

The department's organizational structure, including updating all job descriptions, has resulted in a more streamlined and efficient operation, with clear lines of communication and a focus on professional development and career growth for officers. In addition, by creating promotional opportunities and career paths, the department has attracted and retained talented officers, resulting in a more skilled and experienced workforce. The new structure has also improved department collaboration and differential response, leading to more effective responses to community needs and improved service delivery.

02

POLICY AND PROCEDURES

After a comprehensive review, we developed a new directive system and implemented several new and updated policies, enhancing transparency and accountability. We have implemented all Massachusetts Peace Officer Standards and Training (POST) Commission departmental policies. We have developed a Bias-Free Policing Policy and engaged with the Anti-Defamation League (ADL) on their Fair, Equitable, and Inclusive Policing Initiative. Additionally, we were the first college police department in Massachusetts to train in Kingian Nonviolence training with the assistance of The Heller School of Social Policy and Management.

ACCOMPLISHMENTS

03

NEW TEAM, NEW CULTURE

We continue to hire new police officers and implement changes to shift the organizational culture as an effective strategy to improve policing practices and community relations. However, we focus on respect and creating a culture that rewards exceptional service to our department and community.

- Creation and promotion of Bette Reilly from Lieutenant to Captain.
- Creation and promotion of Dana Kelley from Detective Sergeant to Detective Lieutenant.
- Creation and promotion of Sergeant Dustin Botelho to Administrative Sergeant.
- Creation of three new dispatcher positions.
- Promotion of security officer Michael Dias to a dispatcher
- Creation and promotion of Carol Robichaud to Assistant Director of Parking and Traffic
- Creation and promotion of Sergeant Emily Evans to Detective Sergeant.
- Creation and promotion of Jon Santeusanio to Detective

New Team Members:

- Dispatcher Tim Shea
- Sergeant Nicholas Beltz
- Sergeant Emily Evans
- Lieutenant Oren Wright
- Officer William Eiserman
- Officer Kenneth Ferguson
- Officer Kervin Romulus
- Officer Eugenio Fernandes
- Officer Michael O'Connell

Officer Catherine Jordan is our department's first new hire attending the MPTC Recruit Police Officer Course. Officer Jordan is set to graduate on June 15, 2023.

The department's continued focus on health and wellness was realized during contract negotiations that included additional time off in recognition of the non-traditional work hours and stress on our staff. In addition, a free mental health app has been deployed. This year, we will again recognize officers during Police Week (Sun, May 14, 2023 - Sat, May 20, 2023) with gifts of gratitude and several scheduled meals. We also recognized the work of our dispatchers during "National Public Safety Telecommunicators Week (NPSTW)" and our female police officers on "National Police Woman's Day."

ACCOMPLISHMENTS

04

MASSACHUSETTS POLICE ACCREDITATION

In 2022 the Brandeis University Police Department applied with the Massachusetts Police Accreditation Commission, also known as MPAC, to begin becoming an accredited police agency and appointed an Accreditation Manager to oversee this initiative. This is a self-initiated process by which police agencies voluntarily strive to meet and maintain professional standards and best practices within the law enforcement profession.

The first step toward becoming accredited is obtaining the award of "Certification," which is a labor-intensive process divided into four phases. The first phase is referred to as self-assessment, and it is the longest of the steps. It entails a comprehensive review of the 178 standards required for certification and all the activities associated with preparing a department for an onsite assessment. Each measure needs to be analyzed to 1.) determine agency compliance, 2.) achieve agency compliance where noncompliance is selected, and 3.) document and centralize agency compliance for MPAC assessors.

Our agency has completed 30% of the 178 standards required for certification and has over 50% in progress.

05

EVIDENCE BASED STRATEGIES FOR ENGAGEMENT

To improve engagement with our community and external partners, the department worked collaboratively with student leaders to implement the Black Action Plan. Several officer engagement events occurred, leading to improved relationships and the development of our new community engagement team. The department additionally implemented a new Lyft portal to assist students in getting off/on campus rather than using traditional police cruisers. We implemented a new department phone tree to engage more effectively with the students seeking a specific public safety unit or employee. We provided off-campus patrols for the City of Waltham to manage off-campus student conduct—ongoing participation in Waltham City United to address quality of life issues for Waltham residents. We have implemented a new campus-wide event security policy that eliminates bias and builds transparency. In the spring of 2023, working with Bentley University Police and Waltham Police focused on a uniform response and training to an active threat event.

ACCOMPLISHMENTS

06

EMERGENCY MANAGEMENT

The reorganization of emergency management within public safety has streamlined the coordination between public safety and emergency preparedness and response. Public Safety has incorporated ICS principles in all event planning, resulting in preplanned Incident Action Plans and incident readiness. Other accomplishments are the investment of 400k in upgrading officer and mobile radios to digital, including access to the Boston Area Police Radio Network (BAPERN). In addition, the department shifted from ALICE to an improved research-based active threat platform, Civilian Response to Active Shooter Events (CRASE), from Texas State University. The department offers this training in person and online in LATTE Brandeis' online learning environment. Emergency management also now covers an in-person new employee orientation, held several "preparedness days" for the community, and works with BEMCo, our student-run EMS service. Emergency management also supported students from the Massachusetts Maritime Department of Emergency Management in creating a tabletop exercise (TTX) for Brandeis. The department also successfully secured a 150k homeland security grant for security improvements of the Hillel space on campus.

07

PUBLIC SAFETY PARTNERSHIPS

The department enjoys strong relationships with other law enforcement partners, such as neighboring agencies, federal agencies, and community organizations. All are crucial for a new chief to promote collaboration and coordination in tackling crime, sharing resources, and addressing community safety concerns.

- The Commonwealth Fusion Center was invited to Brandeis for a campus tour and lunch.
- Ongoing partnerships, including an MOU with Waltham Police.
- Hosted John Stemen, Director of Safety and Security Programs - Hillel, and Daniel Levenson, Deputy Director, Communal Security Initiative. (CJP)
- We have developed a new relationship with the Middlesex Sheriff Peter J. Koutoujian.
- Waltham City United
- Waltham City Council
- Waltham Traffic Commission

ACCOMPLISHMENTS

08

TRAINING AND DEVELOPMENT

The department remains committed to the professional development of our officers and department. In addition to state-mandated training, our department attended the following:

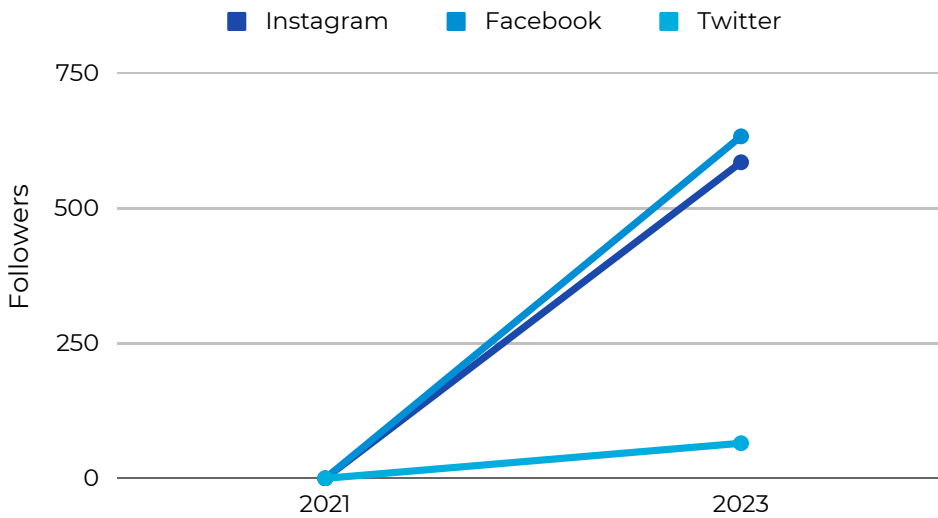
- Anti-Defamation League (ADL), Antisemitism training
- Combined Jewish Philanthropies (CJP), fair and equitable inclusive training.
- Managing Human Elements of Change,
- Restorative Justice training,
- History of Racial Profiling, Strategically & Unlocking Authentic Communication in a Culturally-Diverse Workplace.
- 3rd Annual Faith-Based Organizations Safety Seminar,
- Department of Homeland Security and the Office for Civil Rights and Civil Liberties - response strategies, threats, training.
- “BeAware” training hosted by Secure Communities Network
- COBWEB training (police mountain bike)
- Civilian Response to Active Shooter Event (CRASE) train the trainer.
- Building Safe Jewish Communities on Campus
- “Intro to Hiring & Recruitment”
- “White Lives Matter:” A Network of Hate”
- National Preparedness Leadership Initiative at the Harvard T.H. Chan School of Public Health
- Behavioral Threat Assessment Training
- Protest & De-Escalation training
- Threat Assessment Management Team training
- Secure Communities Network: Congregation Beth Israel in Colleyville, Texas
- Responding to and Investigating Bomb Threats and Swatting Hoaxes training by the FBI.
- Leading Strategically & Unlocking Authentic Communication in a Culturally-Diverse Workplace.
- Kingian non-violence, 3-day workshop.

Social Media

A social media platform is essential for law enforcement departments as it allows them to connect with the community, promote transparency, and disseminate important information quickly and efficiently. Social media also allows two-way communication, providing a channel for the public to give feedback and engage in constructive dialogue with law enforcement. A solid social media presence can help build trust and credibility with the community and enhance public safety efforts.

Social Media Engagement

Prior to 2021, Public Safety did not engage in social media platforms



9/10

90% of students use social media for information



"Community policing is an attitude, a philosophy, and a way of doing business that permeates an entire organization." - William Bratton

LOOKING AHEAD

Where do we go from here? Progress reports are not just about looking back but also looking forward.

As we look towards the coming year, public safety's top priorities will be to continue our efforts in community outreach, embrace additional technology, and maintain a safe and secure environment for all members that's free from bias.

We are committed to working collaboratively with the community to achieve these priorities, and we look forward to a safer and more secure year ahead.

01

Continued Training and Onboarding

Continue to onboard new officers ensuring they have the training, tools, and equipment to do their job.

02

Continued Engagement

The newly formed community engagement team allows the autonomy and support to engage with our community on various community policing initiatives.

03

Continued Progress on Attaining Accreditation

Continue to work on the foundation built by Sgt. Botelho and support from Sgt. Beltz.

04

Communications Upgrade

Continue our multi-year radio system upgrade.

05

Fleet Upgrade

Continue our efforts to make more efficient, sustainable fleet vehicles 100% hybrid.

06

Transportation

After completing a full transportation review by an outside consultant and transportation RFP, onboarding a new university transportation provider, and improving customer technology.

07

Parking and Traffic

Re-align parking enforcement officers for better coverage. Explore costs associated with LPR cameras and a decal less parking program and improved customer service and efficiency—end issuance of paper parking tickets in lue of digital.

08

Student Employment

Create more opportunities for student employment in parking and traffic, and provide peer-to-peer safety services.

09

Traffic Safety

Enhance Loop Rd Safety markings, create designated rideshare stops, and traffic calming measures.

10

Emergency Preparedness

ALERTUS Desktop takeover upgrade expanded "Preparedness Days," & fire safety training, and TTX.

More extensive planning for hosting a public safety multi-agency exercise on an active shooter. Develop an annual emergency notification test.

11

Website Transparency

Ongoing updates to the department website. Ensure more up-to-date information and regular updates of all pages.

12

Facilities Upgrades

Identify and prioritize facilities upgrades. For example, planned FY24/25, complete locker room renovation to include internally powered lockers, replacement rubberized flooring, etc.

13

Additional Training Opportunities

Build upon our CRASE training in LATTE to include CRASE update, de-escalation, fire extinguisher training, building safety captains, emergency preparedness, etc.

2023 AWARDS

I am honored to announce this year's award recipients for outstanding service within our department. These individuals have gone above and beyond in their commitment to protecting and serving our community.

These individuals are shining examples of the professionalism and excellence we strive for in our department. Please join me in congratulating them on their well-deserved recognition.

Thank you for your continued support of our department and our community.

Thomas Espada, Officer of the Year

Van Chang, Civilian Staff Member of the Year

Bette Reilly, Distinguished Service Medal

Lois Stanley, Ph.D., Friend of the Department Award

Dustin Botelho, Gallantry Star
Catherine Jordan, Gallantry Star
Philip Burns, Gallantry Star

Dustin Botelho, Chiefs Commendation
Dana Kelley, Chiefs Commendation
Nicholas Beltz, Chiefs Commendation

Carol Robichaud, Civilian Chiefs Commendation
Student Thomas Lohse, Civilian Chiefs Commendation

Kimberly Carter, Life Saving Medal (2021)