



Public Safety Progress Report & Strategic Goals

FY24/2025



Matthew T. Rushton

AVP Public Safety/Chief of Police



"Over the past year, our department achieved key milestones in policy development, transparency, planning, training, recruitment, communications, funding, and emergency management."

Annual Department Summary

Brandeisians,

As we reflect on the past year, we are excited to share the highlights of our department's accomplishments and progress with the campus community. This summary captures the key milestones and initiatives defining our commitment to excellence and service.

Throughout this update, we recognize the outstanding work of our entire team, who have worked to enhance transparency and help build a professional public safety department. We have focused on training, recruitment, improving communications, seeking alternative funding, and emergency management. These meaningful steps have improved our services and strengthened our commitment to the community.

This report also highlights our strategic priorities for the next year, ensuring our ongoing dedication to continuous improvement.

I am extremely proud of the Public Safety team. Over the past year, they have responded to numerous critical incidents, working long hours under all conditions. Their unwavering dedication and professionalism are commendable, and I am deeply grateful to each team member for their tireless efforts. As we move forward, we will continue to build on these successes, striving for excellence in all aspects of our work. Our commitment to serving and protecting our community with integrity and professionalism remains steadfast.

Matthew Rushton

AVP Public Safety/Chief

A handwritten signature in black ink, appearing to read "Matthew Rushton". The signature is stylized and fluid, with a long horizontal stroke at the end. It is located below the printed name and title.

Accomplishments

01 | Recognition of Work

Several Officers were recognized for their work over the past year, including Officer Catherine Jordan, who received our “Officer of the Year” award.

02 | Transparency

We’ve worked to compile information that addresses the most common themes we’ve heard from you and our community, as well as those we identified as relevant to the national conversation regarding policing. Our website now highlights some core practices, policies, reports, etc., that have already been adopted and operationalized by the department, aligning with national best practices in policing. This list is not exhaustive, and it also does not suggest our work is done. Rather, it should help orient our community to current practices within the department.



Officer Catherine Jordan

03 | Training

Over the last 12 months, the Brandeis University Police Officers have participated in over 1,500+ hours of training. Each officer completed a minimum of 40 hours of training and numerous other advanced or specialized training courses.

Accomplishments

04 | Strategic Planning

Held the department's first off-campus retreat for the senior leadership. Conducted a SWOT analysis of the department, worked to revise our mission and vision statements, and identified areas to focus on and improve departmental weaknesses.

05 | Protest Response

Conducted a full review of protest arrests and actions involving public safety. The review exonerated the Public Safety Officers' response, highlighted our pre-planning efforts, and recommended policy changes at the university level.

06 | Recruitment

Continued recruitment efforts through direct solicitation through directed social media ads, on-demand interviews, academy recruitment visits, etc. We congratulate Officer Joshua Berman on his recent graduation from the Quinsigamond ROC#3 Police Academy.

07 | Communications

We completed phase 1 of our multi-year radio project, replacing end-user equipment with access to BAPERN. In FY25, phase 2 will greatly enhance officer and community safety with infrastructure upgrades.



Officer Joshua Berman

Accomplishments

08 | Alternative Funding

Secured a 150k EOPSS Grant to support safety enhancements and applied for an additional 150k non-profit grant. Secured a 25k grant from the Student Union to purchase electronic speed limit signs improving roadway safety. Additionally, we have applied for a 75k grant to restripe 25 crosswalks with thermoplastic paint, improving visibility.

09 | Emergency Management

The Division of Emergency Management is pleased to announce the rollout of "Until the Help Arrives". A community-based training with the overall goal of teaching participants basic skills to keep people with life-threatening injuries alive until professional help arrives

Expanded "Stop the Bleed" training and access. Developed a new "Collegiate CERT" program and expanded training to the community with CPR/AED and Narcan.

10 | Rebranding

A multi-year rebranding of the department's image. This year, we rebranded the police cruisers to match our revised patch and adopted departmental philosophy, "*Present Focused, Future Ready*"



Strategic Priorities

Our Public Safety Department is 75% complete in its accreditation journey, with an assessment planned for early 2025. Alongside these initiatives, efforts are underway to automate and secure card access systems, improve performance evaluations, and streamline payroll processes using Workday. These initiatives aim to enhance operational effectiveness, security, and staff development.

01 | Accreditation

With over 450 pages of policies and procedures implemented and 75% completion on our goal to become an accredited agency, we have notified the Massachusetts Police Accreditation Commission (MPAC) of our intent to be accessed in 2025 by entering the accreditation pipeline.

02 | Payroll Project

We will continue our ongoing work with Workday to reduce payroll redundancy within Public Safety by shifting the burden to Workday and away from manual processes and paper records.

03 | Card Access

Work will continue to automate manual processes within Public Safety and card access. Work will also continue on replacing sunsetted panels that pose a cyber risk to the university, purging 55k outdated contacts within C*Cure, and completing work to allow a remote campus lockdown of all exterior doors, improving campus safety.

04 | Evaluations

Continue to improve the performance evaluations for unionized staff. Continued work on job-specific TAPS programs for officers and dispatchers.

Strategic Priorities

We aim to enhance our department's image and morale by introducing a comfort dog and obtaining the necessary certifications for deployment. We are also updating our Emergency Operations Plan and improving the BENS emergency messaging system. Additionally, we are reorganizing the evidence room based on a third-party audit and making physical improvements to meet MPAC standards.

05 | Comfort Dog

Identify and secure a comfort dog for the department and obtain the necessary certifications to deploy. This would greatly enhance the departments image in a non-enforcement role, build upon our community policing profile, and improve department morale.

06 | Evidence

Phase 2: Implementation of evidence room reorganization and purging of old evidence/drugs based on third-party audit.
Phase 3: Implement physical improvements to meet MPAC standards in our preparation for accreditation.
Discontinue accepting low-value lost and found items.

07 | Emerg. Mgmt.

Establish an updated Emergency Operations Plan for the university.
Establish a plan for TTX's for university leadership and test the BENS system twice (2) this fiscal year.

08 | Alertus

Continue the ongoing project to modernize and improve the efficiency of deploying emergency messaging (BENS) within Public Safety. This multi-year project is coordinated with ITS, which remains a valued partner in supporting numerous technical initiatives that enhance campus safety.

Strategic Priorities

We are launching a reserve officer program to reduce overtime costs and enhance officer morale while developing a comprehensive five-year training plan that includes various certifications and mandatory courses. Additionally, we are upgrading our firearms to Glock 45 & 43X MOS pistols, complete with advanced optics and training to improve accuracy and safety.

09 | Reserve Officers

Implementation of the reserve officer program. Up to six reserve officers will be used to reduce overtime costs, order-ins, and extensive reliance on overtime to fill shifts. This will expand the pipeline for future officers and improve officer morale and safety.

11 | Firearms Upgrade

Ongoing effort to replace all firearms with Glock 45 & 43X MOS pistols. All new firearms are deployed with flashlights and green Holoson optics for improved accuracy and safety. Adding two additional MPTC firearms instructors and incorporating additional proactive shooting drills beyond state requirements to improve department training. (completed 2025)

10 | Training

Develop a five-year training plan for the department.

- Access Grant Funding to support training.
- Host training at Brandeis for local law enforcement, working with Athletics.
- Certify two, train-the-trainers in ABLE training.
- FBI-LEEDA training for all supervisors.
- Issue one mandatory training in cultural competency training for the department.
- Complete FY25 online in-service, CPR-AED, and firearms training.
- 4hr, mandated suicide prevention training.
- Host training through a state grant for: Mental Health First Aid training.

Strategic Priorities

We will enhance detective operations through improved case management and training on new technologies while also working to relocate BEMCo operations to free up crucial space for patrol readiness. Additionally, we will focus on officer wellness and community safety by expanding mental health support, increasing medical supplies, and funding new Stop the Bleed kits and training initiatives.

12 | Detectives

Enhance the process for assigning, classifying, and closing cases. Create additional bandwidth with training on the CCTV system, access to LPR technology, and implementation. Participate in state and regional detectives meetings/task forces, building our network and abilities.

13 | Medical/STB

Access medical supplies and access for staff and BEMCo. Establish the student union grant, fund additional Stop the Bleed (STB) kits, and continue NARCAN and CPR/AED training for the entire community under our adopted philosophy of a “whole community approach.”

14 | BEMCo

Work with the division of Student Affairs, BEMCo, and Capital Projects to relocate BEMCo operations to another location on campus - regaining 125 sq.ft. of space that is desperately needed to support a patrol officer report and readiness area.

15 | Wellness

We will continue to work with OHS on physical and mental health for our officers and enter phase two of SIGMA wellness exams. We will also introduce awareness policies and processes that support officers.

Recognition

Officer of the Year

Officer Catherine Jordan

Chief Commendation for Exceptional Service

Captain Oren Wright

Detective/Lieutenant Dana Kelley

Detective/Sergeant Emily Evans

Officer Phil Burns

Officer Catherine Jordan

Retirements

Captain Bette Reilly, Retired after 39 years of service

Officer Alan Reece, Retired after 30 years of service

Security Officer Van Chang, Retired after 39 years of service

We thank you for your continued support in
our efforts to work with and for our
community.

Adopted patches supporting various campus groups.

