

Recommendations of the Campus Safety Measures Working Group

1. Improve communication so our community has a better understanding of what campus safety resources are available, such as campus safety escorts, and are equipped to make smart choices. This will require using several different communication modalities and sharing multiple messages throughout the course of a student's career at Rhodes.
2. Develop a stronger sense of community between Campus Safety and the rest of the campus community by offering multiple opportunities each year for meet and greets and informal interactions. Consider having some officers walk or bike around campus, rather than typically travelling by car, so there are more opportunities for engagement with students, faculty, and staff. Also consider opportunities for officers from the local substation of the Memphis Police Department to visit campus to have informal interaction opportunities with our community.
3. Although students, faculty, and staff generally feel very safe on campus, there is a lesser sense of safety on West Campus. To improve the sense of safety there, we suggest the following:
 - a. Increase the sense of vibrancy and activity on West Campus by adding a coffee cart or other amenities that would encourage broader utilization of that part of campus.
 - b. Improve lighting and consider the addition of a sidewalk from University to the Education Building.
 - c. Have a marked Campus Safety vehicle present on West Campus whenever classes let out after dark. Encourage any club activities to also conclude at the end of class periods so students in attendance can take advantage of the presence of a safety officer.
4. Continue working with the city of Memphis in enhancing traffic safety and lighting on University Street and at the intersection of North Parkway.
5. We do not recommend the addition of a few armed and sworn officers on the campus itself at this time, although we recognize this is an issue that may need to be reevaluated in the future. The only time an armed officer would be the first choice for responding to an on-campus incident would be in the event of an active shooter, and our close partnership with the Memphis Police Department and regular active shooter tabletop exercises with the MPD mean that highly MPD trained officers are both familiar with the Rhodes Campus and would be able to respond to any such incidents within a matter of three minutes or less. In addition, Clarion armed patrols will continue as they are currently doing around the perimeter of campus. We have also provided active shooter training to several campus departments and will continue this effort over the summer.
6. Work to make our campus safety efforts as free from bias as possible by ensuring Campus Safety officers continue to receive regular training in such topics as implicit bias, de-escalation techniques, and trauma-informed care. All officers received such training last summer.
7. Continue to explore the addition of swing arms at the entry gates that members of the campus community could open with a fob, to reduce the need to ask for an ID, and additional cameras around the exterior fence that would immediately notify Campus Safety if someone attempted to climb over the fence.

8. Rhodes currently has a CARE team that provides extra support to members of our community facing various challenges. We will add a separate, highly trained threat assessment and management team specifically tasked to work with individuals who may pose a danger to themselves, others, or the Rhodes community.